allcargo
Ingenuity In Motion

August 21, 2026

To, **BSE Limited** Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001 **BSE Scrip Code: 532749**	To, **National Stock Exchange of India Limited** Exchange Plaza, C-1, Block G Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 **NSE Symbol: ALLCARGO**

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report (BRSR) for FY 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith the Business Responsibility and Sustainability Report ("**BRSR**") of Allcargo Logistics Limited ("**the Company**") for the Financial Year 2025-26.

The BRSR forms an integral part of the Annual Report for FY2025-26 of the Company. The BRSR along with the Annual Report for FY2025-26 is available on the website of the Company at www.allcargologistics.com

Kindly take the above information on record.

Thanking you,

Yours faithfully,
For Allcargo Logistics Limited

SHEKHAR RAMJEET SINGH
Digitally signed by SHEKHAR RAMJEET SINGH
Date: 2026.08.21 19:26:55 +05'30'

Shekhar R Singh
Company Secretary & Compliance Officer
Membership No.: F12881

Encl: a/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Particulars	Details	
1	Corporate Identity Number (CIN) of the Company	L63010MH2004PLC073508	
2	Name of the Company	Allcargo Logistics Limited ("Allcargo")	
3	Date of incorporation	18-08-1993	
4	Registered office address	6th Floor, Allcargo House, CST Road, Kalina, Santacruz (East), Mumbai - 400098	
5	Corporate address	303 - 306, Ascot Centre, Near ITC Maratha Hotel, off Sahar Road, Andheri (East), Mumbai - 400099	
6	E-mail	investor.services@allcargologistics.com	
7	Telephone	+91 22-66798110	
8	Website	www.allcargologistics.com	
9	Financial year for which reporting is being done	Start Date	End Date
	Current Financial Year	01-04-2025	31-03-2026
	Previous Financial Year	01-04-2024	31-03-2025
	Prior to Previous Financial Year	01-04-2023	31-03-2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE);	
		BSE Limited (BSE)	
11	Paid-up Capital (in INR)	INR 2,99,55,56,938	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Shekhar Singh (CS & Compliance Officer) Contact: +91 22 66798110 Email Id: secretarialdesk@allcargologistics.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together	Standalone basis	
14	Whether the company has undertaken reasonable assurance of the BRSR Core	No	
15	Name of assurance provider	Not Applicable	
16	Type of assurance obtained	Not Applicable	

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Express Logistics	Surface & Air Transport	70
2.	Consultative Logistics	Supply Chain Management	30

18. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Express Logistics	522, 521, 512, 492	70%
2.	Consultative Logistics	521	30%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	333	30	363
International	0	0	0

Note: These locations do not include franchisee or kiosks; these are locations with our FTEs deployed only

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36
International (No. of Countries)	1

Note: Presence in India (hence 1 country); 28 states and 8 Union Territories = presence in 36 states

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

0% since Allcargo Logistics is not involved in any export business and operates only in India

c. A brief on types of customers

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

IV. Employees

21. Details as of the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)
EMPLOYEES								
1.	Permanent (D)	2675	2341	87.51%	334	12.49%	0	0%
2.	Other than Permanent (E)	8461	7323	86.55%	1138	13.45%	0	0%
3.	**Total employees (D + E)**	**11136**	**9664**	**86.78%**	**1472**	**13.22%**	**0**	**0%**
WORKERS								
4.	Permanent (F)	NA	NA	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA	NA	NA
6.	**Total workers (F + G)**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: We do not have any workers

b. Differently-abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)
EMPLOYEES								
1.	Permanent (D)	11	11	100%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	**Total employees (D + E)**	**11**	**11**	**100%**	**0**	**0%**	**0**	**0%**
WORKERS								
4.	Permanent (F)	NA	NA	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA	NA	NA
6.	**Total workers (F + G)**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: We do not have any workers

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4	0	0%

23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2025-26				FY 2024-25				FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	18.68%	27.59%	19.81%	18.21%	30.99%	19.81%	30.71%	44.10%	32.36%	18.68%	27.59%	19.81%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable

V. Holding, Subsidiary and Associate Companies (including joint ventures)

24. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Entity name	Subs / JV / Assoc	% of shares held by listed entity	Participate in the BRSR initiatives of group?
1	Gati Import Export Trading Limited	Subsidiary	100	No
2	Zen Cargo Movers Private Limited	Subsidiary	100	No
3	Gati Logistics Parks Private Limited	Subsidiary	100	No
4	Gati Projects Private Limited	Subsidiary	100	No
5	TransIndia Logistic Park Pvt Ltd.	Subsidiary	100	No
6	Gati Ship Limited	Associate	47.95	No

