

CONSCIOUS CUSTODIANS

FOR A

RESILIENT FUTURE

ESG REPORT 2020-21

JM BAXI
THE PORT SPECIALIST
Creating opportunities



INSIDE THIS REPORT

J M Baxi Ports and Logistics Limited is pleased to present its **first ESG report** for the year **2020-21**. The theme of this year's report is centred around our envisaged role as the **Conscious Custodians for a Resilient Future**, which we aim to build in partnership with our key stakeholders.





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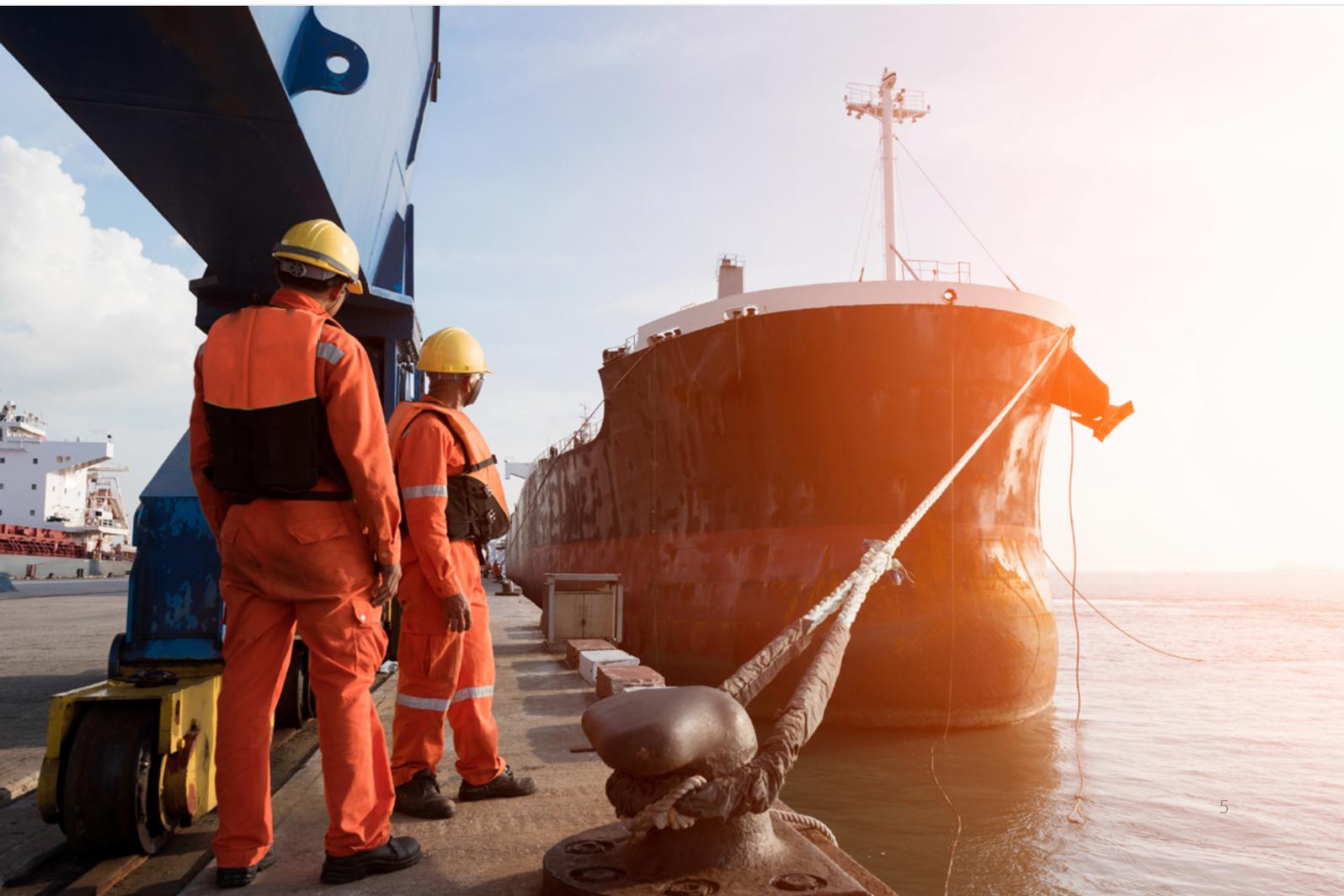
ABOUT THE REPORT

CONSCIOUS CUSTODIANS FOR A RESILIENT FUTURE

Sustainability is gaining increased prominence by the day across countries, industries, and communities, and the maritime sector is no exception. Port terminals across the globe are adopting resource efficiency practices, since their activities significantly impact (directly or indirectly) the environment and communities surrounding their sites of operation. Trading systems across the world are characterised by extensive use of natural resources throughout the supply chain, which threaten ecosystems at large. As a result, all industries - including the ports and logistics industry - are under rigorous scrutiny for the adoption of sustainable practices. While J M Baxi Ports and Logistics Ltd. has always relied on conducting its business

with utmost responsibility, we are vigilant of the changing mandates pertaining to the ESG landscape, in order to inform our business strategy and guide realization of our strategic priorities.

In this report, J M Baxi Ports and Logistics Ltd. intends to disclose the key sustainability initiatives that it has undertaken across its terminals and logistics business entities. The report has been prepared by taking into account global guidelines and frameworks for corporate performance on ESG. The reporting scope and boundary for our disclosures, unless otherwise stated, covers the operations of J M Baxi Ports and Logistics Ltd.



MESSAGE FROM THE CHAIRMAN



Dear Stakeholders,

As we face a gradual shift from an economic paradigm to a sustainability paradigm, we find ourselves taking the responsibility to set benchmarks and standards and to excel, while balancing the interests of our organization and our stakeholders, such as shareholders, senior management executives, customers, suppliers, financiers, the government, and the community. We take this opportunity to collaborate with clients, partners, and other stakeholders to incorporate ESG measures into our business and further aim to set an example globally. Our action plans and internal controls to performance measurement and corporate disclosure shall reflect our commitment towards sustainability. The Sustainability Revolution will empower the industry to motivate rapid change, profitably, all while giving back to the planet it's been depleting.

We must therefore start to consider the implications of transitioning to a low carbon economy and what this means for our business models, products, operations, and financial performance. This message was underscored during COP26 where it was clear that the institutional

investment world is starting to exercise significant influence through investment policy - and are starting to demand increased climate focus from investee companies - including private companies as much as public companies.

Transition to a low-carbon and climate-resilient economy will involve significant financial opportunities, as businesses leverage new renewable energy technologies to displace carbon-intensive processes and identify many other significant areas of growth and disruptive innovation across all industries.

This directly translates to creating a strategy that integrates shareholder and stakeholder value and aligning managerial incentives with the company's core purpose. Strategic priorities and internal investment decisions should support key drivers of sustainable, long-term value creation and focus on culture, talent development and branding.

As one of India's leading port operations and logistics corporations, we recognise our duty in ensuring equitable growth and recovery as we grow familiar with this new normal. Preparedness for new challenges is a must and thus, we continue to further structure our efforts to publicly disclose our responsible business performance, including identification, assessment, and management of ESG-related risks in a manner that demonstrates transparency and accountability to our stakeholders.

As a responsible corporate citizen, we ensure that our business explores necessary alignment to sustainable practices, not limited to immediate risks but also prepare for emerging risks and their myriad. Driven by our dedicated and committed teams, we are confident to steadily demonstrate adoption of ESG approach as a catalyst for our business excellence.

Regards,
Krishna B. Kotak

MESSAGE FROM THE CHIEF OPERATING OFFICER



Dear Stakeholders,

A lot has changed over the 105 years history of J M Baxi Ports and Logistics Ltd, but the one thing that has stayed the same is our sense of a higher purpose, which is driving our passion for sustainability. The entire world faced an unprecedented scenario last year, and the ports and logistics industry was also affected severely because of it. I am grateful for the commitment our people have shown as essential workers in ensuring the continued success of our operations, despite concerns of being exposed to health risk. Being an essential service provider, it was our imperative to reach out to our longstanding partners, utilize our goodwill and procure medical supplies for the health crisis that presented itself with the COVID-19 and its variants that followed. Oxygen supplies were donated to state governments through support from our international partners in Singapore - a total of 1,100 cylinders were purchased totalling 7,200 cubic meters of oxygen-carrying capacity.

We strongly believe that resilience is vital, in order to conduct business in a challenging environment. We were able to successfully uphold this principle by resuming operations at our Haldia terminal within 32 hours of Cyclone Amphan (with the help of skeletal staff), demonstrating our adaptation to the “new normal”.

Resilience is not just about fighting adverse circumstances, but also executing a planned vision. As custodians of the seas and the first point of contact for goods, we understand the environmental implications accompanying our business. Therefore, in cognizance to this we have commenced multiple initiatives targeting reduction in emissions, improved management of water and waste and protection of biodiversity.

As one of India’s leading port operations and logistics corporations, we recognise our duty in ensuring equitable growth and recovery as we grow familiar with this new normal. Preparedness for new challenges is a must and thus, we continue to further structure our efforts to publicly disclose our responsible business performance, including identification, assessment and management of ESG-related risks in a manner that demonstrates transparency and accountability to our stakeholders. The pandemic has highlighted the urgent need for business to explore necessary alignment to sustainable practices, not limited to immediate risks but also prepare for emerging risks and their myriad manifestations. Today, we understand the importance of mitigation against major environmental concerns that we are susceptible to, fortifying our business continuity and daily operations, increasing our efficacy, to further strengthen our customer-centric model of business.

Driven by our dedicated and committed teams, we are confident to steadily demonstrate adoption of ESG approach as a catalyst for our business excellence.

Regards,
K K Krishnadas

MESSAGE FROM THE ESG PROJECT LEAD



Dear Stakeholders,

I am pleased to share with you the first edition of the ESG report on behalf of our company. With this report, we seek to extend more meaning to our stakeholder engagement by committing to even higher standards of transparency, accountability, and inclusion.

The pandemic has necessitated that the world (and particularly global businesses) to re-imagine ways of life and trade. Our focus has been on collective navigation through the crisis, by supporting our people and the communities around us.

To this end, we initiated the COVID-19 Outreach Programme and Employee Family Assistance Programme to cover all our employees, excluding none. This was done through extension of our partnerships into healthcare, and collaborations with corporate hospitals facilitated for pan-India coverage of employees. Financial support has been extended to the families of our employees who lost their lives due to the COVID-19 pandemic along with medical insurance and costs covering relocation. We have also welcomed family members of employees to join our organization. Further, educational assistance (until graduation) were provided to young dependents of the bereaved families.

The pandemic did ravage its impact on our business, too. Global supply chains, transit and the movement of

people were disrupted. Cargo and oil ships were at sea, stranded for months due to lack of clarity from ports on vessel quarantine, crew change policy and Health, Safety and Environment (HSE) checks at ports. In addition to these, demand slumps, production halts, fleet driver and labour shortage, and warehouse closures completely bottlenecked the supply chains. However, through financial incentives, provision of nutrition care packages, protective equipment and health awareness campaigns, we were able to restart operations.

This year, given that our operations were exposed to the pandemic, cyclones, earthquakes and heatwaves, the priority of our company was to ensure continued operations across our network and the facilitation of crucial goods. I want to thank the family of J M Baxi Ports and Logistics Ltd, including staff, partners and essential workers for demonstrating resilience in achieving this feat. We are continuing to learn every single day through the pandemic and one of the most important lessons has been that we need to embrace flexibility and adaptability to unprecedented situations.

At J M Baxi, we seek to integrate sustainability practices in various ways be it our efforts to continue electrification of our logistics operations or paperless processing in day-to-day operations. We seek to approach decarbonisation much more meticulously in the future, with continued and phased electrification of equipment, and by considering the use of alternative fuel such as hydrogen.

At J M Baxi Ports and Logistics Ltd, we adopt utmost rigour in ensuring the quality of our services - and we intend to approach sustainability with the same fervour. We consider our 'people' to be a critical success factor for the same. In keeping sustainability as one of the key drivers for our business, we have also directed our attention to adoption and implementation of high standards of ESG governance - to ensure adequate coverage across our operations and people practices. I am grateful for employees and partners who have surpassed expectations to deliver on our commitments. I look forward to your continued interest in our work and invite feedback on the same as we sail ahead in our journey of sustainable development.

Regards,
Vaibhav Thakur

ABOUT J M BAXI PORTS AND LOGISTICS LTD



The Company referred in this report is a part of 105 year J M Baxi group established in 1916. The group is India's premier shipping services company, that stands for the principles of innovation, commitment and performance, it enjoys strong brand reputation worldwide and its

name is synonymous with the shipping service and logistics industry in India. The Company, with its head office in Mumbai has its own offices at all major Indian ports and inland container depots.

About the Report

SERVICES

Our main offering is specially designed shipping logistics infrastructure with our state-of-the-art facilities that help connect cargo seamlessly.

EXIM Services

J M Baxi Ports and Logistics Ltd has 3 Million TEU and 7 Million tonnes of cargo handling capacity per annum across terminals. It has been awarded a category 3 license from Indian Railways, that allows us to offer EXIM services from our locations of Vizag, Delhi, Mumbai, Paradip, Haldia and Kandla.

Reefer Services

We provide Cold-chain services which involve the transportation of refrigerated cargo. Our services include proper storage of temperature-sensitive cargo. In the post-pandemic world, it is more important than ever that transport of food and beverages, pharmaceuticals, vaccines, lab samples, diagnostic materials, chemicals are responsibly handled.

Domestic Services

J M Baxi Ports and Logistics Ltd operates 19 container rakes linking hinterland with gateway ports, commercial, and trade centres, and provides logistics support for containerized cargo.

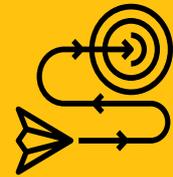
Heavy Logistics

Project Logistics division believes in partnering with its customers through innovative business models. It bring

years of expertise with diverse industries and offer insights into managing logistics for capital goods across segments for providing heavy haulage transportation and heavy lift services.

