



Communication on Progress 2021 - 2022

An approach to Sustainable Business

**Bansal Ship Breakers Pvt. Ltd., Plot no.25,
SRY, Alang Bhavnagar-364081, Gujarat, India**



About The COP

The Communication on Progress (COP) is an annual public disclosure to stakeholders on progress made toward gradually implementing the ten principles of the UN Global Compact, and supporting broader of UN seventeen sustainable development goals and issues. The COP serves to enhance transparency and accountability, drive continuous performance improvement, and provide a repository of corporate practices to promote dialogue and learning.

Approaches

This is the fifth Integrated Report of Bansal Ship Breakers Pvt. Ltd. Our Integrated Report provides quantitative and qualitative disclosures on our relationships with the stakeholders and how our leadership, high integrity, culture, policy and strategy are aligned to deliver value while managing risks and Opportunities to the external environment. Our Report continues to evolve towards enhanced disclosures to meet the requirements of Health, Safety, Environmental and social parameters to lead with a sustainable business with social environment and stakeholders.

Reporting Period

The information is reported for the period April 1, 2021 to March 31, 2022. For comparative figures of key process indicators for the last five years have been incorporated in the Report to provide a comprehensive view.

Statement of Director

I am pleased to confirm Bansal Ship Breakers continued support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We became a signatory to the United Nations Global Compact in April 2017.

Bansal Ship Breakers is a 2030 sustainability vision sets challenging aspirations and reflects the sentiments of our key stakeholders. We aim to restore nature, to tackle climate change and create shared social value. To succeed our businesses, we should contribute to the SDG agenda in many ways. The Health, safety, environment, products, services and resources we provide drive economic growth through investment, employment, anti-corruption, human rights and welfare and innovation through socio-economic as well ethical business practices. We are striving to reduce our environmental footprints, strengthen relationships with stakeholders and create positive impact through our activities and upright.

In this annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders through our website and our annual Sustainability Review.

Yours sincerely,



Director

Bansal Ship Breakers Pvt. Ltd.

Sustainability Governance

Sustainability is a broad discipline. When we hear the word “sustainability” we tend to think of renewable fuel sources, reducing carbon emissions, protecting environments and a way of keeping the delicate ecosystems of our planet in balance. In short, sustainability looks to protect our natural environment, human and ecological health, while driving innovation and not compromising our way of life. The views on sustainability seem to have a stronger focus on the present moment and on keeping things above a certain level. By its turn, sustainable development focuses more on a long-term vision. By adding the concept of sustainable development means not only that humankind should satisfy its current needs without compromising the ability of future generations doing the same. Along with it also comes an idea of socio-economic development and an increase in quality of life.

It is recognised at Bansal Ship Breakers that being more sustainable is more successful. From innovations to scaling sustainable mining models to long-term environmental and community growth, our sustainability strategies are driven with the agenda of caring across the value chain. Our strategy for value-chain sustainability draws insights from our interactions with varied stakeholders and partners. Sustainability is vital to steer operational excellence and ensure business growth. Hence, we have rooted sustainability as a strategic tool in our key business strategies to ensure ourselves sustained and competitive world of ship recycling. We adhere to Sustainable Development Framework that helps us integrate sustainability throughout our integrated management process and operational drivers of governance, safety, and social responsibility. Our policies, procedures, and best practices are all aligned to this strategy, which is why our employees have a clear understanding of their role in driving business success. With this approach, we predict a sustainable future of our business operations by meeting our growth targets and creating long-term value for all our stakeholders.

Our approach to sustainability consists of our fundamental values and Code of Conduct. It is lined up with the UNGC and its principles. Our Code of Conduct and sustainability policies apply to our workforce across all of our operations. This Communication on Progress demonstrates our continuing progress on integrating the UNGC and its principles.

About the Company

Bansal Ship Breakers Pvt. Ltd. is a premier recycling company situated in Alang, stretching over a total of 2 acres of land for its ship recycling activities at Alang Ship Recycling yard, Gujarat, India. It is blessed with high tidal range, long beach with gentle slope and firm ground beaching of ships just at the threshold of the plot. Bansal Ship Breakers established in 1991, recognized the importance of ship recycling. With the Experience of More than three decades of ship recycling, Bansal Ship Breakers is now a diversified business group engaged in the field of Ship recycling, Manufacturing of Industrial Oxygen Gas and Real Estate.

Bansal Ship Breakers is having all modern machines, tools and technologies required for fast and safe ship dismantling process. We possess the capacity to carry out recovery and recycling of ships covering all the size and classes including large commercial vessels– bulker and general cargo ships, container ships, oil and gas tankers and passenger ships such as cruise ships and ferries.