VI. CSR Details

25. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
Turnover (in INR):	20,58,41,70,817
Net worth (in INR):	5,71,55,56,538

VII. Transparency and Disclosures Compliances

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

<table>
<tr><th rowspan="2">Stakeholder group from whom complaint is received</th><th rowspan="2">Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)</th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th></tr>
<tr><td>Local Communities</td><td rowspan="6">Yes, Stakeholder Engagement Policy
We also have a Whistle Blower policy in which Grievance redressal mechanism has been outlined.
For both Policies, please visit the link below:
Stakeholder Engagement Policy - https://www.allcargologistics.com/cms/pdfs/February2025/iAEuXSaRlbHUq9C9krhd.pdf
Whistleblower Policy and Procedures - https://www.allcargologistics.com/cms/pdfs/February2025/nXiAbTxm1YqXCaTXSPpu.pdf</td><td>0</td><td>0</td><td>NA</td><td>0</td><td>0</td><td>NA</td></tr>
<tr><td>Investors (other than shareholder)</td><td>0</td><td>0</td><td>NA</td><td>0</td><td>0</td><td>NA</td></tr>
<tr><td>Shareholders</td><td>Yes</td><td>29</td><td>0</td><td>This includes the complaints received against investors/ shareholders</td><td>15</td><td>0</td></tr>
<tr><td>Employees and Workers</td><td>1</td><td>0</td><td>1 POSH complaint received and resolved</td><td>2</td><td>0</td><td>2 POSH complaints received and resolved</td></tr>
<tr><td>Customers</td><td>1,24,435</td><td>19,433</td><td>Complaints are still under progress for solution</td><td>10,83,592</td><td>0</td><td>NA</td></tr>
<tr><td>Value Chain Partners / Suppliers</td><td>0</td><td>0</td><td>NA</td><td>0</td><td>0</td><td>NA</td></tr>
</table>

Note: NA = Not Applicable

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

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

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Energy	Opportunity	As a logistics service provider, efficient energy management is crucial to ensure that we reduce our dependency on non-renewable energy sources and transition to options such as alternate fuels and route optimisation. While adopting better technology to reduce our energy consumption can have a significant initial investment, this will ensure transition to cleaner fuels and reduce emissions in the process.	-	Positive implications
2.	Energy	Risk	Transitioning towards renewable sources of energy such as solar, wind or green hydrogen comes with a significant investment.	Allcargo Logistics is investing in solar plant installations on an OpEx model, thus reducing the initial cost of capital. Allcargo Logistics is currently focusing on geographies that has infrastructure to adopt Alternate Fuel Vehicles (AFVs), including EVs with ease and will slowly expand over other geographies depending upon availability.	Negative implications
3.	Emissions	Risk	The principal source of emissions for Allcargo Logistics is its road transportation segment which is operated via third-party business partners. Additionally non-management of emissions can lead to damage to Allcargo Logistics' brand value and reputation.	Allcargo Logistics is working with third-party aggregators to include alternate fuel vehicles, including EVs, CNG and LNG vehicles in the first and last mile delivery segment. All road transportation emissions (under Scope-3) are captured via API integration resulting in real-time data tracking, reduced manual intervention and high accuracy with central control / oversight over the emissions	Negative implications

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
4.	Occupational Health and Safety	Risk	As a logistics service provider, Allcargo Logistics is also exposed to the risk of road accidents which can lead to permanent injuries or loss of life. Unsafe working conditions can lead to work-related injuries. Failure to meet regulatory requirements can also lead to heavy penalization.	Allcargo Logistics has a Health and Safety Policy with a commitment to conducting business activities, with an aim to ensure zero harm to our full-time employees. We also conduct several programs with our Business Associates (road fleet owners) regarding compliance, driving skills to promote reduction of any accidents / incidents.	Negative implications
5.	Diversity, Equity and Inclusion	Opportunity	Bias and discrimination at work can hinder healthy professional relationships and hamper professional development. The physical work environment and geographic locations of the industry can increase entrance of individuals with diverse backgrounds/ geographies also increasing inclusion of women in the workforce, thus providing access to a wider talent pool. Allcargo Logistics does not discriminate amongst employees / new joiners or even candidates that are being interviewed for an opportunity with us, on any grounds. We are an equal opportunity provider. We also have an Anti-Discrimination and Anti-Harassment policy in place along with a robust whistleblower and grievance redressal mechanism to resolve any issues raised with utmost importance and care.	-	Positive implications