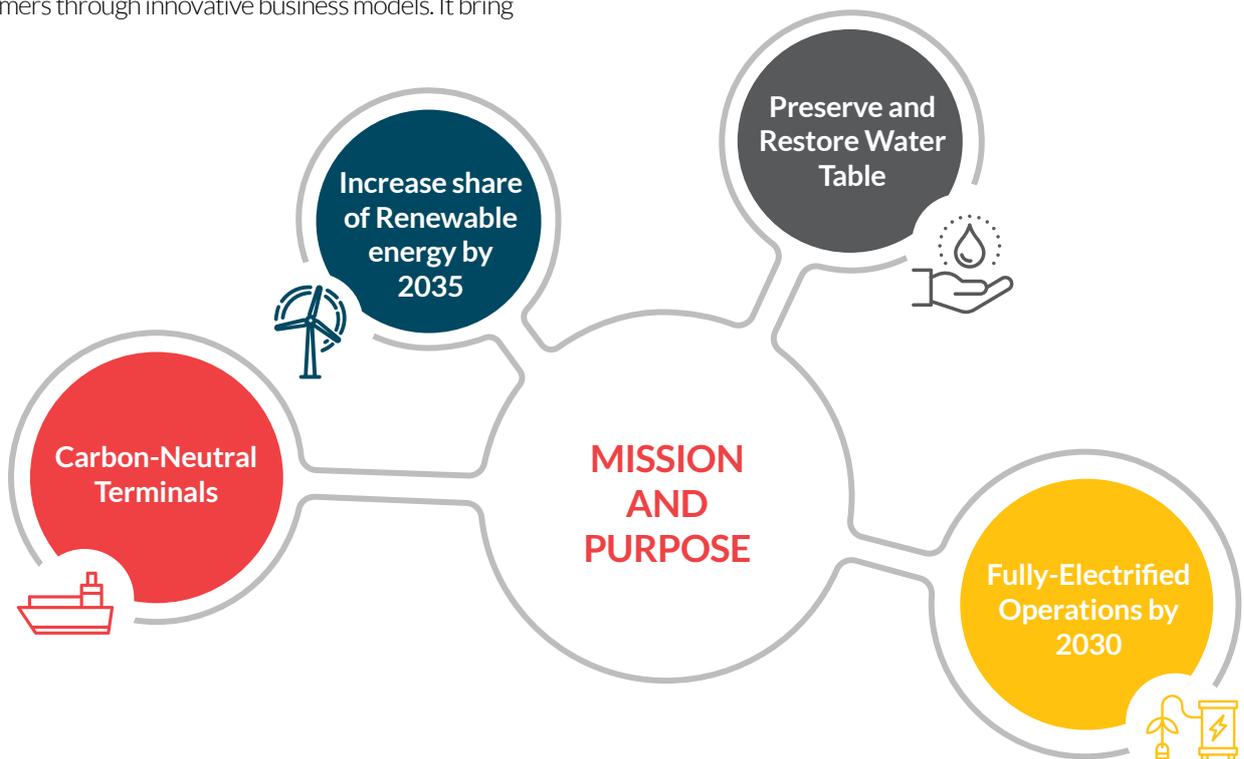
VISION

Our vision includes ceasing all reliance on thermal grids with increased share of solar, wind and green hydrogen as energy sources. It is a testament to our commitment to zero-carbon emission terminals by making all cargo handling equipment electric across our terminals by 2030 including all our road transportation fleet. We are committed to creating opportunities to promote inclusive growth.



MISSION

As a custodian for a resilient future, our mission is to establish J M Baxi Ports and Logistics Ltd as one of India's most sustainable and leading cargo systems. We intend to achieve this by creating more livelihood opportunities for local communities, reducing our carbon footprint, and future-proofing our ports, logistics and infrastructure. We understand our role with the ecosystem and are committed to set the benchmark for our peers - by minimising the environmental impact from the nature of our business operations.



COMPANY VALUES

We share the core values of our Group company that guide the way we operate. We have built our business on the plinth of trust and by advocating for the greater interest of all. The tireless efforts of our workforce across the entire value chain ensures our successful operations. Custodianship is a virtue that the company has been handling for over a century and is still bestowing the trust and loyalty for our clients from around the world.

J M Baxi Ports and Logistics Ltd conducts itself as the bearer of loyalty and trust, and every member of our company beholds the trust of the entire maritime and shipping fraternity.

We strongly believe that the success of our business is tightly aligned with how our values of honesty, innovation, humility and perseverance are embedded in our services and business processes.



Honesty



Humility



Innovation



Perseverance

AWARDS AND RECOGNITION

Our terminals, supported by dedicated teams, have been recognized for their performance in quality, health, safety, and environment management during the reporting period. A prestigious award was received at the seventh annual “The Maritime Standard Awards”, which was held on 23 November 2020 at The World Trade Centre, Dubai.

Visakha Container Terminal Private Limited was declared winner of “The Safety and Security Award”. This award recognises the best safety and security improvement initiatives introduced in the year 2020. Other key awards and recognitions received by our terminals during the reporting period are presented below.



Delhi Inland Container Terminal

Awarded “ICD of the Year” at SCALE Supply Chain and Logistics Excellence Awards 2020

Visakha Container Terminal

Awarded “Safety and Security Award” by Maritime Standard Awards 2020



PERFORMANCE HIGHLIGHTS

Our Triple Bottom Line Performance Highlights

Economic



15,571
INR Million
revenue
2020-21



3,869
INR Million
EBITDA
2020-21



276
INR Million
Profit after Tax
(PAT)
2020-21



Environment



1,31,595
kl water
consumed*

* This data doesn't include Bulk and Projects as water data is not available



28,534.12
tCO₂e scope 1
and 2 GHG
emissions



5,35,796.93
GJ total energy
consumed



23,316.78
tCO₂e
scope 3 GHG
emissions*



* Scope 3 Category 4 and Category 5 have been excluded as data collection is in progress.

68.73
MT waste diverted
from landfill*

* Only includes data from Kandla, Mumbai, Paradip, Rozi and Vizag



38.9 kg
CO₂/TEU
scope 1 and scope 2
emissions
intensity*

* Doesnot include bulk and Projects as TEUs or MT is not available



Social



3,75,000
beneficiaries
impacted



Zero
fatalities



INR 60.8 Million
CSR expenditure
(including oxygen
cylinder & con-
centrator of
INR 42.3
Million)



Governance

Governance
structure

Policy
framework

Risk Management
framework

Compliance
Management

STRATEGIZING SUSTAINABILITY

STAKEHOLDER ENGAGEMENT

As a part of our sustainability strategy, one of the chief activities we have undertaken is the mapping of stakeholders who have significant impacts and influence on the business. We have identified a diverse group of stakeholders and also detailed our modes and frequency of

engagement with them. We believe that this exercise is an important step towards understanding each stakeholder’s expectations, in order to tailor our ESG related policies and interventions accordingly

Stakeholder Group	Mode(s) of engagement	Frequency of engagement	Key Expectations
Investors	<ul style="list-style-type: none"> Annual General Meetings (AGM) Investor meetings Investor presentations 	Annually	<ul style="list-style-type: none"> Good corporate governance Compliance with regulatory norms (including those on ESG) Good return on investments
Employees	<ul style="list-style-type: none"> Employee interaction feedback and communication Performance appraisals Internal human resource management 	Quarterly	<ul style="list-style-type: none"> Healthy work culture and job satisfaction Competitive pay Equal growth opportunities
Suppliers/Vendors/ Contractors	<ul style="list-style-type: none"> Onboarding and screening 	Annually	<ul style="list-style-type: none"> Ethical practices and reasonable pricing Digital and secure engagement with vendors Fair procurement practices
Communities/ NGOs	<ul style="list-style-type: none"> Focus Group Discussions for CSR Initiatives 	Annually	<ul style="list-style-type: none"> Local employment generation Development interventions Community building
Regulators/ Government	<ul style="list-style-type: none"> Mandatory regulatory filings Quarterly and annual compliance reports 	Annually	<ul style="list-style-type: none"> Ethics and transparency Compliance with norms and regulations
Clients	<ul style="list-style-type: none"> Corporate communications (reports) Service requests, complaints and feedback 	Annually	<ul style="list-style-type: none"> Transparent information and communication Fair and responsive grievance redressal mechanism

MATERIALITY ASSESSMENT

Materiality assessment at J M Baxi Ports and Logistics Ltd

The foundation of business decisions is greatly defined by what stakeholders expect from a company. Over the years, it has become increasingly evident that stakeholders are emphasising on disclosure of the non-financial parameters such as - environmental, social and governance - alongside the financial performance of the Company.

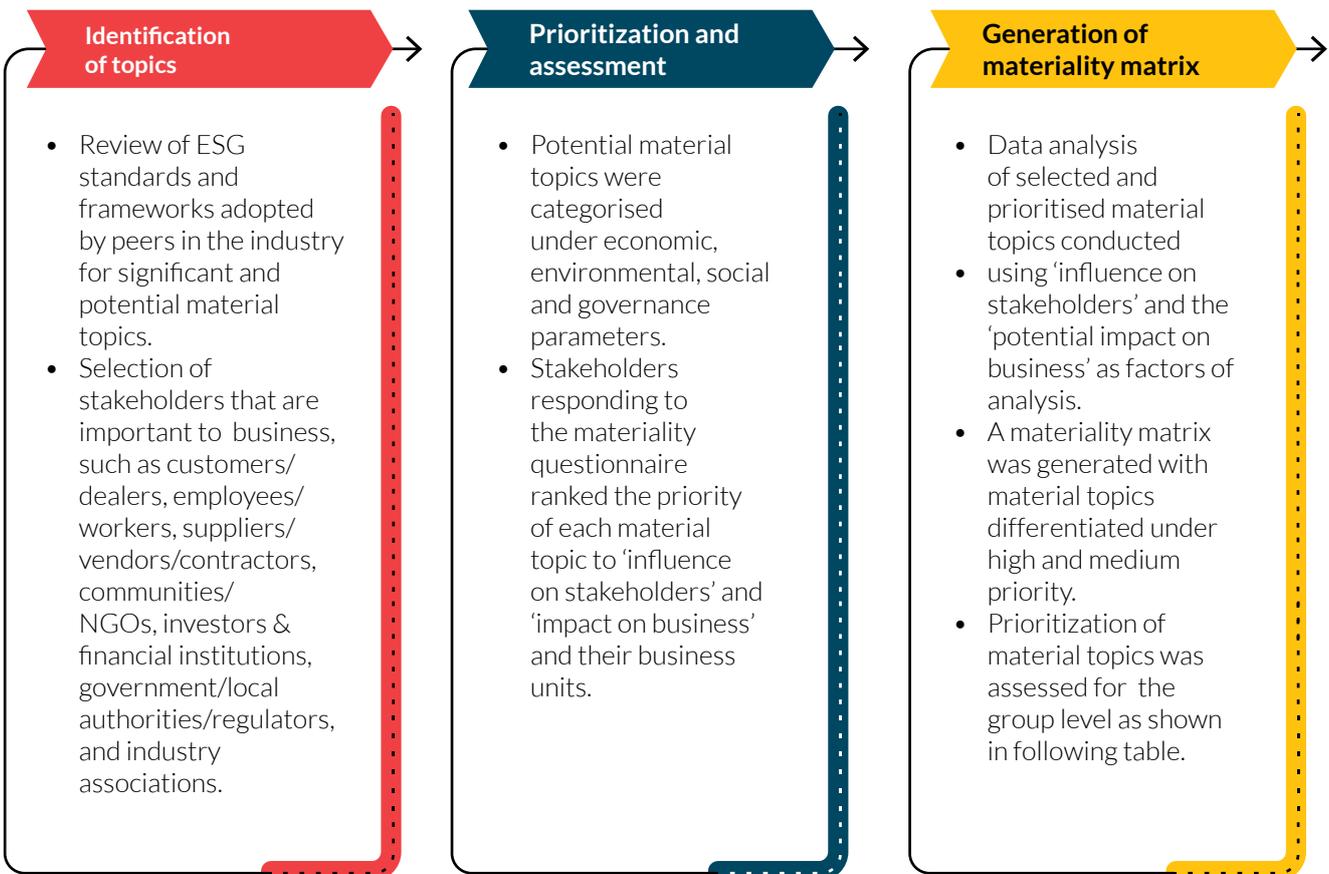
‘Materiality Assessment’ is a systematic approach to identify and prioritize material issues, risks or opportunities that are of prime concern to stakeholders and also impact the ability to execute business strategy. It is the backbone for developing a long-term plan on sustainability and for sustainability reporting.

The Global Reporting Initiative (GRI) provides guidance on ‘Materiality Assessment’. As per the guidance provided, organizations shall assess material topics by considering two dimensions:

- I. Influence on stakeholders
- II. Potential impact on business

As the first prescribed step in its sustainability journey, J M Baxi Ports and Logistics Ltd conducted a materiality assessment to identify primary areas of focus for the Company. The materiality workshop was attended by representatives of the J.M. Baxi group, including the senior management and corporate representatives.

Prioritization of material topics



o Strategizing Sustainability

The table below presents material topics categorised into Economic, Environment, Social and Governance and as per high, medium and low priority.



MATERIALITY MATRIX



WHY ARE THESE TOPICS MATERIAL AT J M BAXI PORTS AND LOGISTICS LTD?

J M Baxi Ports and Logistics Ltd material topic	Associated material topic as per the GRI	Why this topic is material for J M Baxi Ports and Logistics Ltd	Relevant SDG (Sustainable Development Goals)
Occupational Health and Safety	Occupational Health and Safety	Occupational health and safety is a basic human right especially when workplace conditions impact workers and their families. Maintaining a safe working environment is an ethical responsibility for our business.	
Data and IT Security	Customer Privacy	While building smart ports and terminals with increasingly interconnected digital systems, it becomes important to build resilience against cyberattacks and risks that threaten the protection of data.	
Corporate Governance and Ethics	Anti-Corruption	J M Baxi Ports and Logistics Ltd considers ethics and values as fundamental and indispensable in any scenario. The group's core values guide actions and define pathways to achieve them.	
Economic Performance	Economic Performance	Economic performance of J M Baxi Ports and Logistics Ltd is at the crux of business sustainability. It is of utmost significance to all its stakeholders, investors, customers, employees, and even results in direct and indirect benefits for the community.	
Emergency and Disaster Response	Occupational Health and Safety	Ports are exposed to natural calamities like cyclones, floods, earthquakes, tsunamis. Such activities result in substantial loss of human life and natural surroundings. Therefore, having a disaster management plan in place is essential to the smooth functioning of our operations.	
Human Rights	Human Rights Assessment	It is a moral imperative for us to protect human rights, fight modern slavery and child labour. We practice a culture that respects employees and people as part of our value chain.	
Energy Management	Energy	Energy management is an important consideration for J M Baxi Ports and Logistics Ltd as we want to be off thermal grids with complete dependence on solar, wind energy and green hydrogen as energy sources. Renewable energy infrastructure helps us to reduce our carbon footprint and lower our electricity cost per unit.	
Employment Practices	Employment	The well-being of employees is a year-round priority for J M Baxi Ports and Logistics Ltd. We believe in engaging in fair and equal employment practices for development.	
Enterprise Risk Management	<ul style="list-style-type: none"> General Disclosures (Strategy) Economic Performance 	A guiding framework on risk management is crucial in helping us achieve our strategic objectives. In this regard, we believe that maintaining a strong internal control system is crucial for business resilience in the long run.	
Human Capital Development and Engagement	<ul style="list-style-type: none"> Training and Education 	We are in the process of building a future-ready organization and we believe that we can achieve this by providing our employees with necessary training and development opportunities.	