Policy-We are committed to continual improvement of human health, welfare, safety, environment as well human rights and anti-corruption and aimed at prevention of all types of pollution and minimization of environment, health and safety risks.

Mission-To establish us a leading Corporation in the field of our Business activities by establishing fair and trustworthy business relationship with our customer and employees.

Vision-To acts as a leader in our Business of Recycling of Ships and put the industry at new height by providing safety to the environment and people.

Company Name	Bansal Ship Breakers Pvt. Ltd	Reporting Date	13.07.2022
Address	Bansal Ship Breakers Pvt. Ltd. Plot No.25, SRY, Alang, Bhavnagar Gujarat, India-364081	Membership date	28.04.2017
Country	India	Number of employees	140
Contact name	Tofan Padhiali		
Contact Position	Compliance Manager	Sector	General Industries(Steel)
Contact telephone no.	+91 8128675279		
Website /Mail	www.bansalgroupindia.com hkc@bansalgroupindia.com		

Certification

We are compliant with Norms and rules of **ISO** from Lloyd's Register with Certificate of Quality Management ISO 9001: 2015, Certificate of Environmental Management System ISO 14001: 2015, Certificate of Occupational Health and Safety Management System ISO 45001: 2018, Certificate of Ship Recycling Management System ISO 30000: 2009

We have been awarded with the Statement of Compliance by **ClassNK, Lloyd's Register & Bureau Veritas** with the internationally acceptable standards i.e. the Hong Kong Convention (HKC-2009) for sustainable ship recycling. We also received Certificate of compliance to EU SRR from **Lloyd's Register** and also adapted our system for **Responsible ship recycling standards & EU commission.**

Membership

1. Bansal Ship Breakers Pvt. Ltd. is member to the Gujarat environmental protection and infrastructure limited (GEPIL), which operates and maintains common hazardous wastes on behalf of Gujarat maritime board (GMB) since 2005.
2. Recently member of Recycling Solutions Pvt. Ltd. (Luthra Group) for co-processing and complete destruction of hazardous persistent organic pollutants in highly intensive incineration kilns.
3. Member of National safety council (NSC), to meet the emerging challenges in the HSE aspects due to continuous advancement in technology.



4. Member of United Nations Global Compact challenging to SDGs & committed to conduct business in an ethical, legal and social responsibility manner.



5. Bansal Ship Breakers Pvt. Ltd. is key signatory and participant in climate neutral now taking the initiatives on reducing emissions, offsetting with global carbon offset projects and initiatives for sustainable renewable energy.



Green Renewable Energy

Renewable energy is collected from natural resources which are naturally replenished in contrast with fossil fuels. Renewable energy, often referred to as clean energy, comes from natural sources or processes that are constantly replenished. Now that we have increasingly innovative to capture and retain solar energy, renewables are becoming a more important power source, accounting for our plant operations. The environment is under threat. The amount of carbon dioxide in the atmosphere is growing and if we are serious about avoiding the worst of climate change, it is incredibly important that we rapidly reduce carbon emissions. Solar panels are ideal resources for this carbon emissions and global warming.

We have taken another step towards green initiatives by installation of installed 27 KW based solar energy system to combat our power source is being utilized in our facility in the year 2019. This means it is produced with little-to-no environmental impact and does not dispense greenhouse gases indirectly into the air that contribute to global warming.

Greenbelt Development

Greenbelt land refers to an area that is kept in reserve for an open space, most often around larger cities. The main purpose of the green belt policy is to protect the land around larger urban centers from urban sprawl, and maintain the designated area for forestry and agriculture. Increased vegetation in the form of greenbelt is one of the preferred methods to mitigate air and noise pollution. Plants serve as a sink for pollutants, act as a barrier to break the wind speed as well as allow the dust and other particulates to settle on the leaves. It also helps to reduce the noise level to a large extent.

We improve livelihood and maintain the designated area for forestry and agriculture in Mansa, where farmers are being supported with additional land resources for farming and agriculture practices.

Our green belt practices covers vegetation and forestry which provides beneficial in many ways leading to soil conservation, biodiversity conservation, monitoring ecological health, maintaining greenery, recharge of ground water and maintaining pleasant micro climate of the region. In addition vegetation can also absorb pollutants from the environment and helps in effective pollution control.

We have proposed in an area of 50,000 square meter land an urban sprawl even-handed 15 kilometers from Bhavnagar and 30 kilometers from our plant operation at Alang. Adequate attention has been paid to plantation of trees, their maintenance and protection based on the geology, soil condition and topography of the site area. A wide range of plant species is planted in and around the premises.

Social Responsibility

Bansal Ship Breakers Pvt. Ltd. is committed to responsible for social responsibility for their internal and external stakeholders by :

1. Protecting environment by controlling all types of pollution at work place and surrounding areas.
2. Allocating and utilizing modern instruments and resources to increase productivity for social welfare of workers, employees and society at a large.