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
6.	Labour Practice and Human Rights	Risk	Human rights violations and abuse can adversely impact employees and contractual labour workforce and bear a risk of litigation. Such violations can also cause reputational damage to the company.	Allcargo Logistics has a Human Rights Policy with commitments such as zero tolerance towards human trafficking, child labour, and forced labour, freedom of association, discrimination among others. A formal grievance redressal mechanism is set in place wherein all employees can report on employeefirst@allcargologistics.com and contractual workers can report any grievances through the whistleblower mechanism as well via whistleblower@allcargologistics.com	Negative Implications
7.	Community Development	Opportunity	Community development is essential for us as our core values, wherever we operate. Allcargo Logistics' presence is widespread with operations all over India and thus can impact many communities. Corporate social responsibility can also lead to increased investor interest and brand value recognition. Our Central CSR team drives all our CSR programs through our CSR arm covering 6 focus areas - Education, Health, Women Empowerment, Sports, Disaster Relief, Training & Skill development.	-	Positive implications
8.	Customer Satisfaction	Opportunity	Providing sustainable logistics solutions can attract and retain customers as many commercial customers are looking for ways to make their supply chain sustainable. Ensuring that customer grievances and feedback are redressed, which can boost customer loyalty and increase retention. Our Customer Experience Team drives NPS based CSAT surveys across our customers to assess retractors and address them to help our customers and maintain a long-term association	-	Positive Implication