J M Baxi Ports and Logistics Ltd material topic	Associated material topic as per the GRI	Why this topic is material for J M Baxi Ports and Logistics Ltd	Relevant SDG (Sustainable Development Goals)
Employee and Labour Relations	<ul style="list-style-type: none"> Labour/ Management Relations 	Labour welfare, engagement with labour unions, and adoption of best practice labour standards are all key priorities, given that worker well-being is essential for smooth conduct of everyday operations. This topic becomes even more important in the light of the pandemic, since all our labourers are essential workers facing a health risk each day.	
Environmental Compliance	<ul style="list-style-type: none"> Environmental Compliance 	Increasing environmental regulations pose regulatory challenges going forward. It is therefore important to maintain a mechanism to avoid litigations, fines and penalties.	
Diversity and inclusion	<ul style="list-style-type: none"> Diversity and Equal opportunity 	A diverse and gendered workforce is useful in promoting a healthy workplace culture, which also affects employee productivity in the long run.	
Transparency and Reporting	<ul style="list-style-type: none"> Non-GRI topic 	Transparent and timely reporting of our initiatives that contribute to long-term value helps us in bringing our stakeholders up to speed and constantly build and maintain our credibility.	
Regulatory Compliance	<ul style="list-style-type: none"> Environmental Compliance Socio-economic Compliance 	Compliance to laws and regulations is an uncompromised practice at our organisation, since we are also an essential services provider. Regulatory compliance is therefore closely monitored and tracked to ensure that our reputation is maintained in the long run.	
Responsible Tax	<ul style="list-style-type: none"> Tax 	Well-functioning tax systems help provide essential public services such as education, infrastructure that support sustainable development, local societies, business and trade. As a responsible company, we have an important role to play in this regard.	
Water Management	<ul style="list-style-type: none"> Water 	Water management is important for us to ensure optimal use of water in our operations for our operations and responsible management of wastewater discharge.	
Responsible Procurement/ Sustainable Supply Chain	<ul style="list-style-type: none"> Procurement Practices Supplier Environmental Assessment Supplier Social Assessment 	Since we are a part of the logistics industry, our economic, environmental, and social impacts have the potential to impact the global value chain. We believe that taking steps towards addressing such impacts can go a long way in building stakeholder trust in our brand	 
Ocean Health	<ul style="list-style-type: none"> Non-GRI topic 	People and communities depend on oceans for livelihood, tourism, trade and transport. Ocean health also plays an important role in combating climate change. Our operations have significant impact on ocean health and therefore, minimising negative environmental impact from our end is essential in order to prevent ocean pollution.	

J M Baxi Ports and Logistics Ltd material topic	Associated material topic as per the GRI	Why this topic is material for J M Baxi Ports and Logistics Ltd	Relevant SDG (Sustainable Development Goals)
Waste Management	<ul style="list-style-type: none"> Waste and Effluents 	Being in the logistics and port industry, we generate a high volume of non-bio-degradable waste. We therefore believe that the adoption of responsible waste management practices such as adoption of the “Reduce, Reuse, Recycle” principle should be an essential part of our everyday operations.	
Emissions	<ul style="list-style-type: none"> Emissions 	Since we use multiple modes of transport in our operations, our operations inherently lead to emissions of greenhouse gases that are harmful for the atmosphere. Therefore, we are consciously taking all steps - including use of alternative fuels and adoption of renewable energy sources to support our energy demand - to manage this impact.	
Community Development, Engagement, and Philanthropy	<ul style="list-style-type: none"> Local communities 	Giving back to the society has never been more important, and in these uncertain times, we realise that supporting local community development is not only our responsibility - but also our duty. We have, therefore, redoubled our efforts on our CSR activities in order to contribute to local economy, environment, and society.	
Public Policy	<ul style="list-style-type: none"> Public Policy 	The public policy narrative has changed greatly since the onset of the pandemic; while growth is still on the cards, it cannot be at the cost of people’s well-being. By engaging with key decision-making bodies such as governments and regulators in a regular and consistent manner, we hope to be able to do our bit in shaping policy issues in the port and logistics industry since such policies also affect our operations directly or indirectly.	
R&D and Innovation	<ul style="list-style-type: none"> Management Approach 	To be a future-ready port, we need to invest in smart and AI-enabled solutions for achieving greater operational efficiency and reduce carbon footprint.	
Climate Change	<ul style="list-style-type: none"> General Disclosures (Strategy) 	Decarbonization is a strategic imperative for our industry and our company. Increase in the number of extreme weather events and stakeholders concerns to report on CO ₂ emissions makes decarbonizing logistics an important step towards climate action.	
Biodiversity	<ul style="list-style-type: none"> Biodiversity 	Our operations have adverse impacts on flora and fauna in the lands and oceans that surrounds us. Taking necessary actions to minimize such impacts is therefore important and reporting is the primary step in this direction.	
Indirect Economic Impacts	<ul style="list-style-type: none"> Indirect Economic Impacts 	We believe that our investments that support local communities and various infrastructure services will be at least a drop in the ocean of efforts that are being taken to address basic needs of our citizens. We also think that business growth cannot happen in isolation from the society, and therefore, the indirect economic impacts that we create is of critical importance to business survival as well	

PROTECTING NATURAL ECOSYSTEM

CLIMATE CHANGE

Climate Change is leading to rise in global temperatures and the physical effects of climate change continue to impact customer supply chains by impacting agriculture, groundwater levels, human health, and economies. Due to the nature of our operations along coastlines, we are susceptible to grid failures as extreme weather events become more severe. Hence, as an adaptive move, shifting to renewable energy is the most pragmatic course of action that we gradually seek to completely interlace into our operations in the long run. To this end not only are we optimizing our workspaces to consume less energy, but we are also electrifying our fleet's container handling equipment.

ENERGY

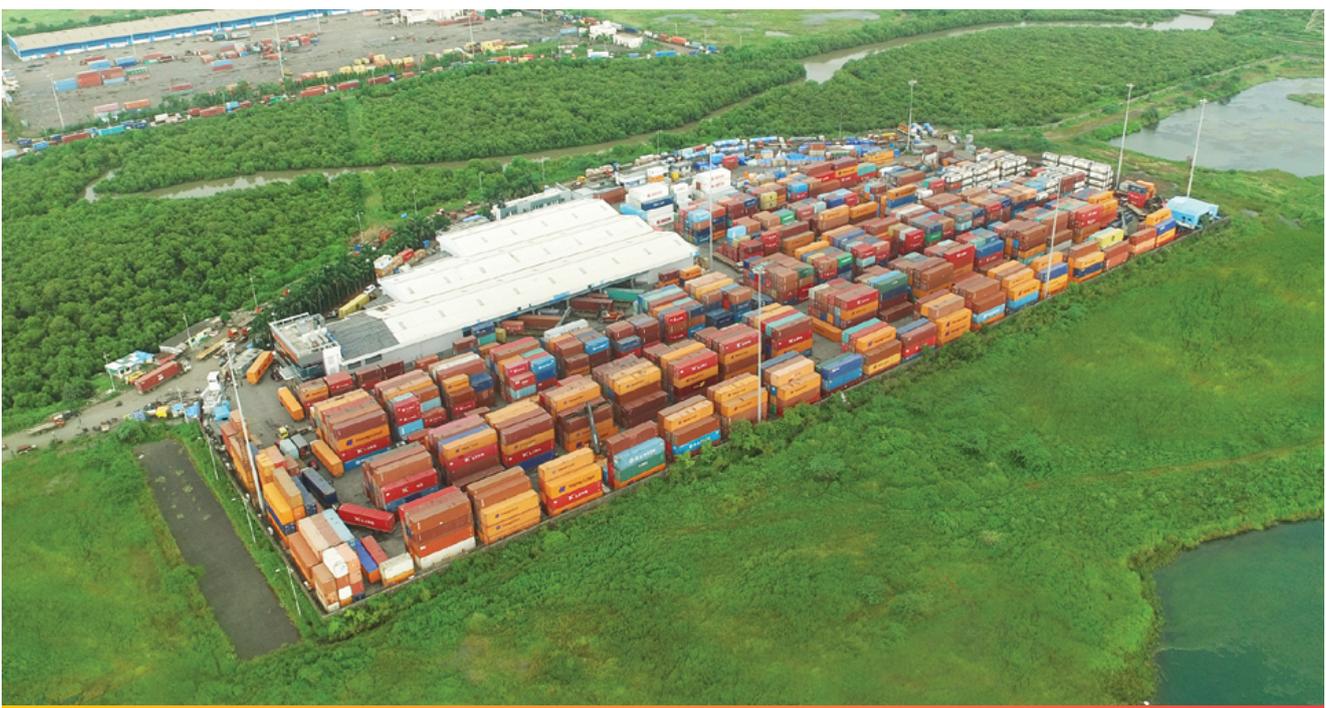
Energy Portfolio and Management

Our energy consumption can primarily be attributed to

the diesel and electricity use for crane operations and intra-port transportation of cargo. We strongly believe that consuming lesser energy and avoiding the use of fossil fuels are two ways in which we can optimise our energy use in the long run. In the current reporting period, FY 2020-21, total energy consumption within the operational boundary due to direct fuel consumption and electricity purchased for own operations was reported as 2,74, 882.67 GJ whereas, total energy consumption outside the direct operational boundary due to purchased fuel & electricity, upstream and downstream leased assets etc was reported as 2,60,914.26 GJ.

Energy Reduction Initiatives

We have undertaken several measures including process improvements and technology integration in alignment with our goal to build resilience towards climate change and our commitment to a reduced impact on the environment. Some of these initiatives are presented in the table below:



o Protecting Natural Ecosystem

A few key initiatives are presented in the following table.



Conversion of PL/CFL type normal lights to LED lights for warehouse at Delhi Inland Container Terminal

48,252 kWh electricity savings

At Visakha Container Terminal, old diesel Rubber Tyred Gantry Crane (RTGC) converted in-house to e-RTG

43,637 litres HSD savings



Two high masts lights changed to LEDs 350W x 8 from Plasma 280W x 16
No of light fittings reduced to 8. Average hours of use 10 per day at Visakha CFS

4,250 kWh electricity savings

ZPMC RTG programmed at Visakha Container Terminal to reduce engine speed to lower RPM when not engaged for more than seven seconds to improve fuel efficiency.

12,889 litres HSD savings



Old warehouse Lighting at Visakha CFS changed from 250W x 54 HPSV to 80W x 38 LEDs. No of light fittings reduced to 16. Wattage reduced from 250 to 80W. Average hours of use 5 per day.

6,276 kWh electricity savings

Use of Thermol D additive in Diesel in all RTGs and diesel generators (DGs) at Visakha Container Terminal.

21,740 litres HSD savings



Fuel Shift and Green Energy

On the electrification front, we are putting in rigorous efforts to ramp up our renewable energy infrastructure. During the reported year, total electricity consumed by the company stood at 186,582,80 kWh. Out of which, the total electricity generated due to solar power at own facilities (Delhi Inland Container Terminal, Mumbai Container Freight Station, Visakha - CFS) stood at 15,15,807 kWh, whereas 9,41,595 kWh units were generated as a result of third party agreement at Visakha Container Terminal. This is contributing to 13.17% solar units out of total electricity mix. By 2022, we expect this share to go upto 20% and 50% by 2025 through Solar Power.

We are looking to increase the share of solar power generation in our electricity mix to 50% in the near future. 150 kWp Solar plant at Paradip Multi Purpose Terminal has been installed and is fully operational since November 2021. Two upcoming solar plants (200 kWp at Kandla Container Terminal and 450 kWp at Delhi Inland Container Terminal Phase-2) will be operational in March-22. A mix of solar, and wind will be integral to decarbonize our operations and scale up to 100% renewable energy.

We understand that reducing dependency on internal combustion engines must go hand in hand with reducing the usage of thermal energy. Recently, the Visakha Container Terminal signed a contract with Vibrant Energy to procure solar power for a period of ten years. This energy partnership between Visakha Container Terminal and Vibrant Energy will supply 3.6 Million kWh of solar energy to the terminal per year, with a peak capacity of 10 MW. This solar partnership will have a critical role in replacing fossil fuel usage within the terminal with solar

Total installed capacity (2020-21)

959 kWp

Total Solar units generated in 2020-21

9,87,092 kWh

percentage share of solar units in total electricity consumption

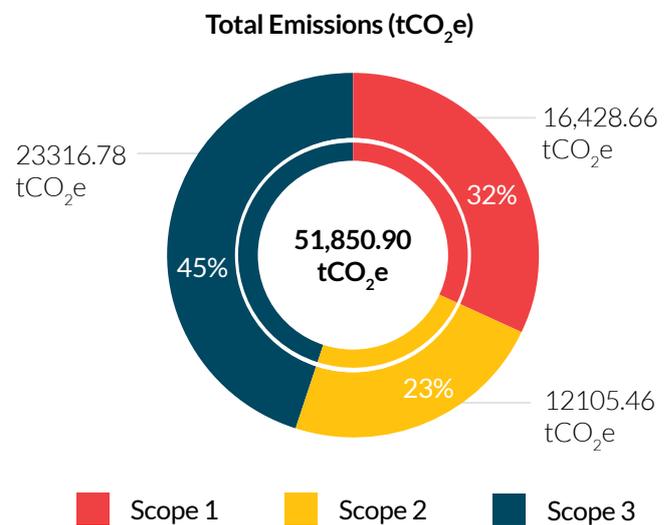
13.17%

power, thus reducing carbon emissions at the point of power generation.