3. Committed to the development of community contributing funds directly to the charities, weaker section of the society and also different types of durable goods which is used in public places.
4. We improve livelihood and agricultural practices to the farming community in Mamsa, where farmers are being supported with additional land resources for farming and agriculture practices.



5. Times of India Group presented Shri. Kapoorchand Bansal, Chairman, Bansal Group with CSR Excellence of the Year award honoring the Gujarat Icon who helped the state reshapes itself amidst COVID-19 pandemic.



6. Greetings the first biggest ship M.V WUGANG ATLANTIC by planting 1100 representations on onset of 2021.



7. Sponsorship for Rotary Cyclothon to spread awareness on mental health issues, by cycle rally



8. Global Safety Summit recognizes industries and industry professionals for their excellent contributions in various verticals of environment health and safety and corporate social responsibility. We have been awarded National Green award by GSS in the event of Sustainability.



Covid19 the pandemic

Acknowledged and appreciated with certificate of appreciation for our donation to Sir Takhtasinhji Hospital (a dedicated COVID-19 hospital) in Bhavnagar with BPL ECG machines, stretchers with O2 stands, food trolleys, stretchers refrigerators, bed sets etc. worth INR 3,000,000.00 and 56,000 cubic meter of oxygen supply.

Good health and well being: We are at Bansal ship Breakers conducted an awareness campaign for our workers to control the spread of covid19 and for good health and well being of community as following manner.

Human coronaviruses cause infections of the nose, throat and lungs. They are most commonly spread from an infected person through respiratory droplets generated when you cough or sneeze close, prolonged personal contact, such as touching or shaking hands touching something with the virus on it, then touching your mouth, nose or eyes before washing your hands.

In an effort to prevent the spread of COVID-19 within communities and across the country, all workers are advised to:

- Stay at home unless you have to go to work
- Avoid all non-essential trips in your community
- Do not gather in groups
- Limit contact with people at higher risk, such as older adults and those in poor health
- Do exercise to increase your immunity
- Always keep a distance of at least 2 arms lengths (approximately 2 meters) from others. If you go out for a walk, do not congregate and always practice physical (social) distancing by keeping at least 2 meters apart from others at all times.
- Use of mask when you are outing.

Hygiene: Proper hygiene can help reduce the risk of infection or spreading infection to others.

- Wash your hands often with soap/sanitizer and water for at least 20 seconds.
- Cough or sneeze into a tissue or the bend of your arm, not your hand.
- Dispose of the tissue as soon as possible in a waste basket and wash your hands immediately.
- Avoid touching your eyes, nose, or mouth with unwashed hands.

Zero Hunger: Bansal Ship Breakers cope the Goal-2 of UNGC to ensure zero hunger the largest amount is possible. The Coronavirus (COVID-19) pandemic is disrupting the world. Nationwide lockdown for the outbreak is a heavy toll on the socio and economic factors of human lives. Its rapid global spread is threatening to affect millions of people already made vulnerable by food scarcity, lack of proper nutrition and the effects of disasters.

To minimize this impact:

- We took a step forward to distribute grocery to our beloved workers.
- Distribute food among the needy during a nationwide lockdown in the wake of coronavirus outbreak, at a relief camp in Bhavnagar, Gujarat.
- Donate to prime minister care fund to fight against covid19

Sustainable Livelihood

The sustainable livelihoods approach improves understanding of the livelihoods of the poor. It organizes the factors that constrain or enhance livelihood opportunities, and shows how they relate. It can help plan development activities and assess the contribution that existing activities have made to sustaining livelihoods.

We have adopted an approach of sustainable farming for poor peoples near Mamsa an urban sprawl to witness some of their unstable social and economic factors. This helps attain production resilience and diversification of livelihoods in order that rural households can cope with production and market risks.

Carbon footprint & offsetting

As a corporate goal of achieving carbon neutral status, we started to develop the organizational carbon footprints, so that necessary mitigation actions can be taken during further period.

This carbon footprint report has been prepared in full accordance with the greenhouse gas protocol (GHG), the most widely used international carbon calculation methodology, compatible with other GHG standards such as the ISO 14064-1, which also allows for direct integration with national and international greenhouse gas (GHG) registries.

The emitting activities includes direct emissions resulting from Bansal Ship Breakers Pvt. Ltd owned or controlled equipment and emissions from purchased electricity (Scope 1 and 2 emissions respectively); and indirect emissions scope 3 resulting from Bansal Ship Breakers Pvt. Ltd are neglected . It is important to highlight that under the GHG protocol, the reporting of both direct emissions and indirect emissions, resulting from purchased electricity, are compulsory. As many voluntary emissions as possible, all other indirect emissions, scope 3 emissions, are reported on a voluntary basis dependent on reliable data.