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
9.	Corporate Governance	Opportunity	Ensuring good governance and transparent practices can help securing stakeholder interest, a higher reputation, reduced risks and improved financial performance. Governance is one of the top material areas for us, we strive to achieve zero non-compliance through strict internal and external audit wherever possible, various trainings to respective stakeholders, apprising our Board committee of the audit findings, risks and opportunities, along with mitigation measures.	-	Positive Implications
10.	Cybersecurity	Risk	Data breaches and cybersecurity threats have increased over the past decade. With cloud computing and online marketplace and payments, maintaining the privacy of customer or employee data is crucial for Allcargo Logistics. Cyber-attacks can have several impacts on the functioning of the organization such as operational cost and reputational damage.	Allcargo Logistics has a Cybersecurity policy and is **ISO 27001:2022 certified** to ensure utmost compliance and better customer data privacy. Compliance to such high standards of cybersecurity has helped us achieve a high rating in our third-party IT audit from **BitSight** with a score of **800** and rated "Advanced"	Negative Implications
11.	Sustainable Supply Chain	Opportunity	Adopting a sustainable supply chain can help minimize supply disruption risks and emerging regulatory risks. Ensuring that suppliers also meet Allcargo Logistics's ESG expectations can contribute to supporting local businesses, reduce implied environmental impacts, and promote good governance.	NA	Positive Implications
12.	Supply chain disruptions	Risk	Disruptions in the supply chain can further hamper processes and create a ripple effect throughout Allcargo Logistics' value chain. Such disruptions can also delay deliveries and damage brand reputation subsequently leading to financial losses.	Allcargo Logistics has established a Supplier Code of Conduct including coverage of human rights, environmental performance, community development, business ethics and transparency and whistleblowing.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	**P1** - Human Rights Policy; Code of Conduct; Supplier Code of Conduct, Anti-trust and Anti-competitive Policy; Corporate Tax Governance Policy, Whistleblower Policy **P2** - Human Rights Policy; Supplier Code of Conduct; Sustainable Procurement Policy; Code of Conduct **P3** - Human Rights Policy; Anti-Harassment and Anti-Discrimination Policy; Code of Conduct, Health and Safety Policy **P4** - Human Rights Policy; Supplier Code of Conduct; Sustainable Procurement Policy **P5** - Human Rights Policy; Supplier Code of Conduct; Sustainable Procurement Policy, Health and Safety Policy **P6** - Anti-Harassment and Anti-Discrimination Policy; Board Diversity Policy; Human Rights Policy; Code of Conduct **P7** - Environment Policy; Sustainable Procurement Policy; Supplier Code of Conduct, Anti-trust and Anti-competitive Policy, Corporate Tax Governance Policy **P8** - Environment Policy; CSR Policy; Stakeholder Engagement Policy; Sustainable Procurement Policy **P9** - Environment Policy; Sustainable Procurement Policy; Supplier Code of Conduct, Information Security and Cybersecurity Policy **All the policies can be accessed through the link below:** https://www.allcargologistics.com/investor/corporate-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's policies and management approaches are aligned with applicable national regulations and internationally recognized frameworks and standards, including SEBI LODR Regulations, BRSR Framework, GRI Standards, ISO Management System Standards, ILO Core Conventions, UN Guiding Principles on Business and Human Rights (UNGPs), UN Global Compact Principles and the UN Sustainable Development Goals (SDGs), as relevant to the respective NGRBC Principles **P1** - SEBI LODR Regulations, BRSR Framework, UN Global Compact Principles, GRI Standards **P2** - ISO 9001 (Quality Management Systems), ISO 14001 (Environmental Management Systems), UN SDG 12 (Responsible Consumption and Production) **P3** - ISO 45001 (Occupational Health & Safety Management Systems), ILO Core Conventions, Universal Declaration of Human Rights (UDHR) **P4** - GRI Standards, BRSR Framework, AA1000 Stakeholder Engagement Principles **P5** - UN Guiding Principles on Business and Human Rights (UNGPs), ILO Core Conventions, Universal Declaration of Human Rights (UDHR) **P6** - ISO 14001 (Environmental Management Systems), UN SDG 13 (Climate Action), UN Global Compact Environmental Principles **P7** - SEBI LODR Regulations, BRSR Framework, GRI Standards **P8** - Companies Act, 2013 (CSR Rules), UN Sustainable Development Goals (SDGs 1, 8 and 10) **P9** - Consumer Protection Act, India, ISO 9001 (Quality Management Systems), ISO 27001 (Information Security Management Systems)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• Zero tolerance for bribery, corruption and unethical business practices, and strive to maintain zero instances of regulatory non-compliance year-on-year. • Increase adoption of alternate-fuel vehicles year-on-year • Achieve carbon neutrality by 2040 • Transition to 100% renewable electricity consumption at all owned sites by 2040 • Assess 100% of Tier-1 supplier partners against sustainability criteria by 2040 • Strive to maintain a zero-harm workplace through continuous strengthening of health, safety and well-being practices.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	• Conduct materiality assessments at least once every five years to identify and address evolving stakeholder priorities and ESG risks. • Continue to ensure zero instances of human rights violations, child labour, forced labour and bonded labour across operations and supply chain. • Align business practices and sustainability initiatives with applicable national priorities and globally recognized sustainability frameworks. • Continue to support and contribute towards the achievement of the United Nations Sustainable Development Goals (UN SDGs) through business operations and community initiatives. • Strive to maintain zero data breaches year-on-year and obtain and maintain ISO 27001 certification for information security management.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• No instances of regulatory non-compliance were reported during FY26. • Zero cases of bribery, corruption, or unethical practices were reported during FY26. • The Company currently operates an Alternate Fuel Vehicle (AFV) fleet of over 500 vehicles (combination of EVs and CNG vehicles) for last-mile transportation. • Opportunities are being explored to adopt emerging low-carbon transport solutions, including LNG trucks. • Solar rooftop installations increased from 4 sites to 7 sites during the year. • The Company remains committed to achieving 100% renewable energy sources across all owned sites by 2040. • Discussions are underway for Solar Rooftop OPEX models and Open Access Renewable Energy procurement. • Two Lost Time Injury (LTI) cases involving FTEs were reported in the Express Division during FY26, and necessary corrective and preventive actions (CAPA) were implemented. • The Company is evaluating the feasibility of undertaking a Double Materiality Assessment in the coming years. • No incidents relating to human rights violations, child labour, forced labour, or bonded labour were reported during FY26. • The Company has set a target of achieving Carbon Neutrality by 2040, aligned with India's net-zero target for 2070. • CSR initiatives are undertaken at the Group level through Avashya Foundation. • During the year, CSR efforts included support for sportspersons, contributing towards SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). • Zero data breach incidents were reported during FY26. • The Company is certified to ISO 27001 Information Security Management System standards.								

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The purpose of our business is to serve with dedication, ensuring stakeholder delight while creating a positive impact on the environment and society through responsible and ethical business practices. Our values remain the cornerstone of our business strategies, decisions, and operations, guiding us towards long-term and sustainable value creation. We remain committed to this journey as we continue to pursue sustainable growth and deliver logistics solutions with excellence, consistency, resilience, and increasing rigour and enthusiasm with each passing day. Please refer to the section containing the Message from our Chairman in the Annual Report FY 2025–26.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The central ESG Steering Committee (ESG SteerCo) comprises of Board members as well.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors									Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

	P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No. Audit Committee oversees compliance with statutory requirements of relevance to the principles and rectification. Refer to Annual Report indicating Board level Committee details								

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

Not Applicable

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	0	NA	0%
Key Managerial Personnel	2	P1. Impact was positive	100%
Employees other than BoD and KMPs	56	P1, P3, P4, P5, P6 Program feedback scores remained above 4.0/5.0 across key programmes, with post-assessment results demonstrating measurable learning gains and effective knowledge transfer among participants. Training and awareness programmes strengthened employee capability in governance, compliance, customer service, leadership and workplace conduct. Assessment results and participant feedback indicate effective knowledge transfer, improved process adherence and enhanced customer service delivery.	100%
Workers	Not Applicable	Not Applicable	Not Applicable

Note: There were 2672 Full-time employees (FTE) excluding KMPs as on 31st March, but 3,500 employees received trainings during the year overall, some may not have been part of the organisation as on 31st March 2026.