EMISSIONS

Emissions and Pollution Control

We are conscious of our responsibility towards the environment. Accordingly, we have integrated environmental considerations into all phases of our projects to minimise the hazardous emissions from our operations. We have undertaken and continue to expand our various initiatives to mitigate and offset our emissions. We conducted a complete Greenhouse Gas (GHG) inventorisation for our direct and indirect GHG emissions as well as our Scope 3 emissions.



Scope 3 Category*	Total Scope 3 Emissions (tCO ₂ e)	Percentage Contribution
Purchased Goods	10,533.91	45.18%
Capital Goods	85.12	0.37%
Business Travel	58.95	0.25%
Employee Commute	1,986.55	8.52%
Upstream Leased Assets	9,438.92	40.88%
Downstream Leased Assets	1,213.33	5.20%
Total Emissions	23,316.78	

*Category 5 Waste Generated in Operations and Category 9 Upstream Transportation and Distribution have been excluded as data collection is in progress.

Case Study - Electric Retrofitment

Objective

Achieve emission reduction, operate energy efficiently and create a cleaner work environment for employees working on the ground by converting diesel Rubber tyred gantry to cranes to electric powered.

Ingenuity



1
An initial attempt was made to supply electric power from the nearest substation to one Kone RTGC for a hoisting operation. This failed due to the harmonics generated by the drives, which were fed back into the grid.

2
Multiple electric specialist agencies were approached for solutions. It was established that the existing Vacon Drives needed harmonic filters, and the cost of converting the four Kone RTGCs was estimated. However, another major challenge emerged. How could they deploy the eRTGCs with cable reels in the constrained space in the yard?

3
There were two old Mitsubishi RTGCs, which were used sparingly. These had DC drives, which did not create harmonic distortions. So to establish the effectiveness and cost-saving potential of the eRTGCs, the teams decided to convert these using the available in-house resources.



4
All modifications were carried out in-house. Multiple challenges emerged during trials, such as a voltage drop during hoisting, power tripping and braking resistor issues. The team worked hard and found good solutions.

5
After successful operations for a few months, considerable cost savings were achieved after switching from diesel. Thus, the team took on the next challenge of converting the Kone RTGCs, which had variable-speed engines.

6
The Vacon converter drive on Kone crane RTGC3 was replaced with a Fuji Drive to overcome the harmonic distortion problems. Multiple modifications were made to improve its performance and reliability. A major achievement was the cable reel drive, which was designed and produced by an Indian manufacturer. Sweet success was achieved when trials carried out with test loads went well. Finally, this third RTGC was electrified in July 2021.



Air Emissions

Across J M Baxi Ports and Logistics Ltd, there are no point source emissions in the operations. However, due to the usage of diesel operated stationary equipments and vehicles, there is an adequate monitoring of workzone ambient air quality at our terminals.

In the current reporting year, total NOx, SOX and PM emissions stood at 165.03 mg/Nm³, 148.67 mg/NM³ and 323.65 mg/Nm³ respectively.

*Data doesn't include Bulk and Projects, Haldia Container Terminal, and Rozi Bulk Terminal.

o Protecting Natural Ecosystem

WATER

Water Management Strategy

Water management for us is based on the concept of giving back to nature more than we extract. We have clearly identified our units in water-deficit regions and work hard to optimise our water consumption in these units. We use different methods such as harvesting rainwater and recharging the ground aquifers to actualise this aim. We treat and recycle wastewater generated from our operations, toilet, and canteen facilities. We have equipped all our units with Sewage Treatment Plants (STPs) and Effluents Treatment Plants (ETPs) as required. We use recycled water for developing greenbelt and for our plantation efforts.

Water Footprint

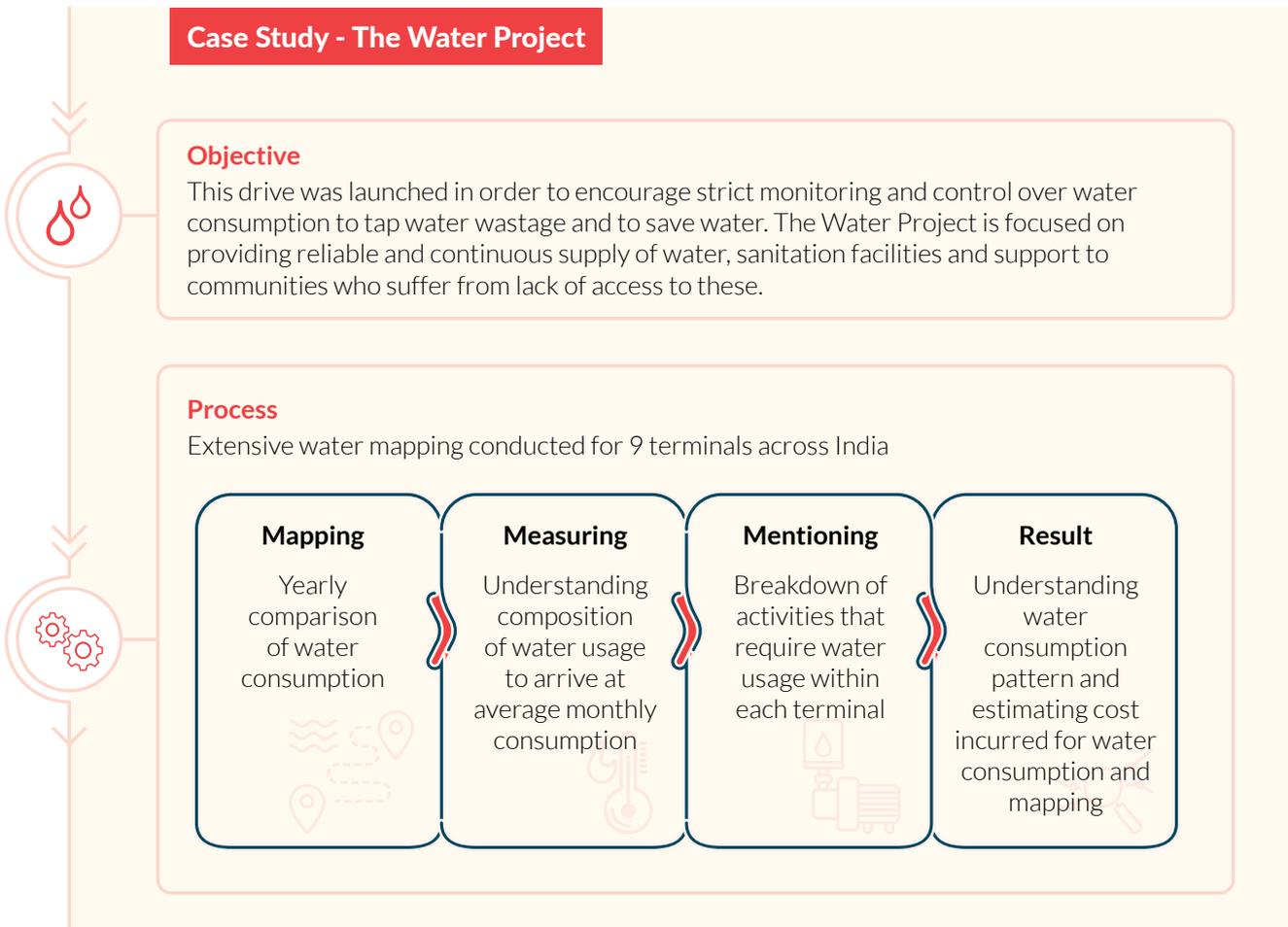
At our terminals, water is mostly obtained from third-party water vendors. In some regions, we also use groundwater. Water is mainly used for maintenance, office buildings and canteens. Total water consumption for the current reporting period (FY 2020-21) is 1,31,595.85 kl. Total water recycled was reported as 3,496 kl.

Water-saving Initiatives

We are committed to managing and working towards reducing our water footprint. Business units adopt necessary measures as per regulations to manage wastewater and ensure wastewater release complies with necessary legal requirements before discharge. Our port terminals strive to adopt efficient water management measures such as monitoring monthly water consumption with flow meters and installing water meters in different areas for container cleaning and drinking. Water reduction initiatives include - water usage monitoring processes and employee awareness sessions around water conservation. Across our terminals, treated wastewater is recycled and rainwater is harvested for activities such as gardening and sanitary facilities. At Visakha Container Terminal, Grey Water Treatment System (GWTS) is being used wherein 2.5 to 3 kl of wastewater per day from the canteen is sent to the GWTS for filtration and then used for gardening through drip irrigation pipes.

At Delhi Inland Container Terminal, we have constructed a total of 17 rainwater harvesting pits which has helped us in recharging groundwater to an estimated 984 kl during the reporting period.

Case Study - The Water Project



WASTE

Waste Management

Waste generation at J M Baxi Ports and Logistics Ltd. predominantly results from port equipment maintenance activities, admin office and warehouse maintenance, canteen wastes etc.

The hazardous waste category includes used oil which is generated at the terminals during the operation and maintenance of mobile equipment. The non-hazardous waste includes Food waste, E waste, Tyres, Plastic waste, and scrap metallic waste etc. The hazardous waste is handled as per pollution control board norms and handed over to authorized vendors for safe disposal.

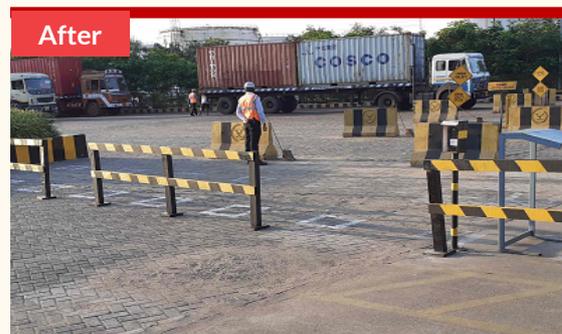
The non-hazardous waste (tyres, plastic, metallic scrap) is sold to the authorized scrap vendors while the canteen waste is decomposed in composite pits.

Across all our processes, we try to reduce and reuse waste, and improve the material management process for greater resource efficiency.

During the reporting year, the total hazardous waste generated was **35.65 MT**, and the total non-hazardous waste generated was **71.59 MT**. Across our operations, the total waste diverted away from landfills was estimated to be **68.73 MT**.

Case Study - Waste to wealth

The Waste to Wealth initiative translates to generating less waste, reuse of resources and recycling of waste that would have otherwise been sent to landfills. This initiative aims to engage all stakeholders within the organization to contribute creatively towards creating wealth out of waste.



Inhouse fabrication of wood barricading stand from waste wood

o Protecting Natural Ecosystem

COMPOSTING

Food waste that is not composted generally goes directly to landfill. To avoid this, J M BAXI Ports and Logistics Ltd has adopted the process of composting food waste from its canteens and admin building kitchen waste. The food waste from canteen and kitchen is decomposed in a composite pit or is disposed to the local civic body for decomposition.

The table below gives the description of the waste composting for the reporting year: -

Terminal	Type of waste	Quantity (kg)	Waste Management Method	Waste Decomposed
PARADIP MULTI PURPOSE TERMINAL	1. Food waste 2. Vegetable waste	882.6	Canteen food waste is decomposed in composite pit.	Yes
VISAKHA CONTAINER TERMINAL	1. Food waste 2. Vegetable waste	273.6	Canteen Waste is being disposed to GVMC Visakhapatnam	Yes
VISAKHA CFS	1. Food waste 2. Vegetable waste	706	Canteen Waste is being disposed to GVMC Visakhapatnam	Yes
MUMBAI CFS	1. Food waste 2. Vegetable waste	1001	Collection and decomposition of canteen organic waste in the 200-liter barrel inside the terminal.	Yes



SOCIAL COMMITMENTS



TOTAL NUMBER OF
EMPLOYEES

5,008

MALE

4,900



FEMALE

108

PERMANENT

1,322

CONTRACTUAL

3,719



TOTAL TRAINING MANHOURS

16,103.84



TOTAL NO OF PARTICIPANTS
WHO ATTENDED THE TRAINING.

6,676



EMPLOYEES WHO
HAVE TAKEN
PARENTAL LEAVE

2

HUMAN CAPITAL MANAGEMENT

Human resource management at J M Baxi Ports and Logistics Ltd follows the process of sourcing, aligning, engaging and rewarding to stabilize four main variables; diversity/inclusion, engagement, competencies and retention of human capital.

Human Capital Development and Engagement

We undertake an efficient talent acquisition process to ensure manpower requirements are met with requisite competency and skills as per timeline and budget. We

work tirelessly to source the right talent for the right job and leave no stone unturned to access the right employee pools by utilizing job portals, employee referrals, social networking sites etc.

Reference checks and background verifications are carried out by a third party to ensure right employees are hired for right position. We consider compensation as a fair reward for work and effort put in and is fixed on merit basis through internal & external benchmarking to avoid disparity.



Employment Practices

The people in our organization are at the core of what we do as they play an important role in creating value for the organization. This year has seen tremendous dedication from the team towards incorporating ESG measures across port terminals. We intend to facilitate faster, safer and sustainable trade through developments in infrastructure,

logistics and innovative applications of digital technology. We understand that relevant and appropriate training for our employees is central to achieving our sustainability agenda. The Company has maintained an employee attrition rate of 7% , over the reporting year.

Employee and Labour Relations

We host regular meetings with our employees and labour contractors and interact with the union to handle grievances and maintain a peaceful and healthy Industrial Relations climate. For addressing the grievances of the employees, we have a well-documented grievance policy issued by the Corporate Human Resources team. An employee can hold an informal discussion with the immediate supervisor and further raise a formal grievance if the issue does not get resolved. We ensure regular engagement with workers, contractors and their representatives to increase worker participation and create an approachable environment.

Key Industrial-relation Initiatives by the Company

- There is a regular monitoring and tracking of the attendance of workers, contractors and their representatives in the meetings.
- We ensure that appropriate level of hygiene is maintained at various facilities such as washrooms, canteen and drinking water sources etc.
- Appreciation Award Ceremony-2020 was observed on 23-Sep-2020 in which 17 nos. Haldia Container Terminal employees and 06 contractor's staff have been felicitated for their dedicated efforts to accomplish exceptional and critical assignments in a time bound manner.

- To strengthen camaraderie among all employees, various Employee Engagement activities are organized periodically such as, Vishwakarma Pooja, Yoga Fitness Day, Swachh Paradip Multi Purpose Terminal, Boatmaking Competition, Food Festivals etc.