United Nations
Framework Convention on
Climate Change

Date: 20 May 2022
Reference: VC/0516/2022

VOLUNTARY CANCELLATION CERTIFICATE

Presented to:

CDM Project 5257: Combined cycle natural gas based grid connected power plant at Jegurupadu, India

Reason for cancellation:

For Bansal Ship Breakers Pvt. Ltd. Plot No.25, SRY, Alang, Bhavnagar, Gujarat-364081 (India) Reason to offset - I am offsetting greenhouse gas emissions for my company Year- 2020-2022



Number and type of units cancelled

401 CERs

Equivalent to 401 tonne(s) of CO₂

Start serial number: IN-5-279659844-1-1-0-5257
End serial number: IN-5-279660244-1-1-0-5257

The certificate is issued in accordance with the procedure for voluntary cancellation in the CDM Registry. The reason for cancellation included in this certificate is provided by the canceller.

Environmental monitoring

The company understands the environmental risks associated with ship recycling and is implementing the environmental requirements imposed by legal register regulations. The monitoring program is facility-specific, taking into account the plots and land-sea interface. Soil, water and air monitoring are applied for identification of features with regards to chemical, biological and physical changes in the environment surrounding the facility.

Environmental monitoring is performed and these monitoring reports are maintained and archived by the HSE Department in a separate folder. In case any negative changes are identified specialists will be contracted for identification of the causes, evaluation of risks and development of counter measures.

The facility takes any precaution to control all activities and to prevent contamination of soil, air, water, including intertidal area. The following measures are taken for minimizing potential contamination and other adverse effects:

Prevention of oil contamination:

- Minimizing oil volumes prior to landing
- Removal of all oils from ships as early as possible
- Avoiding contamination of intertidal zone and soil by appropriate cutting and preparation of places where blocks or materials may / will fall (coverage of permeable floors like sand or soil)
- Being prepared for oil decontamination in water / sea

Environmental monitoring means monitoring program of any potential impact on the environment during normal operation and unexpected events.

During facility operation- frequent sampling of air, water, soil, handling of waste disposal including related data as well as environmental incidents and related actions for correction and improvement is being conducted. Monitoring or analyses reports or other documentation is archived. Monitoring and archiving are supervised by HSE department, including collecting of data or results provided by external service suppliers.





Health and safety Monitoring

Bansal Ship Breakers is committed to implementing a structured approach to workplace health and safety in order to achieve a consistently high standard of safety performance. The approach assists in meeting its obligations in accordance with work health and safety legislation.

The obligation applies to all employees, workers and stakeholders at risk from work carried out at company's workplaces. Failure to comply with the requirements may lead to disciplinary action.



Five Years Key process indicators in Health, Safety and Environment

Bansal Ship Breakers Pvt. Ltd, Plot No.25

Five years HSE statistics								
Sr. No.	Description	UNIT	2017	2018	2019	2020	2021	2022
Health Safety Indicators								
1	Fatality	NOS.	0	0	0	No ship available(Covid19)	0	
2	Work Injury	NOS.	4	3	0	„	7	
	a. Lost workday case (LWC)	NOS.	0	1	0	„	1	
	b. Restricted Work Case (RWC)	NOS.	0	0	0	„	0	
	c. Permanent Total Disability (PTD)	NOS.	0	0	0	„	0	
	d. Permanent Partial Disability (PPD)	NOS.	0	0	0	„	0	
	e. First-Aid Case	NOS.	4	2	2	„	6	
3	Occupational health disease	NOS.	0	0	0	„	0	
4	Medical Treatment Cases (MTCs) Visit to doctor	NOS.	0	1	0	„	2	
5	Near Miss	NOS.	4	3	3	„	8	3
6	Lost Time Injury (LTIs)= Fatalities +PTD +PPD + LWC	NOS.	0	1	0	„	1	
7	LTI frequency per year	NOS.	0	3.036929	0	„	3.1459967	
8	TOTAL RECORDABLE CASE (TRC)= LTIs + RWCs + MTCs	NOS.	0	2	0	„	3	
9	Worked Man-hours	Hrs	381056	329280	473,000	„	318240	
ENVIRONMENT INDICATORS								
1	Oil Spill	NOS.	0	0	0	„	1(minor)	
2	PROPERTY DAMAGE	NOS./INR	0	1	0	„	0	
3	OTHERS ENVIRONMENTAL POLLUTION	NOS.	0	0	0	„	0	

NOTE: LTI frequency = Total loss time injury case*1000000/Total hours worked during the period

Reporting on SDGs of UN Global Compact

A COP is a direct communication from business participants to their stakeholders. While the overall format is flexible, the COP contains the following three elements:

- A **statement by the director expressing continued support** for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles.
- A **description of practical actions** (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (and plans to take) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A **measurement of outcomes** (i.e., the degree to which targets/performance indicators were met, or other, qualitative or quantitative, measurements of results).