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

Monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	P1	Competition Commission of India (CCI)	50,00,000	The Competition Commission of India (CCI) imposed a penalty of INR 50 lakh on Allcargo Logistics Limited in relation to the acquisition of Gati-Kintetsu Express Private Limited (subsequently renamed Gati Express & Supply Chain Private Limited and merged into Allcargo Logistics Limited with effect from 1 November 2025) The matter pertained to an alleged non-compliance with Section 6(2) of the Competition Act, 2002, relating to the requirement for prior notification/approval of the combination, as the applicable asset thresholds under the Act were exceeded. The penalty was paid within the prescribed timeline in compliance with the CCI order.	No
Settlement	None	NA	NA	NA	No
Compounding fee	None	NA	NA	NA	No

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

Note: NA = Not Applicable

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

Nil. No Appeal/ Revision preferred.

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

Yes, anti-corruption and anti-bribery aspects are covered as a part of our Code of Conduct - Ethics Transparency and Accountability Policy. Allcargo Logistics has zero tolerance against any cases and instances of corruption, bribery, extortion or malpresentation of financial statements. All our employees, in their individual capacity or while representing the Company, are strictly prohibited from engaging in any form of corruption or giving or accepting any kind of bribe, kickbacks or facilitation payments, directly or indirectly. None of our employees shall indulge in giving or receiving extravagant, lavish or uncustomary gifts to government or public authorities, during or after business hours. In the situation where accepting a bribe results in it bearing a direct threat to their lives, Employees should immediately inform their immediate manager or write to whistleblower@allcargologistics.com.

The web link to the policy is below: https://www.allcargologistics.com/cms/pdfs/February2025/D4b3NSyJaKbDU4GE5hLI.pdf

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

Particulars	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

Not Applicable. Since there were zero cases and complaints relating to corruption, bribery and conflicts of interest, no corrective actions were undertaken on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

Metrics	FY 2025-26	FY 2024-25
(i) Accounts Payable * 365 in INR	7,20,95,80,67,700	5,89,74,31,63,157
(ii) Cost of goods / service procured in INR	14,51,25,66,788	13,62,87,84,347
(iii) Number of days of Accounts Payable (Accounts Payable * 365 / Cost of goods / service procured)	49.68	43.27

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. (i) Purchases from trading houses	0	0
	(ii) Total Purchases	14,51,25,66,788	13,62,87,84,347
	(iii) Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. (i) Purchases from top 10 trading houses	0	0
	(ii) Total purchases from trading houses	0	0
	(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. (i) Sales to dealers / distributors	2,44,74,75,005	2,45,90,75,781
	(ii) Total Sales	20,58,41,70,817	19,60,77,37,927
	(iii) Sales to dealers / distributors as % of total sales	11.89%	12.54%
	b. Number of dealers / distributors to whom sales are made	381	392
	c. (i) Sales to top 10 dealers / distributors	68,34,43,848	71,44,99,602
	(ii) Total sales to dealers / distributors	2,44,74,75,005	2,45,90,75,781
	(iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	27.92%	29.06%
Share of RPTs in	a. (i) Purchases (Purchases with related parties)	0	0
	(ii) Total Purchases	14,51,25,66,788	13,62,87,84,347
	(iii) Purchases (Purchases with related parties as % of Total Purchases)	0%	0%
	b. (i) Sales (Sales to related parties)	90,81,655	96,40,920
	(ii) Total Sales	20,58,41,70,817	19,60,77,37,927
	(iii) Sales (Sales to related parties as a % of Total Sales)	0.04%	0.05%
	c. (i) Loans & advances (Loans & advances given to related parties)	0	0
	(ii) Total loans & advances	0	0
	(iii) Loans & advances (Loans & advances given to related parties as a % of Total loans & advances)	0%	0%
	d. (i) Investments (Investments in related parties	0	0
	(ii) Total Investments made	0	0
	(iii) Investments (Investments in related parties as a % of Total Investments made)	0%	0%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	None	0

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

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

Yes, the Company has a policy on management of conflict of interest to identify actual or potential conflict of interest of the Company with its directors, which may arise during the course of its business activities. The Company has implemented organizational processes to mitigate and prevent conflicts of interest that may arise. The Company has approval mechanism in place for directors to address the potential conflict of interests that may arise in recommending/approving related party transactions. the related party transaction policy is placed on the Company's website.