Employee Benefits

As a responsible organization, we offer all the benefits and privileges to our employees in accordance with the best industry standards. We adhere to global standards for the protection and promotion of human rights. Our permanent employees are entitled to various benefits such as health insurance, dependent insurance, group personal accident insurance, Employee Pension Scheme, Employee Provident Fund Scheme, Employee State Insurance Corporation Scheme (as applicable), etc. These benefits are available for all permanent employees without any discrimination on grounds of gender, caste, color, ethnicity etc.

All our employees are entitled to parental leaves in accordance with the prevailing national guidelines. Paternal leaves include 5 days of paternity and 26 weeks of maternity leave. During the reporting year, a total of 2 employees had availed paternity leave as applicable.



Training and Development

We approach the training and development of an employee in its most natural sense, which is to inculcate the spirit of curiosity, learning and reading in the individual. JMB Uni-E (Universal Education) has been launched with the intent to create a structured platform for sharing organisational updates, to encourage creative thinking, and also to understand how to apply learnings from training modules in everyday operations. We host multiple learning sessions ranging from operations to soft skills such as cyber security, data visualization, business email writing and professional communication. We also conduct training on Anti-bribery, Anti-corruption policy and POSH. During the reporting period, we conducted 15,474 man hours of training across cross functions.

Diversity and Inclusion

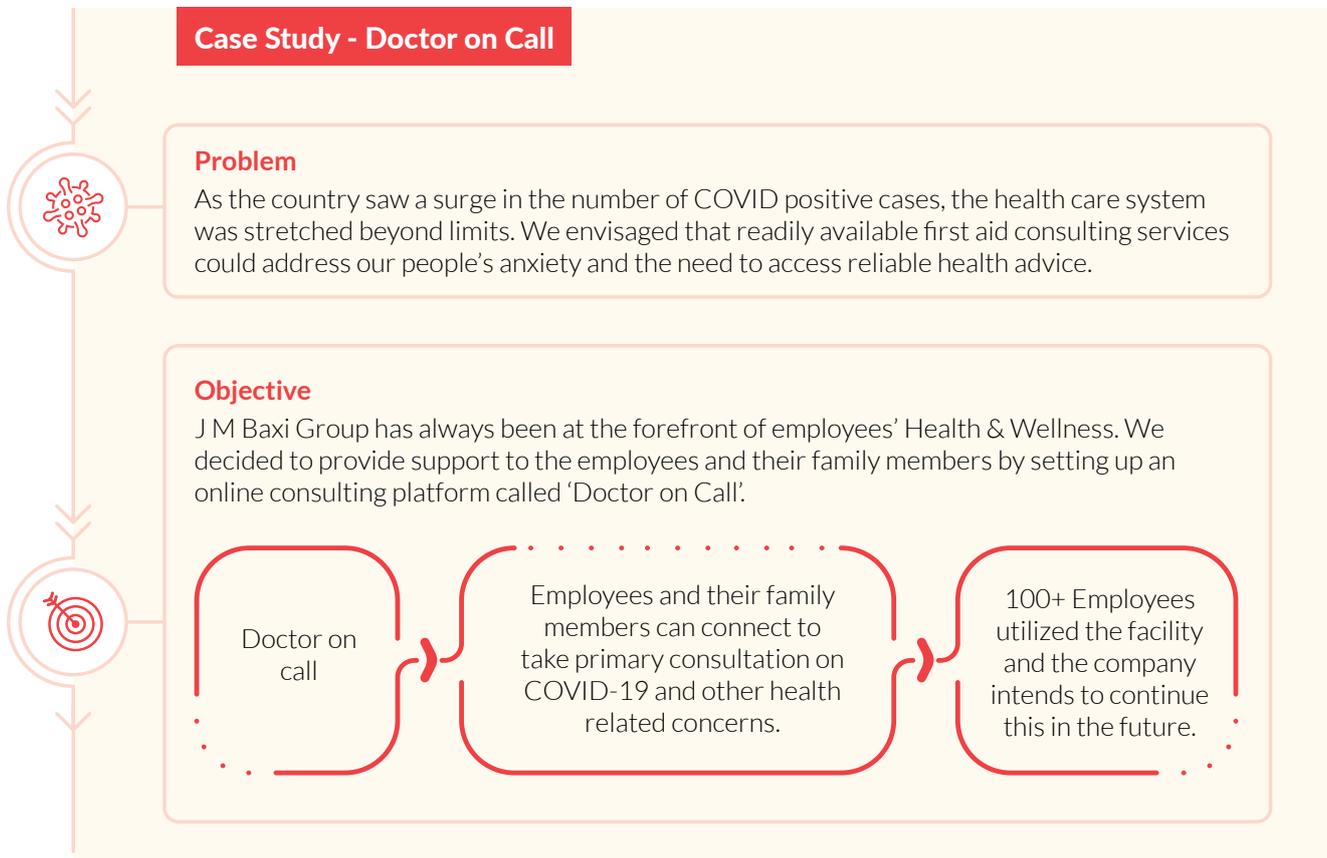
As we strive to achieve greater inclusivity, implementing diversity and inclusion measures across the organization have become vital to our operations. We intend to foster a safe and comfortable working environment for all our employees. We greatly value women’s participation and contribution to our work. We have created need-based solutions to enable. These solutions include - strengthening diversity hiring practices at all levels of management,

flexible work arrangements post COVID, women support group (Here We Care) and women networking forum (Femina). Diversity and Inclusion initiatives also includes hiring more specially abled employees and veteran in the organization.

Employee Engagement

Employee engagement programs are implemented to build a highly engaged workforce. We understand that engaged employees show positive growth which directly impacts the performance of the company. Our initiatives are based on the need to foster togetherness and a sense of belongingness in the organisation. Some of these initiatives include - an in-house talent show, sports events and employee connect activities. We extended complete support to our employees during the pandemic. With cases rising and the healthcare system stretched, getting immediate first aid consultation was difficult. Our organization decided to provide immediate support to the employees and their family members through an online consulting platform ‘Doctor on Call’ where employees can connect and take primary consultation not only related to COVID-19 but also obtain advice on any other health concerns.

Case Study - Doctor on Call



OCCUPATIONAL HEALTH AND SAFETY

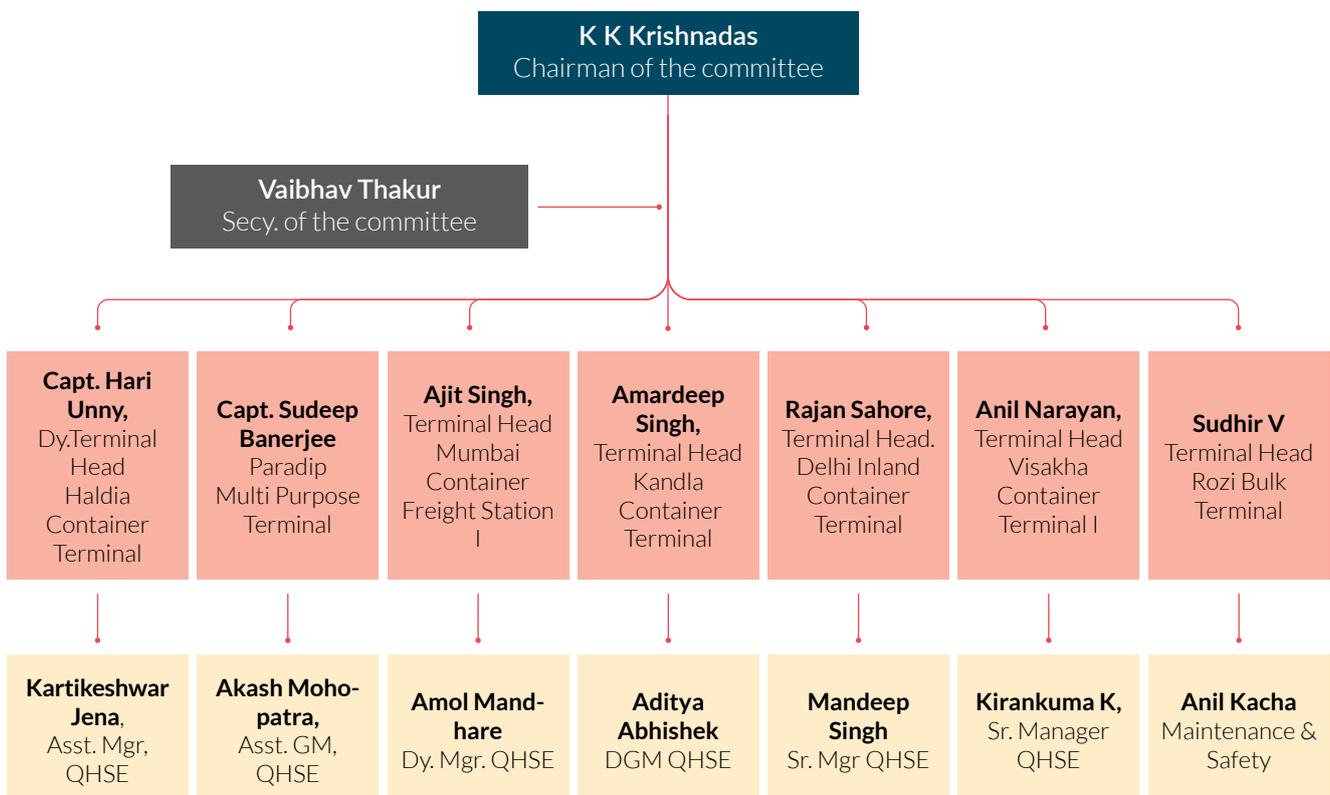
Terminal operations, by their nature, present potential safety hazards. Our workforce is constantly engaged in dangerous operations including operating machinery, working with high voltage electricity, loading, and unloading ships or vehicles, and working at heights or in confined spaces, as well as other complex and potentially hazardous operations. J M Baxi Ports and Logistics Ltd maintains the highest order of health and safety within the terminal and beyond. All port tenants are required to abide by applicable legislation and regulations, including health and safety management systems. We have taken steps to minimize and eliminate foreseeable safety risks and health hazards for all employees. Our comprehensive health and safety program supports a safe work culture and identifies potential issues to prevent personal injury to, or illness of, personnel and contractors.

Additional steps taken to improve safety performance at our terminal operations include:

- Inclusion of safety information as a requirement of our procurement processes, providing continuous training and carrying out cross terminal safety audits conducted by internal QHSE Managers.
- Monitoring incident reports to find opportunities to take necessary corrective actions to prevent the recurrences of similar incidents at other terminals.

Safety Committee

To ensure effective implementation of workplace safety, and to promote a safety culture across our operations, we have constituted a safety committee. The committee is chaired by the Chief Operations Officer and represented by senior management and managerial staff from designated terminals. The committee convenes every month to review the progress of leading and lagging indicators related to the implementation of occupational health, safety and environment (HSE) across terminals.



Reward and Recognition

To encourage employee participation in HSE activities and initiatives, efforts and contributions of employees are recognized through “Safety Employee of the Month” events organized at respective terminals.



Left: Ms. Shalini Bhoir (HR/Admin Dept, Mumbai Container Freight Station I) recognised for her coordination efforts with housekeeping staff for Behavioral Based Safety (BBS) training. Right: Mr. Sheikh Abdul Kalam (Security, Haldia Container Terminal) recognized for his efforts in monitoring and reporting HSE incidents

Incident Investigation and Reporting

Safety at the workplace is of critical importance to our operations, and as part of effective monitoring and evaluation of observed incidents we have a robust standard operating procedure (SOP) implemented across our operational locations. We follow Incident Cause Analysis Method (ICAM) to carry out an investigation of any incident and accident. The key steps in the SOP include:

- Details (site photographs and circumstances) of the incident are documented and informed to the respective supervisory personnel.
- Root cause analysis is conducted to identify individual or team actions, organizational factors, task or environmental conditions and absent or failed defences that may have contributed to the incident or accident.
- Corrective actions are recommended to the responsible person(s), and the date of completion is confirmed for the completion of corrective measures. Where relevant, safety counselling is provided to the responsible person(s) by the supervising HSE personnel.
- Finally, key learnings from the incident are documented for future reference and communicated to all employees and personnel operating at the site.

Key HSE Initiatives

To achieve “Zero Injury” at the workplace and promote awareness on occupational safety at the workplace among employees (regular and contractual), relevant activities and training sessions are routinely organized across all our terminals. Other initiatives include sessions for sharing good practices among personnel handling dangerous operations. Employees and contracted workmen are encouraged to report Near Misses, Unsafe Acts and Unsafe Conditions at their workplace. A routine feature of our site operations include tool box talks that inform and update all employees of unsafe acts and unsafe conditions relevant to the operations at the respective terminals. Monthly HSE events focusing on specific areas of the operation are carried across all the terminals. This includes pedestrian safety, Road Safety, Hoisting and Rigging Safety, Mobile Equipment Safety, Handling of Hazardous Goods, Working at Height, Electrical Safety etc. Also National Safety Week, World Environment Day are celebrated every year by carrying out various activities across all the terminals.

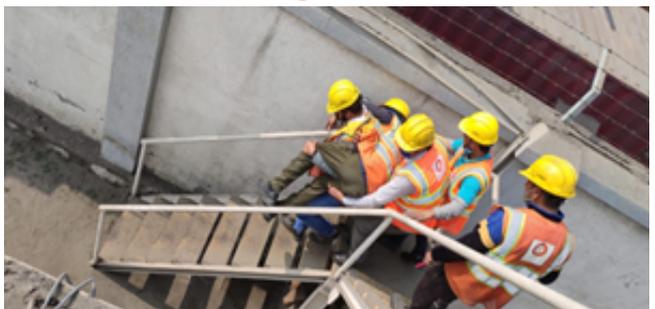


Top left: Awareness session on BBS conducted for contractual workers at Delhi Inland Container Terminal. Top right: Training on use of personal protective equipment conducted for security personnel at Mumbai Container Freight Station I. Bottom left: The training conducted for lashers regarding the usage of full-body harness, vessel safety and mobile phone policy at Visakha Container Terminal. Bottom right: Awareness training on hazardous chemical spill kits conducted for security personnel at Mumbai Container Freight Station.

