

ESG POLICY

[Adopted on December 02, 2024]

SHREEJI GROUP



1. Introduction

Shreeji Shipping Global Limited along with its other group companies engaged in business of shipping and logistics (“the Group”) is committed to conducting its business responsibly, with a long-term vision of creating sustainable value for all stakeholders.

As a leading shipping and logistics services provider engaged in midstream lighterage operations, ship to ship transshipment, onboard stevedoring, coastal movement of cargo, and road transportation, the group recognizes its responsibility to minimize environmental impact, ensure the well-being of its workforce and communities, and uphold the highest standards of ethics, transparency, and governance.

This ESG Policy outlines the Company’s guiding principles and framework to integrate Environmental, Social, and Governance considerations into its business strategy, operations, and decision-making.

2. Environmental Stewardship

The Group is committed to sustainable operations that minimize adverse impact on the environment and coastal ecosystems.

Our Environmental Objectives:

Emission Reduction and Fuel Optimization:

The Group continually strives to reduce greenhouse gas emissions across its logistics and shipping operations through route optimization, preventive maintenance, and adoption of cleaner fuel practices. Wherever operationally feasible, Light Diesel Oil (LDO) is used in place of High-Speed Diesel (HSD) to enhance fuel efficiency and reduce emissions.

Energy Efficiency:

Promote the use of fuel-efficient & energy-efficient machinery, vehicles, and cargo-handling equipment. The Group also evaluates and adopts renewable or low-carbon energy alternatives across its ports, and offices wherever practical.

Pollution and Waste Management:

Ensure strict compliance with all Indian environmental laws including Gujarat Pollution Control Board (GPCB) and the Gujarat Maritime Board (GMB) regulations governing our port and stevedoring operations. Implement proper waste segregation, treatment, and disposal systems at operational sites and enforce zero tolerance toward any form of marine or land pollution.

Water and Marine Protection:

Maintain robust controls to prevent oil spills, cargo residues, and any discharge into coastal waters. The Group also maintains comprehensive insurance coverage to protect against potential oil spillages, environmental damages, or third-party liabilities, ensuring accountability and environmental responsibility.

Resource Optimization:

Encourage responsible consumption of energy, water, and materials, promoting reuse, recycling, and conservation wherever possible.

3. Social Responsibility

The Group places people at the core of its operations — including employees, contract workers, customers and suppliers.

Our Social Objectives:**Workplace Safety and Health:**

Maintain a safe and healthy working environment by adhering to port and occupational safety standards, conducting regular safety drills, and promoting a culture of safety awareness across all operations.

Employee Development:

Provide equal opportunities, skill development programs, and fair remuneration to foster an inclusive, capable, and motivated workforce.

Human Rights and Fair Labor Practices:

Uphold human rights, prohibit child and forced labour, and ensure dignity and respect in all employment practices.

Community Engagement:

Support local communities in the areas we operate through initiatives in education, health, environmental awareness, and livelihood enhancement, aligning with the Group's CSR objectives.

Customer and Supplier Responsibility:

Maintain ethical and transparent relationships across the supply chain, promoting responsible sourcing and customer satisfaction through quality and reliability.

4. Governance and Ethics

Strong governance is the foundation of sustainable business. The Group is committed to maintaining integrity, transparency, and accountability in all its actions.

Our Governance Principles:**Regulatory Compliance:**

The Group is in full compliance with all applicable Indian maritime laws, environmental regulations, and the specific guidelines issued by the Gujarat Maritime Board (GMB), which regulates a significant part of its port and stevedoring operations. The Group also complies with all other relevant state and national laws governing transportation, labour, and business conduct.

Ethical Conduct:

Conduct all operations with integrity, fairness, and transparency. The Group maintains a zero-tolerance policy toward bribery, corruption, and unethical practices.

Risk Management:

Identify, assess, and mitigate ESG-related risks — environmental, operational, financial, or reputational — through integration with the overall risk management framework.

Transparency and Disclosure:

The Group will report ESG performance and progress periodically through its sustainability or annual reports, in line with emerging Indian and international disclosure standards wherever required by law.

5. Implementation and Monitoring

Establish measurable ESG goals and track progress.

Monitor compliance with environmental, social, and governance regulations.

Review ESG performance periodically and recommend improvements.

Promote awareness and engagement among employees and stakeholders to drive ESG integration across operations.

6. Continuous Improvement

The group acknowledges that ESG is a continuous journey. The Group shall consistently upgrade its systems, adopt new technologies, and align its practices with national and global sustainability benchmarks to strengthen long-term resilience and stakeholder trust.

7. Policy Review

This Policy shall be reviewed periodically to ensure relevance, adequacy, and alignment with evolving ESG regulations and best practices.