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

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	100% (INR 6,48,810)	0	Product impacts on space optimization in warehousing and material handling effort in SCM, during emissions thus alleviating environment and associated working condition as well as socio-environmental conditions
Capex	0	0	Not Applicable

Note: R&D spends mentioned INR 6,48,810 is towards patent application for new product development by CL division. Furthermore, new route optimization initiatives have been launched in FY 2026-27 to improve operational efficiency, reduce fuel consumption, and create a positive environmental and social impact.

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

Yes, Allcargo Logistics has implemented the Sustainable Procurement Policy. Suppliers are expected to follow our ESG practices and fulfil sustainable procurement expectations such as compliance with laws and regulations, human rights issues, resource efficiency among others. Suppliers are also expected to source sustainably in their respective value chains, to the extent available and feasible. Our Sustainable Procurement Policy can be viewed here - https://www.allcargologistics.com/cms/pdfs/February2025/xxgE4eNRngNngo1onyqp.pdf

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

Allcargo Logistics Ltd assesses its suppliers for sustainability and 20% of our tier-1 suppliers were assessed for ESG.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste.

Not Applicable. Allcargo Logistics is a multimodal logistics service provider and does not manufacture any goods or services that can generate e-waste or hazardous waste.

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

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

Leadership Indicators

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

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

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

Not Applicable. Allcargo Logistics is a multimodal logistics service provider. We have set ourselves a goal to achieve Carbon Neutrality by 2040, we have also deployed 500+ AFVs and exploring opportunities to deploy Solar Rooftop plants on OPEX model, as well as Renewable energy procurement via Open Access, wherever available and feasible.

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

Allcargo Logistics is a multimodal logistics service provider and does not require usage of any recycled or reused input material for manufacturing or in any of its services.

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

Allcargo Logistics is a multimodal logistics service provider and does not use any recycled or reused input material for manufacturing or in any of its services.

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

Allcargo Logistics is a multimodal logistics service provider and does not use any recycled or reused input material for manufacturing or in any of its services.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

2. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	2341	2341	100%	2341	100%	NA	NA	2341	NA	0	0%
Female	334	334	100%	334	100%	334	100%	NA	NA	0	0%
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0%
Total	**2675**	**2675**	**100%**	**2675**	**100%**	**334**	**12.5%**	**2341**	**87.5%**	**0**	**0%**
Other than permanent Employees											
Male	7323	7323	100%	7323	100%	NA	NA	7323	100%	0	0%
Female	1138	1138	100%	1138	100%	1138	100%	NA	NA	0	0%
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0%
Total	**8461**	**8461**	**100%**	**8461**	**100%**	**1138**	**13.45%**	**7323**	**86.55%**	**0**	**0%**

Note: NA = Not Applicable.

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

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

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

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	3,50,85,265	3,71,45,057
Total Revenue (in INR)	20,58,41,70,817	19,60,77,37,927
Cost incurred on well-being measures as a % of total revenue of the company	0.17%	0.19%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	40%	0	Yes	25%	0	Yes
Others – please specify	NA	0	NA	NA	0	NA

Note: NA = Not Applicable

4. Accessibility of workplaces

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

Yes, some office premises are accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016.

- Offices are easily accessible to all employees.
- Ramps available for access to warehouses in few locations

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

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

Yes, Allcargo emphasises on providing equal opportunities for its employees in our established policies - POSH Policy, Anti-harassment and Anti-Discrimination Policy. Furthermore, our 'Equal Opportunity and Remuneration Policy' is an internal HR policy document and not published externally. It is accessible to all employees through the HRMS application.

Web-link to the policies: https://www.allcargologistics.com/investor/corporate-policies

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	118	75.42%	NA	NA
Female	12	66.67%	NA	NA
Other	NA	NA	NA	NA
Total	130	74.62%	NA	NA