Emergency Response and Preparedness

We have established a robust emergency response and preparedness plan at all our terminals. There are designated ER coordinators who are alerted during an emergency and are responsible for streamlining the

response. They are trained for mobilizing resources and personnel, in order to effectively control the situation. To verify procedural effectiveness and potential issues that could further complicate an emergency, mock drills are routinely coordinated by our HSE team.



A mock emergency drill conducted at Delhi Inland Container Terminal

COMMUNITY DEVELOPMENT, ENGAGEMENT AND PHILANTHROPY

CSR Impact Areas

Our business has a significant impact on the people living in the vicinity of our areas of business and operations. We have kept this in mind while formulating our policy on the Company's corporate social responsibility initiatives. The policy relies on welfare of the larger community, contribution to diverse pools of development, assuming custody of environmental safeguarding, and uplifting positive change in lifestyles for all as guiding factors.

Our CSR Impact areas can broadly be categorised into -

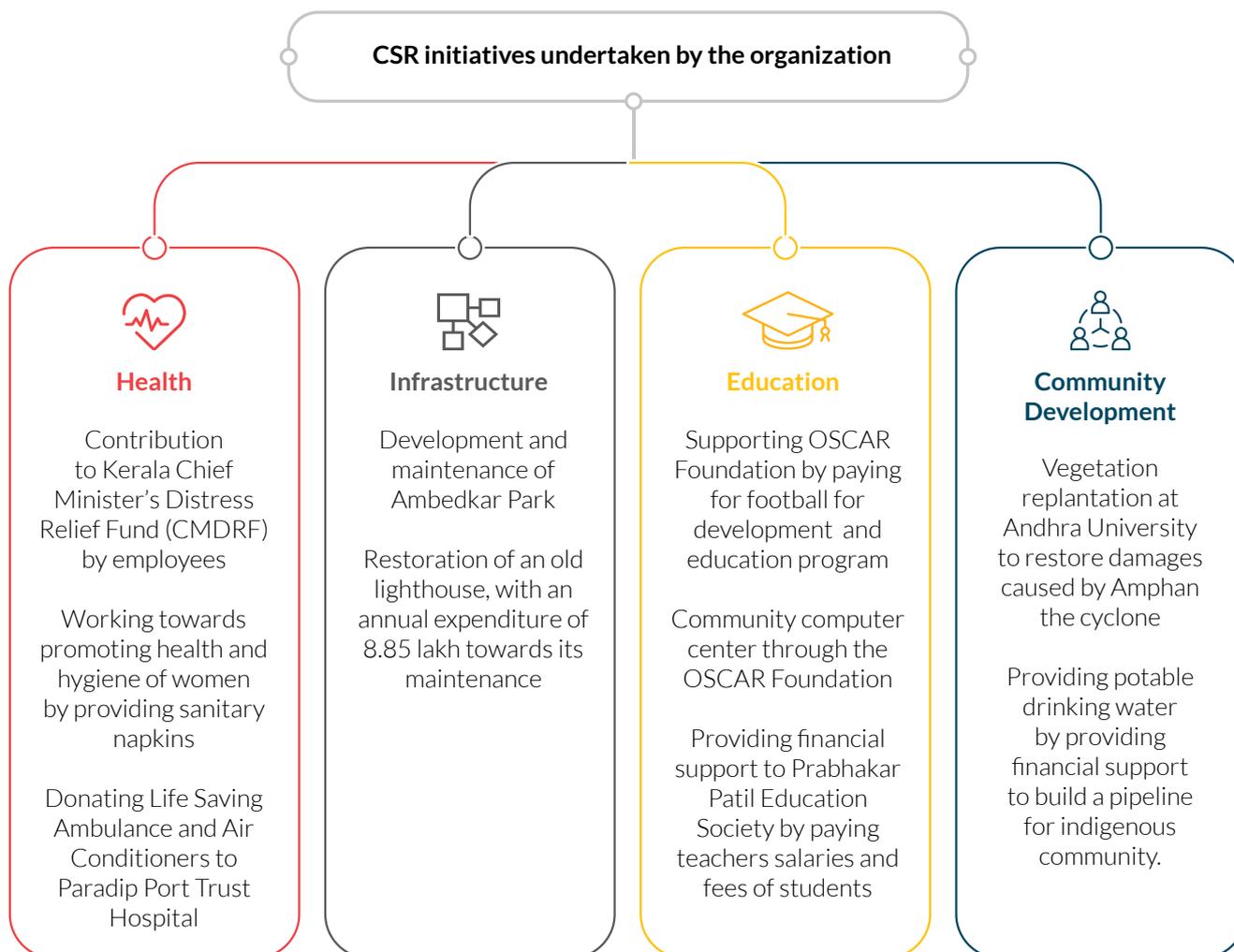
- Measures for welfare of the community at large. There is particular focus on ensuring tangible benefits for the most marginalised sections of society and on uplifting vulnerable populations with poor access to basic needs.
- Contribution to the society by way of social and cultural development, provision for education, training, and social awareness.

- Protection and safeguarding of the environment and playing our part in maintaining the ecological balance of the marine, land and air biospheres.
- To focus on holistic development through innovative interventions in the area of health and education.

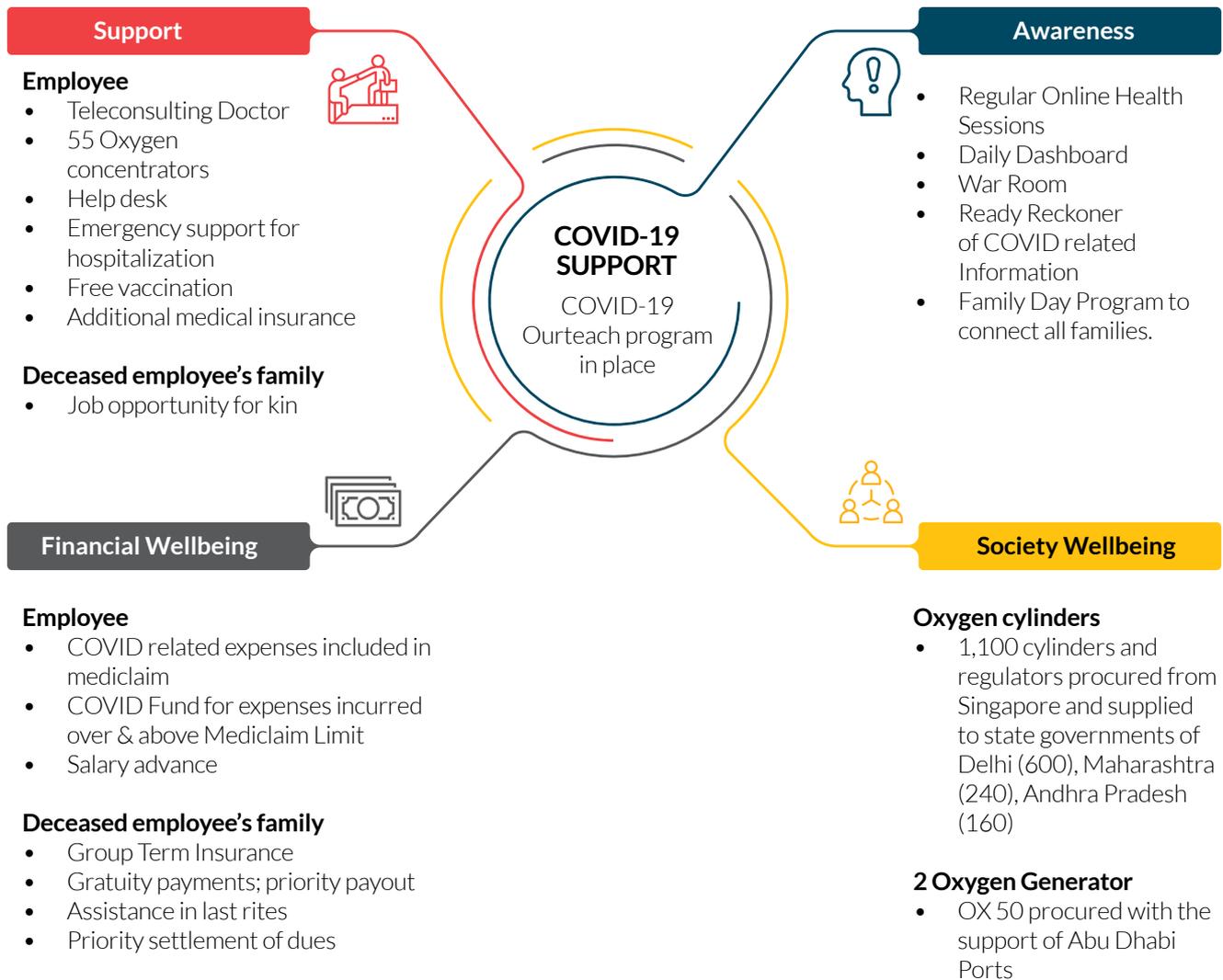
A CSR Committee has been constituted to oversee the upholding of these principles and all CSR activities of the organisation. Its composition is as follows:

Composition of CSR Committee:

Name of Director	Designation /Nature of Directorship
Mr. Krishna B. Kotak	Director
Mr. Dhruv K. Kotak	Managing Director
Mr. Devang B. Mankodi	Director



OUR RESPONSE TO THE COVID-19 PANDEMIC



During the second wave of the COVID-19 pandemic in India, there was an acute shortage of oxygen cylinders nationwide. The shortage was creating fears among citizens and resulting in preventable deaths. Considering

this severity, the organization procured two hundred fifty D-Type oxygen cylinders from our network in Singapore. Oxygen Cylinder procured were handed over to the government authorities to provide support to needy people.

Social Commitments

Port terminals organized awareness sessions on personal hygiene with doctors in attendance from private and governmental hospitals for employees and staff as the pandemic continued to progress.

Regular online health sessions have been inculcated into our organisation resources for the long-term wellness of our people. A daily dashboard and a 'war

room' were instated at the start of the pandemic for risk management. Ready-reckoner pamphlets of COVID related information were designed and circulated for guidance on protocols and available resources. As the lockdown was imposed nationwide, social isolation presented a major challenge. To address this, the 'Family Day' program was put in place to connect all our employees' families.

Case Study - COVID-19 Pandemic

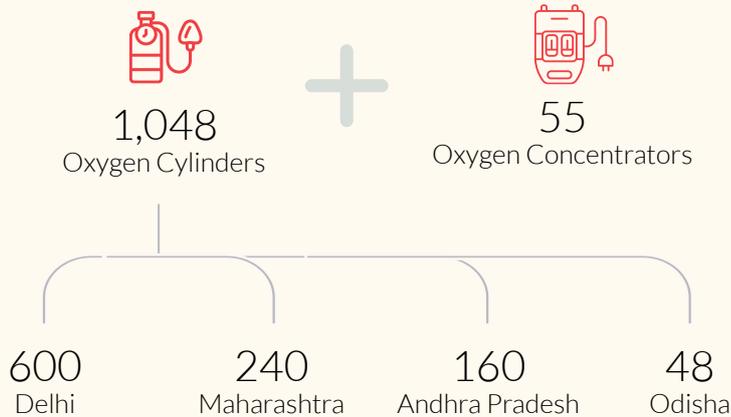
Problem

Second wave of the COVID-19 pandemic left India gasping. Hospitals and health centers struggled to cope with the overwhelming number of rising cases. Hospitals ran out of beds and critical supplies (oxygen), further exacerbating the conditions of thousands more in an already tragic outbreak.

Intervention

As a responsible organization, we initiated to procure and supply oxygen cylinders to government authorities to help support them during the acute oxygen shortage situations. These critical supplies were transported to India by assistance from the Indian Navy and Airforce.

Impact



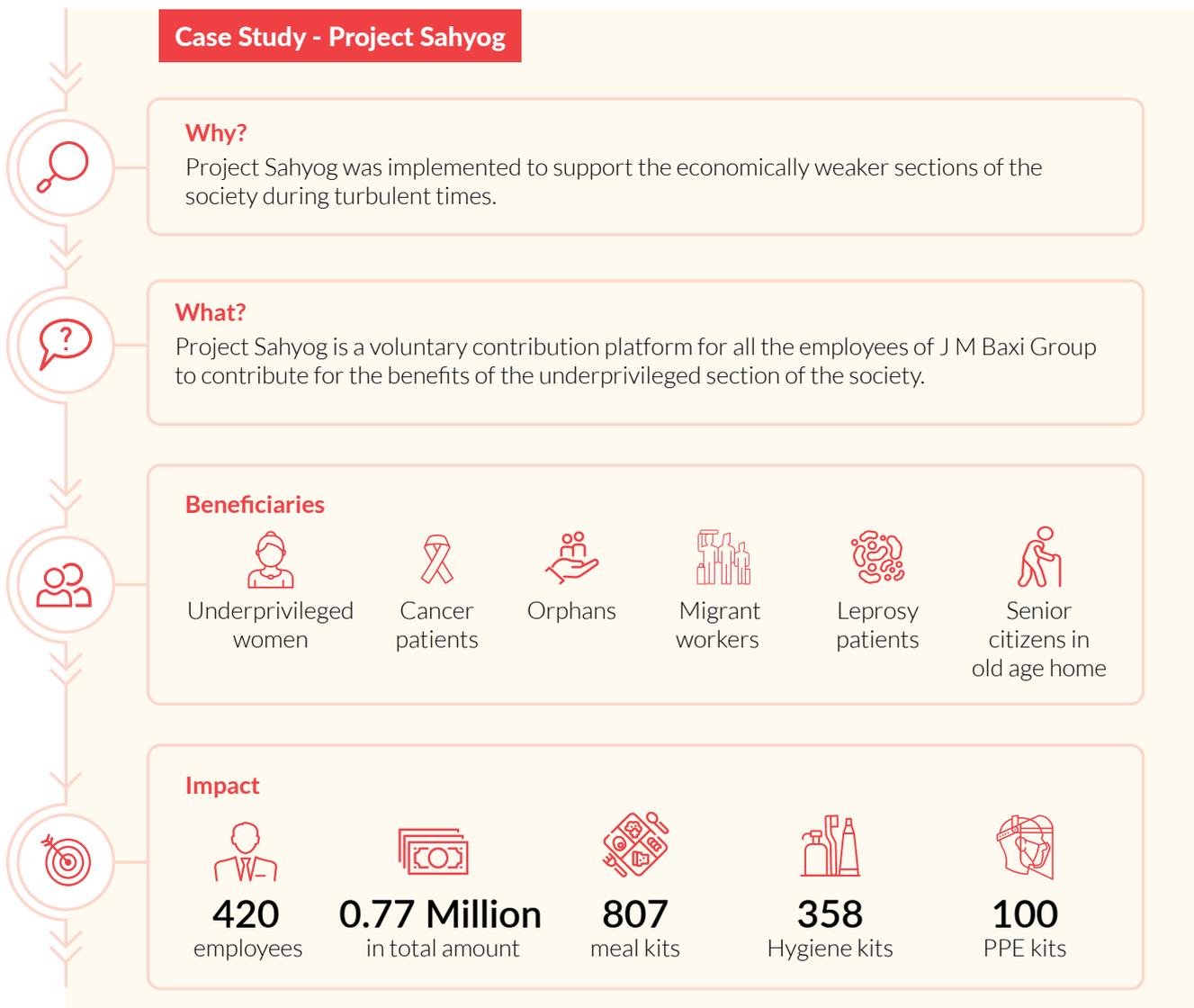
In order to help employees navigate the unseen health complications presented by the pandemic, a number of measures were put in place. All COVID-related expenses were added to the mediclaim insurance coverage. The COVID Fund for expenses incurred over and above mediclaim limits provided assurance and financial assistance to our employees, while an optional claim for a salary advance was also made available.