Four(4) domain, Ten (10) principles and seventeen (17) SDGs

Four Domains

- A. Human Rights
- B. Labour
- C. Environment
- D. Anti-Corruption

Ten principles

A. Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** Make sure that they are not complicit in human rights abuses.

B. Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** The elimination of all forms of forced and compulsory labour;
- **Principle 5:** The effective abolition of child labour; and
- **Principle 6:** The elimination of discrimination in respect of employment and occupation.

C. Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

D. Anti-Corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

The above ten principles are part of our business ethics and practices in our workplace. We strive to propagate these principles within our stakeholders i.e. vendors, supply chain, customers and workforce at large.

Seventeen SDGs

The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the United Nations General Assembly in 2015 for the year 2030. The SDGs are part of Resolution 70/1 of the United Nations General Assembly, the 2030 Agenda.

The 17 sustainable development goals (SDGs) to transform our world:

GOAL 1: No Poverty

GOAL 2: Zero Hunger

GOAL 3: Good Health and Well-being

GOAL 4: Quality Education

GOAL 5: Gender Equality

GOAL 6: Clean Water and Sanitation

GOAL 7: Affordable and Clean Energy

GOAL 8: Decent Work and Economic Growth

GOAL 9: Industry, Innovation and Infrastructure

GOAL 10: Reduced Inequality

GOAL 11: Sustainable Cities and Communities

GOAL 12: Responsible Consumption and Production

GOAL 13: Climate Action

GOAL 14: Life below Water

GOAL 15: Life on Land

GOAL 16: Peace and Justice Strong Institutions

GOAL 17: Partnerships to achieve the Goal

Alignment of ten principles with Bansal's Internal Policy structure

Entities	Principle	Policy
Human Rights	1: Businesses should support and respect the protection of internationally proclaimed human rights.	Policy statement on Labour & Human Rights
	2: Make sure that they are not complicit in human rights abuses.	Policy statement on Labour & Human Rights
Labour	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Policy statement on Labour & Human Rights Social Accountability and Policy Statement
	4: The elimination of all forms of forced and compulsory labour.	Policy statement on Labour & Human Rights
	5: The effective abolition of child labour.	Social Accountability and Policy Statement Policy statement on Labour & Human Rights
	6: The elimination of discrimination in respect of employment and occupation.	Anti-Discrimination and Anti-Harassment Policy Policy statement on Labour & Human Rights
Environment	7: Businesses should support a precautionary approach to environmental challenges.	HSE Policy
	8: Undertake initiatives to promote greater environmental responsibility.	HSE Policy
	9: Encourage the development and diffusion of environmentally friendly technologies.	HSE Policy
Anti-corruption	10: Businesses should work against corruption in all its forms, including extortion and bribery.	Business Ethics And Anti-Corruption Policy

Communication on progress

A. Human Rights

Human rights are basic rights and freedoms for everyone based on our nationality, place of residence, sex, national or ethnic origin, color, religion, language, dignity, fairness, equality and respect or any other status. A company may affect people's human rights through its own activities or through its business relationships. We are commitment to respect human rights as set out in our position on human rights, in line with the UN Guiding Principles on Business and Human Rights and Children's Rights and Business Principles.

- ↔ A standing order is formulated which regulates the service conditions of workmen and come in to force in accordance with the section 7 of the industrial employment act 1946.
- ↔ Bansal's Code of Conduct, which underscores our values and our commitment to ensuring a workplace that supports equal opportunity, dignity and respect.
- ↔ We engage with our clients (including suppliers, corporations, governments, financial institutions, nongovernmental organizations and individuals) and employees on human rights issues on an ongoing and as needed basis. We seek to empower clients and employees to take human rights criteria into consideration across our business activities, including through our Supplier Code of Conduct and our due diligence and client engagement processes outlined in our Environmental and Social Policy Statement.
- ↔ Our Environmental and Social Policy Statement, which reflects our commitment to human rights, and describes our approach to incorporating human rights into our transactional due diligence process.
- ↔ Safety observation and recommendation card system is implemented to find and render corrective actions on any of such non compliance.
- ↔ Works committee of employees & employers representative works effectively to deal with management regarding grivences, working condition, wages etc. with in business.