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

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA, we do not have workers
Other than Permanent Workers	NA, we do not have workers
Permanent Employees	Yes, the organisation has multiple platforms and practices available such as: **1. Grievance Resolution Committee:** **A. Informal Stage:** The employee should, at first instance, try resolving the grievance verbally with their Line manager/Centre Head. In cases of lack of satisfactory response, the grievance can be escalated to the Local Business HR. In absence of successful resolution of the grievance, a formal written complaint can be filed with the Grievance Resolution Committee. **B. Formal Stage:** In situations where the informal stage has been surpassed or there has been no successful resolution of the grievance received, the aggrieved employee may write to the email id mentioned here: employeefirst@allcargologistics.com. All emails written to this ID are received by the Grievance Resolution Committee. Grievance Resolution Committee and its role: i. Zonal Committee chaired by Zonal HR head with cross functional team. ii. Central Committee chaired by Head IR & Compliance with cross functional team. Any investigation undertaken by the Committee shall be in accordance with the principles of natural justice and will be undertaken confidentially and as expeditiously as possible with great sensitivity. **2. POSH Committee:** The Prevention of Sexual Harassment (POSH) Committee has been set up to cater to employee concerns regarding any discriminatory / harassment cases irrespective of gender.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
	3. **Diversity & Inclusion Committee:** Diversity & inclusion Committee available at every Zone across India. The committee conducts monthly DE& I Structured meetings, and gender sensitization talks. 4. **One on One Discussion with Business HR:** The employees have the option to have a one-one discussion with their Business HR partner as well.
Other than Permanent Employees	Same as above - as for Permanent Employees

Note: NA = Not Applicable

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D /C)
Total Permanent Employees						
Male	NA	NA	0%	NA	NA	0%
Female	NA	NA	0%	NA	NA	0%
Other	NA	NA	0%	NA	NA	0%
Total Permanent Workers						
Male	NA	NA	0%	NA	NA	0%
Female	NA	NA	0%	NA	NA	0%
Other	NA	NA	0%	NA	NA	0%

Note: NA = Not Applicable. Allcargo Logistics does not have any Employee / Worker Associations or Unions

9. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2341	1981	84.6%	2159	92.2%	2080	2527	121%	1784	85.7%
Female	331	260	78.5%	343	100%	304	329	108%	326	107%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	**2675**	**2241**	**83.77%**	**2502**	**93.5%**	**2384**	**2856**	**119%**	**2110**	**88.5%**
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: NA = Not Applicable, Allcargo does not have any 'workers'. Some of the training coverage exceeds 100% as the number reported represents all unique employees trained during the reporting period, including employees who exited during the year. The denominator represents employee headcount as on the reporting date.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
			Employees			
Male	2341	2103	89.8%	2080	1961	94.2%
Female	331	291	87.9%	304	271	89.1%
Other	0	0	0%	0	0	0%
Total	**2675**	**2394**	**89.5%**	**2384**	**2232**	**93.6%**
			Workers			
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

11. Health and safety management system:

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

Allcargo Logistics has implemented Occupational Health and Safety Policy, which is applicable to business operations of Express division, Consultative logistics division as well as all offices. At Allcargo Logistics 15 locations are ISO 45001 certified while the other locations are aligned with ISO 45001. The system covers all operational locations and functions of the organization. It includes processes related to hazard identification, risk assessment, emergency preparedness, safety training, incident management, Safety committee meetings, Safety Audit and Inspections and continual improvement in occupational health and safety performance

Our frequent indulgence in audits to make our systems effective and improve continually. Allcargo Logistics has a central team to monitor all safety-related activities. We conduct periodic safety risk assessments to identify the safety-related hazards in operations and mitigate them. Our team undertakes a deep dive on any potential incident with root-cause analysis and circulates the learnings to the team.

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

Our safety team periodically conducts safety risk assessments in line with ISO 45001. It is reviewed periodically as per prescribed timelines, i.e. once a year or as may be required during the period. Stepwise process as below:

- To identify work-related hazards and assess risks on both routine and non-routine activities, the organization has trained its Safety Officers, Safety Champions, and Warehouse Managers on HIRA (Hazard Identification and Risk Analysis).
- Each warehouse has constituted a core safety team responsible for identifying workplace hazards, assessing associated risks, and implementing appropriate control measures.
- Hazard identification and risk assessments are reviewed annually and whenever there are changes in processes, operations, equipment, or workplace conditions and Accident or Incident that may impact Environment, Safety, and Health (ESH) aspects.

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

Yes. All our employees and workers have access to report work-related Hazard and observations. We have implemented Safety Scorecard System where one of the parameter is to report work-related hazards (Unsafe Act and Unsafe Conditions and Near Misses) and reviewed and monitored every month. Reported hazards are reviewed and addressed by the respective Warehouse In-charge with the support of Safety Leads and Safety Champions. Workers are encouraged to immediately report unsafe conditions and remove themselves from situations involving imminent risk or danger until appropriate corrective actions are implemented. The stakeholders can also report via our whistleblower / grievance mechanism or even through the suggestion-box placed at designated locations within the premises and accessible is to all.