A teleconsulting outlet was provided with a doctor with a supportive outlook made available for online consultation and for providing emergency hospitalisation services to employees when required.

All employees were also granted fourteen days of leave in case of testing positive for the coronavirus. As the

outbreak was further researched and the scope for a vaccine was closer to becoming a reality, we closely monitored the situation. It is important to J.M.Baxi Ports and Logistics Limited to contribute towards a COVID-19 free Indian population.

The loss of our people to the deadly coronavirus was a difficult loss to take. Priority settlement of dues, group term insurance, gratuity payments, priority payouts, were certain steps we took to assist the families of the deceased. It was important for the Company to provide all kinds of support in the last rites of our employees. For future-oriented solutions, we have also offered opportunities for jobs to the kin of our deceased employees or fifty percent of the monthly gross salary, as a method of financial continuity.



FOSTERING GOOD GOVERNANCE

CORPORATE GOVERNANCE

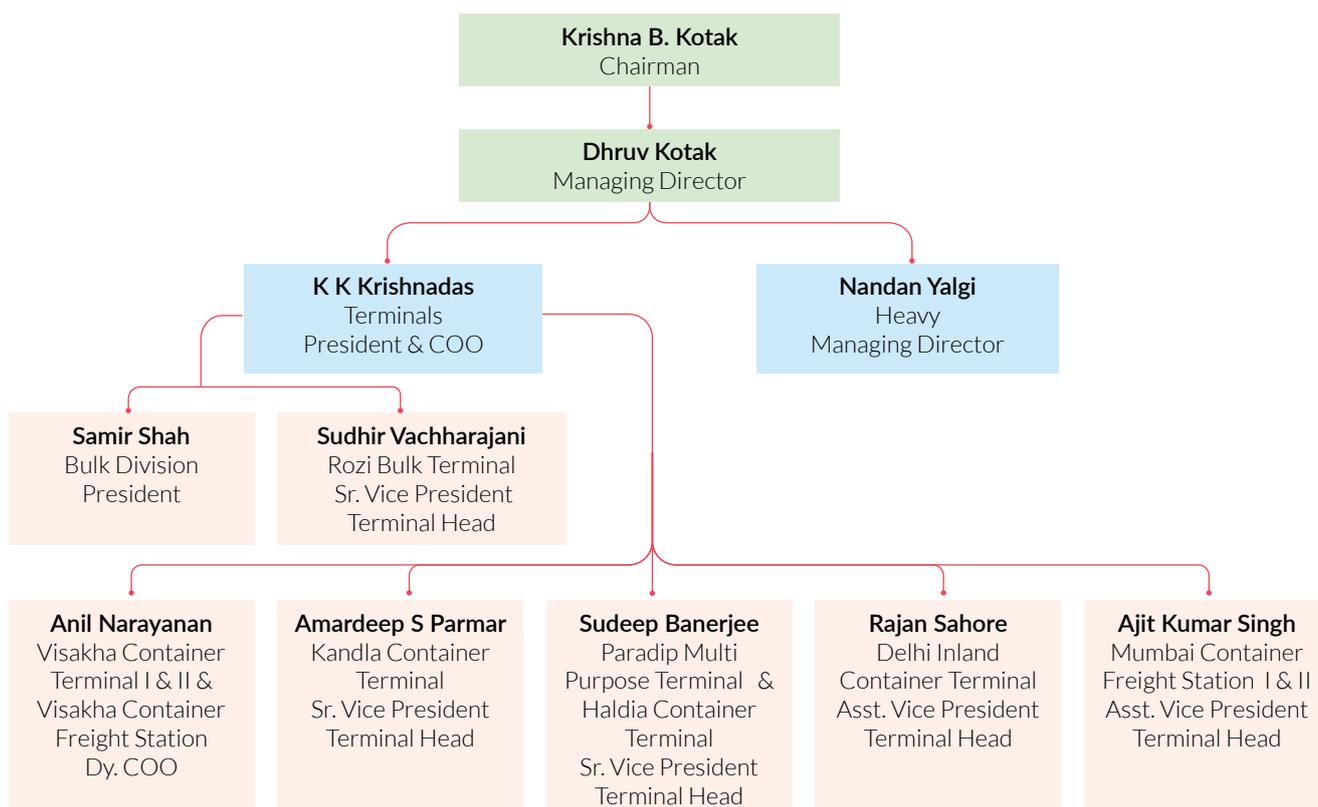
The impact of corporate governance on the functioning of a ports and logistics company is very significant. The company needs to address factors specific to the firm’s performance including financial risk, liquidity risk, credit risk, operational risk, profitability, and corporate governance. At J M Baxi Ports and Logistics Limited, corporate governance is guided by the core values of integrity and driven by the ethical acumen, moral conduct, and business competence of the founders and leadership team. As a responsible organization fostering good governance practices, we are conscious of the needs and expectations of all our stakeholders. The company embodies good corporate governance by a value-based and safety-conscious corporate culture, effective management systems, and a commitment to abide by internationally accepted principles of responsible management.

CORPORATE RESPONSIBILITY

J M Baxi Ports and Logistics Limited has committed to maintaining robust corporate governance practices and ethical behavior across every aspect of the business. Our reputation as a responsible and ethical company is our key asset and driver. We believe that constant focus on good governance and applying ethical practices in all our activities enables us to uphold the trust of all our stakeholders. The governance function under the ESG committee in tandem with the legal and secretarial function of the company ensures good governance practices within the organization.

GOVERNANCE STRUCTURE

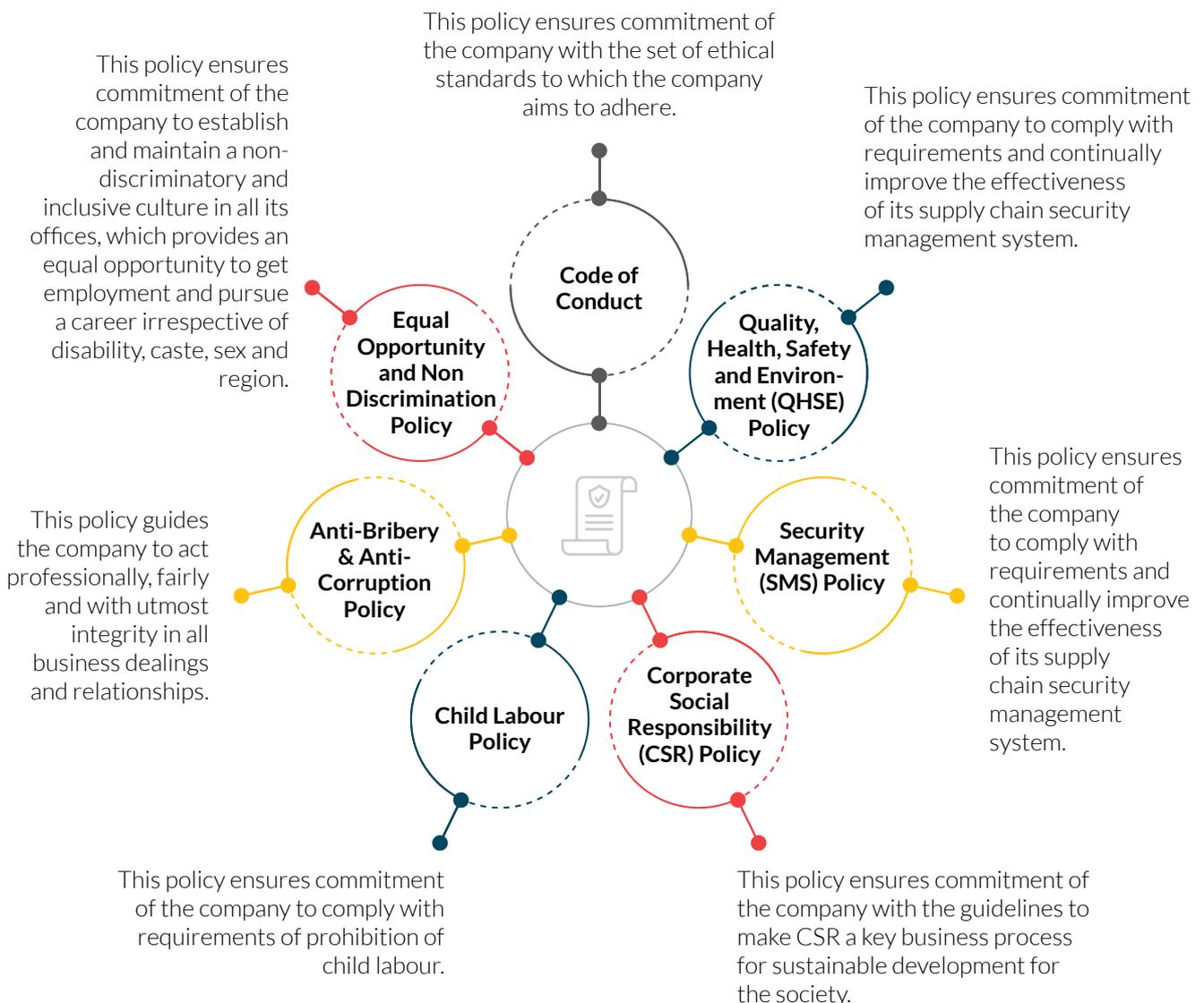
Our custodianship is underpinned on the principles of oversight, accountability, and building our organization with a collective vision. Our senior management acts as the guiding light for assisting us to conduct business with values as the basis, and focused on our future goals.



OUR POLICIES

To achieve long term goals and continuous growth resulting in increased profitability, compliance with regulations with applicable laws and regulations, codes, guidelines, and policies are highlights of our corporate culture. The policies and codes act as guiding forces and drive business conduct and norms of behavior. It enables continued

implementation of the company's values by establishing certain non-negotiable minimum standards of behavior. It guides us on proactive compliance with labor practices and standards, environmental health and safety, board diversity and independent directors, reporting and contact persons, disciplinary action, and compliance with the code.



DATA PRIVACY AND SECURITY

For J M Baxi Ports and Logistics Limited, data privacy and security is not just a risk management issue, but it is also a competitive advantage that is a critical component of brand-building and reputation. The port and logistics sector is quite vulnerable to a range of cyber risks

including thefts, misuse of personal data, and so on, which if not controlled can bear serious consequences. The company has in place a set of information security management policies and practices designed to protect the security and confidentiality of company data

Fostering Good Governance

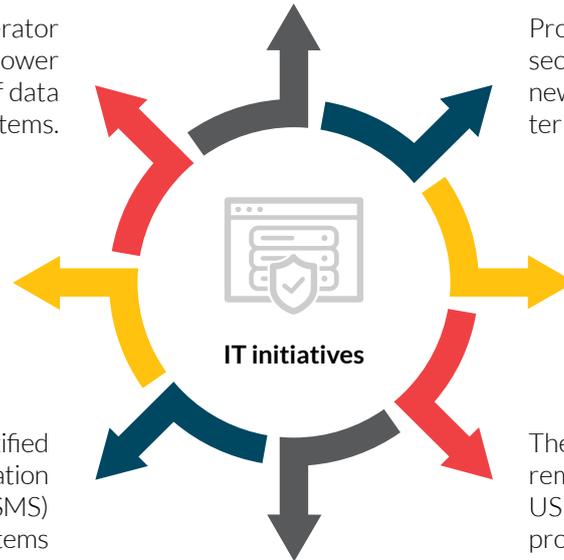
Perimeter firewall, antivirus and back up strategy is in place to protect against intrusion, virus attacks, and denial of service attacks. Vulnerability and penetration tests are conducted to check network health.

There is a UPS and generator backup to ensure seamless power supply for functioning of data center and IT systems.

Provision of training on information security do's and don'ts during the new employee induction at all the terminals.

Data center is equipped with access control system, fire alarm, water leak detection system, rodent repellent system and temperature monitoring system.

All software licenses are original and procured from verified and approved vendors. Deployment of unauthorized software is strictly prohibited.



IT initiatives

Visakha Container Terminal is certified with ISO 27001:2013, Information Security Management System (ISMS) by Indian Register Quality Systems (IRQS), a leading ISO certification body.

The workstations do not facilitate any removable storage media (CD, DVD, USB/Flash drives). Necessary backup procedure is in place to minimize the impact of any disruption.

Internet wireless network access is permitted only to recognized devices and restricted to intranet access only. We have introduced the two-factor authentication for employees who require access to our network externally.