- ↔ The primary purpose of the committee is to provide oversight for the grievance process, including review of all grievances, review of trends of both complaints and grievances including time frames for resolution, identification of opportunities for improvement, and referral of action items to address those opportunities.
- ↔ A group of committed and trained people leading the effort as a social performance team. Our social performance team is formed to give compliance of the social trends.
- ↔ For timing and wellbeing of workforce, a well constructed dormitory is provided near the company.
- ↔ We are gradually implementing all the rules and regulations of SA 8000.
- ↔ A safety committee comprising of the members of management and workers will meet periodically and their recommendations will be considered.
- ↔ The individuals must have to undergo a 15 days training program conducted by Gujarat Maritime Board before joining in this company.
- ↔ "Safety, Health and Environment" will not be compromised while considering the targets of production.
- ↔ It shall be the endeavor of the company to prepare and implement training programs for all level employees, based on safe working methods & procedures.
- ↔ Safety audit and risk assessment will be carried out by experts and compliance with their recommendations will be ensured.
- ↔ Bansal Ship Breakers Pvt. Ltd. is an "equal opportunity employer." and will not discriminate of any kind, such as race, color, sex, ethnicity, age, language, religion, political or other opinion, national or social origin, disability, property, birth or other status and will take "affirmative action" measures to ensure against discrimination in different job activity of the company.
- ↔ The business is committed to update regularly its practices to incorporate revision to existing laws and regulations on human rights and labour standards. When practices are updated, managers and supervisors receive the appropriate training.

- ↔ We are committed in all areas to provide a work environment that is free from harassment. Harassment based upon an individual's disability, marital status, sex, race, color, religion ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated
- ↔ Ensuring environmentally sound recycling of ships
- ↔ Ensuring proper standards of safety, throughout operations of the facility.
- ↔ Striving to improve our health, safety and environmental performance by achieving our objectives and targets.
- ↔ As our products are pure virgin raw-materials. In the process of production the hazardous materials come out is treated in the national and internal regulations which can not harm human life.

B. Labour

Labor is the amount of physical, mental, and social effort used to produce goods and services for an industry in any economy. It supplies the expertise, manpower, and service needed to turn raw materials into finished products and services. Against which laborers receive a wage to buy the goods and services they don't produce themselves. Those without desired skills or abilities often don't even get paid a living wage. We maintain a [minimum wage](#) structure to make sure their workers earn enough to cover the cost of living

- Competative salary and wages structure formulated by the company as per survey on household consumption of workforce and minimum wage rule by the local government.
- The company ensures that salary deductions are compliant ILO C95 Major with local law, if workers' salary can be deducted for disciplinary reasons or for not fulfilling performance targets. The company opts procedures include an appeal process for workers disagreeing with disciplinary actions, and choose to be represented by their union/association.
- We follow statutory and regulatory requirements on equql opportunity and discrimination employment as well complies its requirements.

Child Labour

- We are not engage in or support the use of child labour. We comply with local minimum age laws and requirements, and do not knowingly employ any person less than 18 years of age, in accordance with [ILO C138 Article 2](#).
- If unknowingly any child labour is employed below the age of 18 years and found after strict verification of his age proof testimonials, he is allowed to carry out light work as well as provide schooling.

Voluntary labour

- The company shall only employ workers that freely choose their employment
- Overtime is not a constraint and shall always be voluntary.
- The business has the right to eliminate all forms of forced, bounded, prison labour or subcontracted prison labour and compulsory labour.
- Workers can freely leave their employment after giving reasonable notice.
- Workers must be allowed to move around freely and leave their place of work when their prescribed time ends.
- Not to use any form of prison labour.

Young Workers

- The minimum age of worker to work by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years.
- If young workers are employed, they are the age between 15 to 18 years, they shall never work overtime and shall have a reduced work schedule.
- Young workers shall never work at night.
- Young workers shall never be engaged in hazardous work or work that could harm their physical, mental or moral development.

- We comply with applicable laws and industry standards on working hours and public holidays. In addition, we comply with overtime compensation and bonus requirements.
- We comply with minimum wage standards recommended by Government of Gujarat for skilled, semi skilled and unskilled labors.
- It is companies policy to ensure that decisions concerning hiring, wages, promotion and training are based on unbiased criteria and are not linked to any of the discriminatory criteria
- The company has established a procedure accessible and known to all workers where workers can safely report incidents of workplace discriminatory.
- The company have a confidential reporting system for all workers to voice cases of discrimination that is transparent, time-bound and with a clear issue resolution process.
- We have been established a system to prohibit any form of harrashment, physical, sexual or psychological, verbal abuse, punitive fines and deductions from salary and protection of workers privacy.
- We are an equal opportunity employer.

C. Environment

As a corporate goal of achieving carbon neutral status, it started to develop the organizational carbon footprints, so that necessary mitigation actions can be taken during further period. The objective of this study to put a first attempt to prepare the carbon footprint for company's organizational boundaries in India, the guideline and requirements of ISO 14064-1:2006 and WRI/WBCSD greenhouse gas protocol – a corporate accounting and reporting standard.