OUR BOARD COMPOSITION

Mr. Krishna Bhagwan Kotak - Chairman

- Industry experience of close to 4 decades in Shipping & Logistics
- Pioneered the concept of project logistics in India
- Served on the board of various trade associations and advisory committees

Mr. Dhruv Krishna Kotak - Managing Director

- Industry experience of over 18 years in Shipping & Logistics
- Responsible for driving expansions
- Spearheaded the growth strategy of the company



Mr. Rishi Mandawat - Nominee Director

- Managing Director founding member of Bain Capital's India office; Co-leads the firm in India and South East Asia
- Previously served as Co-CEO of Medrishi.com



Mr. Pavinder Singh - Nominee Director

- Managing Director at Bain Capital in the Healthcare and Industrial & Energy Verticals.
- Previously worked at McKinsey & Co. in the Delhi office



Mr. Mohamed Juma AlShamsi Rashed Saeed - Independent Director

- Group Chief Executive Officer of Abu Dhabi Ports; Also Chairman of KIZAD, Chairman of ADNEC; Board member at Etihad Airways
- Played a key role over last 20 years in establishing
- Abu Dhabi as a leading trade and logistics hub



Mr. Gopal Krishna - Independent Director

- Former Secretary – Ministry of Ports, Shipping and Waterways, Govt. of India ('17-'20); Finalized Major Ports Authority Bill 2016 and 2019
- 37 years of work experience in public policy; industrial development; international investment and promotion; Infrastructure development Abu Dhabi as a leading trade and logistics hub



Mr. Rajashree Nambiar - Independent Director

- Former MD & CEO at Fullerton India Credit Company ('18-'21)
- 30 years of BFSI experience across India Infoline Finance limited (CEO '14-'18) and at Standard Chartered Bank ('90-'14)
- A Finance Veteran Of Multiple Business Turnarounds



Mr. DUBYENDU BOSE - Independent Director

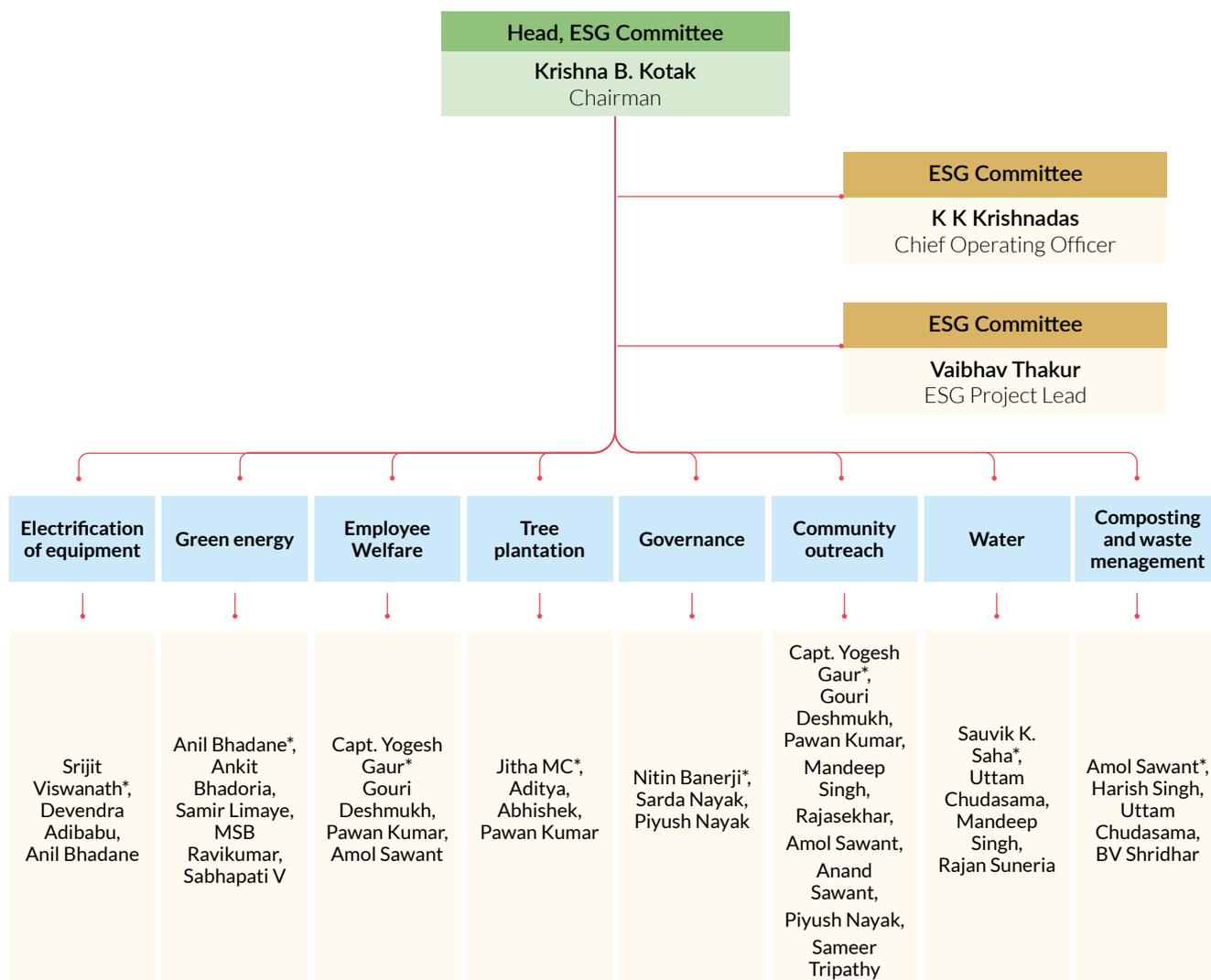
- Ex-VP of Tata Steel- member of the leadership team of Tata Steel
- Steel Industry veteran with 33 years of experience across geographies
- Previously held Board positions in Tata group companies in Mining, Logistics and Shipping space

Fostering Good Governance

Our Board’s role in the implementation of ESG

The need to set long-term sustainable goals with the right balance of feasibility and ambition are the basis of forming an ESG Committee. The committee is in charge of finding this balance, ensuring relevance of ESG actions in a rapidly evolving field, mitigating risks, and identifying opportunities for development. The committee is headed by our chairman, with different branches providing a structure to how we approach industry-pertinent topics under the ambit of sustainability. With comprehensive committees’ structures around operating factors like electrification, renewables, biofuels, green cover, community outreach, and water and waste management, we are looking to create a cleaner supply chain. The ESG committee is committed to working in cooperation with external partners in order to push the boundaries on sustainable development and innovation.

The ESG Committee at J M Baxi Ports and Logistics Ltd, led by The Chairman, is responsible for ensuring that sustainability is well integrated into the overall business strategy. The ESG committee oversees all the strategies, policies and practices on sustainability matters to outline Company’s Sustainability frameworks, risks, standards, priorities, community led initiatives and partnerships. The committee also reviews and reports to the Board on the Company’s performance on key sustainability issues such as energy, emissions, water, waste, occupational health and safety, and compliance etc. The governance structure of our ESG Committee, which oversees sustainability activities, is designed such that all operations and activities are managed in an efficient and smooth manner.



* team leaders

Risk Management Framework

Today we are faced with several uncertainties in our external environment due to rapidly evolving technology, changing socio-economic landscape, and transforming consumption patterns. These uncertainties not only expose business to various risks but also provide significant opportunities. It is prerequisite to identify such risks and opportunities and develop plans for building a robust and resilient business model. At J M Baxi Ports and Logistics Limited, we have institutionalized a risk management framework to identify, evaluate and monitor business related risks and challenges across its operations. The Company constantly seeks to minimize the adverse impacts of these risks on business objectives and capitalize on the opportunities. The Company’s success as an organisation largely depends on its ability to identify such

opportunities and leverage them while mitigating the risks that arise in conducting business. The business risks and challenges are discussed at every board meeting. The Company has developed and implemented the Risk Management Policy (RMP). The Company reviews RMP and any significant risks identified are addressed specifically.

Risk Management Policy

The main objective of this policy is to ensure sustainable business growth with stability and to promote a proactive approach in reporting, evaluating, and resolving risks associated with the Company’s business. In order to achieve the key objective, this policy establishes a structured and disciplined approach to Risk Management, in order to guide decisions on risk related issues.



This year, we have initiated the formulation of our Enterprise Risk Management (ERM) framework and subsequently ensure integration of key Environmental, Social and Governance (ESG) risks into the ERM. The Company is also working on evaluating the physical and transitional climate-related risks and opportunities, and evaluating the financial impact of these risks and opportunities on the business resilience.

Regulatory Compliance

J M Baxi Ports and Logistics Ltd adheres to all regulatory compliance norms and standards. The Company strives to maintain compliance to key aspects ranging from corruption, human rights, labour laws and social standards, conflicts of interest and trade control, and protection of data privacy. A brief overview of the regulatory compliance implemented across our business entities is presented in below table.

Certification	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 27001:20013	ISO 28001:2007	Energy audit	WASH
Business entity	Quality Management System	Environmental Management System	Occupational Health & Safety Management System	Information Security	Supply Chain security Management System		Water, Sanitation & Hygiene
DELHI CONTAINER TERMINAL	Yes	Yes	Yes	Yes	Yes	Yes	Yes
HALDIA CONTAINER TERMINAL	Yes	Yes	Yes	Yes	Yes	-	Yes
KANDLA CONTAINER TERMINAL	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MUMBAI CFS	Yes	Yes	Yes	Yes	Yes	Yes	Yes
PARADIP MULTI PURPOSE TERMINAL	Yes	Yes	Yes	Yes	Yes	Yes	Yes
ROZI BULK TERMINAL	Yes	Yes	Yes	Yes	Yes	Yes	Yes
VISAKHA CONTAINER TERMINAL	Yes	Yes	Yes	Yes	Yes	Yes	Yes
VISAKHA CFS	Yes	Yes	Yes	Yes	Yes	-	Yes
J M BAXI HEAVY	Yes	Yes	Yes	-	-	-	-

Following audits conducted at respective terminals, review meetings on the recommendations are carried out, to ensure necessary and corrective action by team members at respective terminals.

WAY FORWARD

This report provides an insight into our approach to sustainability, and how we identify newer scopes to strengthen and consolidate our resolve to embed environmental, social and governance considerations and best practices across our business operations. As we look to the future, we envision our business model to be responsible, transparent and one that resonates with our passion for sustainability.

Some of our key initiatives and interventions would include:

- The reduction of emissions associated with energy generation at our terminals through investment in solar projects.
- Adoption of electrification (retrofitting of diesel-powered or procurement of electric-powered) heavy equipment and machinery, which is currently piloted at select terminals, would be accelerated across other terminals and operations.
- Development of ESG strategy and outline of a roadmap to facilitate implementation of target initiatives by different business functions across our ports and logistics operations.
- Consolidation of risk management systems across business entities to constitute an Enterprise Risk Management framework, for uniform implementation of identification, assessment and mitigation of enterprise-level risks.

ANNEXURE

ESG PERFORMANCE DATA

Environment

Energy Consumption

Description	Unit	2020-21
Total Energy Consumption within the Organization (A)		
Direct Energy Consumption	GJ	2,18,405.35
Indirect Energy Consumption	GJ	56,477.33
Total	GJ	2,74,882.67
Total Energy Consumption outside the Organization (B)		
Purchased Goods (Fuel)	GJ	1,17,167.36
Purchased Goods (Electricity)	GJ	151.45
Upstream Leased Assets (Fuel)	GJ	1,27,027.28
Upstream Leased Assets (Electricity)	GJ	189.38
Downstream Leased Assets (Fuel)	GJ	16,342.96
Downstream Leased Assets (Electricity)	GJ	35.82
Total	GJ	2,60,914.26
Total Energy Consumption (A+B)	GJ	5,35,796.93

Energy Intensity*/Specific Energy Consumption

Description	Unit	2020-21
Specific Energy Consumption*	GJ/TEU	0.684837895
Total No. of TEUs	TEUs	8,66,175
Total Revenue	INR Million	11,707.07
Energy Intensity per Revenue	GJ/INR Million	45.77

*The Energy intensity has been calculated for Terminal Operations

*The denominator for calculating Specific Energy Intensity for Paradip Multi Purpose Terminal and Rozi Bulk Terminal is in MT instead of TEUs.

Emissions

Description	Unit	2020-21
Total Scope 1 emissions	tCO ₂ e	16,428.66
Total Scope 2 emissions	tCO ₂ e	12,105.46
Scope 1 and 2 emission intensity	kgCO ₂ e/TEU	38.9
Scope 1 and 2 emission Intensity per Revenue	tCO ₂ e/INR Million	2.44
Other Indirect GHG emissions (Scope 3)		
Purchased Goods and Services	tCO ₂ e	10,533.91
Capital Goods	tCO ₂ e	85.12
Business Travel	tCO ₂ e	58.95
Employee Travel	tCO ₂ e	1,986.55
Upstream Leased Assets	tCO ₂ e	9,438.92
Downstream Leased Assets	tCO ₂ e	1,213.33
Total Scope 3 emissions	tCO₂e	23,316.78

Other Air Emissions

Description	Unit	2020-21
NO _x	mg/Nm ³	165.03
SO _x	mg/Nm ³	148.67
Particulate Matter (PM)	mg/Nm ³	323.65
Other	mg/Nm ³	324.37

Water Consumption

Description	Unit	2020-21
Total Water withdrawal	kl	1,31,595.85
Total Water Discharged	kl	0
Total Water Consumed	kl	1,31,595.85
Water harvested through Rainwater Harvesting System (RHS)	kl	984.00

Waste*

Description	Unit	2020-21
Total hazardous Waste generated	MT	35.65
Total non-hazardous waste generated	MT	71.59
Total waste generated	MT	107.24
Total waste diverted from disposal	MT	68.73
Total waste directed to disposal	MT	24.50

* Total waste generated data doesn't contain any data from bulk and projects

* Total waste diverted from disposal doesn't contain data from bulk and projects, Delhi Inland Container Terminal, and Haldia Container Terminal.

Employment Workforce

Description	Total	<30 years	30-50 years	>50 years	Male	Female
Senior management	66	-	37	29	64	2
Middle management	161	-	132	29	148	13
Junior management	819	181	576	62	757	62
Non-Management workers	240	33	174	33	240	-
Other category (Please specify)	3	-	-	3	3	-
Contractual Workers/ Temporary workers	3,719	1,171	2371	177	3,688	31
Total	5008	1385	3290	333	4900	108

Average Training Hours

Category	Units	Male		Female	
		20-21	21-22	20-21	21-22
Senior management	Number	115	60	2	2
	Manhours	176.5	206	2.5	2
Middle management	Number	407	137	25	11
	Manhours	718.97	945	49.5	49.5
Junior management	Number	2,133	779	60	84
	Manhours	4,534.37	5058	213	501
Non-Management	Number	355	281	15	0
	Manhours	1,675	5005.5	20	0
Workers (Permanent)	Number	356	482	0	3
	Manhours	398.5	886	0	4.5
Contractual workers	Number	3,206	10539	2	17
	Manhours	7,641.5	11144.5	44	73



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