We announced an ambitious new target on climate action named carbon footprint, pledging that all our consumption and emission will be powered by offsetting out CO₂e emission so-called Scope1, 2 & 3 emissions, and plan to set targets for prioritized areas, such as raw materials input, business travel and cars heading carbon [footprint offsetting](#).

- Bansal Ship Breakers ensures that all wastes generated from recycling activity will be recyclable materials and equipment segregating them separate storage area inside the plot, labelled for clear identification and stored in appropriate conditions temporarily. The wastes

generated are material specific and are directly or takes usual time to send sub-contractors. The SRF will avoid waste being mixed or contaminated in a way that interferes with subsequent handling, storage, treatment, recycling or disposal.

- The company ensures to have no contact with intertidal zone in ship recycling operation as it uses heavy duty crane to lift up cutting block directly from ship to impermeable floor of the yard.
- We are giving more priority to downstream waste management and debris management system daily basis which is generated from ship recycling process.
- The company understands the environmental risks associated with ship recycling and is implementing the environmental requirements imposed by legal register regulations. The monitoring program is facility-specific, taking into account the plots and land-sea interface. Soil, water and air monitoring are applied for identification of features with regards to chemical, biological and physical changes in the environment surrounding the Ship recycling facility.
- Periodically inspection and maintenance of equipment and machinery, tools and tackles gas monitoring in calibrated gas meter by competent person and production operation control process to avoid environmental damages is being ensured.
- Ensuring regularly issuance of different work permits by competent person after inspection to the respective work area for safe and environmentally sound ship recycling.
- Ensuring periodically testing of ambient analysis like Sea water, soil, noise and ambient air quality by authorized contractor DNV Engineers for pollution free work environment and sustainable social responsibility.
- Adopting emergency preparedness and rescue plan as well emergency team for rescue, firefighting, oil spill, first aid and disaster management to control accident and natural calamities.
- After coming a project, it is being inspected by different government authority as well as non-government organizing body to make the project free from hazard and dangerous substances. After getting permission from them, the project undertakes to start at a predefined schedule.
- After receiving a project, the HazMats is identified and labelled by cherry waste management with HazMats experts of the company. Identification, handling and management of HazMats

are carried out by experts with reference to the IHM report. The hazardous materials that come out from ship is being send to GEPIL for recycling ensuring to obtain proper manifest.

- Other HazMats is stored in hazardous storage area in temporary basis and sold to authorized third-party for recycling/reuse.
- Environmental monitoring is our prime moto. During facility operation- frequent sampling of air, water, soil, handling of waste disposal including related data as well as environmental incidents and related actions for correction and improvement is being conducted.
- Ship recycling constitutes a waste management process, handling starts with the separation of elements from the ship. All hazardous materials as well as wastes generated during the ship recycling process are handled, separated, transported and stored only in safe containers / containments and / or on impermeable floors with effective drainage systems.
- We have installed 27 KW based solar energy system to combat our power source is being utilized in our facility. This means it is produced with little-to-no environmental impact and does not dispense greenhouse gases indirectly into the air that contribute to global warming.

D. Anti-Corruption

Corruption is bad for society and bad for business, posing severe financial, operational and reputational risks. Now company takes action to implement serious and effective anti-corruption measures and policies within their strategies and operations to develop effective solutions that support a zero tolerance towards corruption.

As an active member to the United Nations Global Compact, we are vitally engaged with other companies and nongovernmental organizations in the fight against corruption.

- Bansal is developed a policy and committed on anti-corruption is a part of the company's culture and operations. Communicating this policy to employees, customers, suppliers and stakeholders that, company has a zero-tolerance policy on bribery & corruption
- The nationality nature and global standard of our business adopted a policy for anti-drug and anti-corruption. This Policy focuses on a particular area of compliance, which the Company takes extremely seriously, anti-corruption for its stakeholders.
- This Policy is designed to communicate the Company's commitment to counter corruption and to ensure that all employees and third-party representatives fully understand the scope

and application of these Anti-corruption Laws. This Policy describes what is meant by corruption, how it affects our business, and what we are doing to fight it. In particular, it shows how our policies translate into practical processes and procedures, and explains what needs to be done to comply with them.

- Failure by Company Personnel to comply with this Policy may expose the Company to substantial risk and could jeopardize its operations and reputation. You should also be aware that violations of certain Anti-corruption Laws may subject individual Company Personnel to both criminal penalties, including prison sentences, and civil liability.
- The business is defined by the contracts it has with vendors, employees and its own customers. Beyond the explicit rights and obligations defined by the contract, the organization also has an implied covenant of good faith and fair dealing. This covenant is an ethical obligation that courts attempt to enforce. This standard obliges all contracting parties to not do anything that would make fulfilling the terms of the contract impossible. Examples of acting in good faith include granting the other party access to physical resources under the organization's control or providing timely information to complete a contracted task.
- We strengthened our business ethics mindset by continuing to focus on training and communication to our employees.
- It is ensured that company's internal procedure largely supports its anti-corruption policy in the following way.
 - Commitment from senior management and a clearly articulated policy against corruption
 - Code of conduct and compliance policies and procedures
 - Oversight, autonomy and resources
 - Training and continual advice
 - Incentives and disciplinary measures
 - Third-party due diligence and payments
 - Confidential reporting and internal investigation
 - No Insider trading
 - We make accurate and complete entries in Company books, financial records and follow its accounting procedures and internal controls.

Measurement of outcomes

Demographic factors are the external business environment that affects the business process and procedure. These factors are age, income, education, gender, ethnic group etc. As consider to our business system which is influenced by age and gender.

- ❖ Fully customized yard with impermeable RCC floor and established jetty to reach the subject ship on threshold of yard.
- ❖ Establishment of heavy duty crane to have zero contact with sea water while disembarkation from ship.
- ❖ Bansal Ship Breakers also donated to a campaign called 'Cauvery Calling', in order to support farmers to plant 1,100 trees.
- ❖ It is the Bansal Ship Breakers's efforts towards rehabilitating and catering to marginalized communities and people, through the provision of bulk rations and digital technologies to health advisories that helped Mr. Kapoorchand Bansal receive the 'CSR Excellence of the Year' Award by Shri. Bhupendrasinh Chudasama, Cabinet Minister, Higher & Technical Education, Law & Justice, Legislative & Parliamentary Affairs, Salt Industry, Cow Breeding & Civil Aviation, Government of Gujarat at the Times of India event held at Ahmedabad on 29 December 2020.
- ❖ No worker is allowed under the age of 18 i.e. child labour. If found he is allowed to carry out light work as well as provide schooling.
- ❖ There is no facility for women workers to work inside the company
- ❖ Implementation of standing order and works comeetee, for formally defined conditions of employment and to promote measures for securing and preserving amity and good relations between the employer and workmen.
- ❖ As The Company is compiled by HKC by ClassNK, Lloyd's Register & BV, a significant progress in occupational diseases and injuries compared to previous years. The company's objective to reach zero incidents per year.
- ❖ All the material that produces from ship are recyclable virgin materials. Materials are sold to third party and other companies to be a raw material to produce final product.
- ❖ We have installed 27 KW based solar energy system to combat our power source is being utilized in our facility.
- ❖ Ensuring zero hunger food & ration distribution to the needy during COVID19 pandamaic.

Health, safety, environmental and social strategy for 2022

As Human, environmental, social and economic factors are four pillars of sustainability:

- Our continual focus on 2022 agenda towards Clean Water and Sanitation, Affordable and Clean Energy, Decent Work and Economic Growth, Industry, Innovation and Infrastructure, Reduced Inequality, Responsible Consumption and Production, Climate Action and Zero Hunger.
- Gradually minimization of environmental pollution and climatic action is our motto.
- Improvement of socio-economic factors of labour and surrounding community.
- Bansal Ship Breakers is committed to continuously improving the working environment.
- Bansal Ship Breakers 2022 ambitions are strategic focus areas in workplace: health, safety, environment, anti-corruption, human rights and labour well-being.
- Bansal Ship Breakers embraces a zero-injury mind-set and will not accept people being injured as a result of our working conditions.
- Bansal Ship Breakers is committed to a sustainable health and safety strategy and falling trends in injury frequency rate with absence towards 2022.
- Good workplace ergonomics is a key element in ensuring long-term health for employees.
- Bansal Ship Breakers is committed to reducing work-related muscular/skeletal pain experienced by employees.
- Bansal Ship Breakers wants to take on broader responsibility for our people's well-being and thereby develop a systematic approach to supporting sustainable business performance and the healthy growth of the company.
- Bansal Ship Breakers strives to enable people to live longer, healthier and more productive lives.
- Bansal Ship Breakers is committed to improving mental well-being and reducing the level of stress symptoms among our employees.

Our Commitment: Incorporating sustainability into our integrated business system is our prime motto. But it is equally important to communicate our commitment internally among our team, and externally to business partners, suppliers, customers and other stakeholders.



Our **Communication on Progress** can deliver the SDGs in Implementing the principles of the **United Nations Global Compact** and supporting comprehensive UN goals.

We Welcome encouragement of the content*

Thankful to work with you as a sustainability platform