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

No. There is no central non-occupational medical and healthcare services. But we do conduct preventive health checkups, other sessions at warehouses/offices locally.

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

Safety Incident type	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.077	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	2	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

Note: NA = Not applicable. We do not have workers. We are in the process of deploying digital systems for tracking data for safety-related incidents

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

Allcargo Logistics is committed to providing a safe, healthy, and risk-free workplace for all employees and workers. The organization has implemented various Environment, Health & Safety (EHS) measures across its operations, including:

- Regular workplace inspections, safety audits, and compliance monitoring.
- Emergency preparedness through mock drills, fire safety systems, and first-aid facilities.
- Incident reporting, investigation, and corrective/preventive action tracking mechanisms.
- Maintenance of hazard registers and continuous monitoring of unsafe conditions and unsafe acts.
- Organizing safety and environmental events to create awareness among employees and workers.
- Constitution of Safety Committees and conducting periodic Safety Committee meetings across locations.
- Conducting daily Toolbox Talk meetings before commencement of work to strengthen safe work practices.
- Deployment of trained EHS personnel and Safety Champions across all warehouses and operational locations.

The organization continuously focuses on improving safety culture and ensuring compliance with applicable statutory and safety requirements.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

14. Assessments for the year:

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

Note: 15 of our sites covering Express & CL divisions, were externally audited during ISO 45001 certification. We also conduct internal audits, periodically. Our sites are also subject to audit from Customers as well.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Following the reported incidents, necessary CAPA and preventive measures were implemented in line with the Company's ISO 45001-aligned safety protocols. The organization has established a structured incident reporting and investigation mechanism to identify root causes of safety-related incidents and implement appropriate corrective and preventive actions across all operational locations.

Based on incident investigations, workplace inspections, safety audits, and risk assessments, the following corrective actions have been taken or are underway to address safety-related incidents and significant risks / concerns arising from assessments of health & safety practices and working conditions:

- Rolled out guidelines for incident reporting, dock safety management, material handling equipment safety, rack safety, work permit systems, and first-aid management across all operational locations.
- Deployment of trained EHS personnel and Safety Champions to improve safety awareness, monitoring, and compliance at site level.
- Enhancement of hazard identification and risk assessment processes for operational activities by conducting HIRA (Hazard Identification and Risk Assessment) and AIA (Aspect Impact Assessment) for all sites.
- Conducting internal safety audits, workplace inspections, and management safety reviews on a periodic basis to identify unsafe conditions and improve workplace safety standards.
- Conducting detailed root cause analysis for all reported incidents, near misses, and unsafe conditions to prevent recurrence of similar incidents.
- Monitoring and closure of observations identified during Safety Committee meetings, audits, inspections, and safety assessments.
- Implementation of corrective and preventive actions (CAPA) with defined timelines, accountability, and responsibility tracking mechanisms.
- Improvement in workplace housekeeping, material stacking practices, pedestrian movement controls, and dock safety management systems within warehouses.
- Mandatory usage and monitoring of Personal Protective Equipment (PPE) compliance across all operational activities.
- Regular inspection and preventive maintenance of fire protection systems, material handling equipment, electrical installations, and emergency response systems.
- Strengthening safety induction, refresher training programs, and daily Toolbox Talk meetings for employees and workers to enhance safety awareness and safe work practices.
- Continuous monitoring of working conditions and ergonomic practices to minimize occupational risks and improve employee and worker well-being.

The organization continues to focus on proactive risk management, continuous improvement in workplace safety performance, and compliance with applicable statutory and EHS requirements.

Leadership Indicators

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

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

   (B) Workers (Y/N):

   Not Applicable. We do not have workers

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

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

3. **Provide the number of employees / workers having suffered high-consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

   No, Allcargo Logistics does not provide transition assistance programs.

5. **Details on assessment of value chain partners:**

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

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

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners**

   We started our supplier ESG assessment back in FY2023, it is an annual exercise. Currently review mechanisms for supplier responses are being developed & thereafter we will have the strategy ready for corrective action. Our broad strategy to address corrective actions required to focus on significant risks and concerns identified through assessments of health and safety practices and working conditions of value chain partners are managed through a structured supplier engagement, monitoring, and improvement framework.

   The key actions include:

   - **Gap identification through audits and assessments:** Periodic assessments and site visits are conducted for critical partners, focusing on key areas such as driver safety practices, vehicle condition, statutory compliance, use of PPE, fatigue management, and adherence to safe working procedures.
   - **Corrective Action and Preventive Action (CAPA) system:** Any non-conformities or risks identified during assessments are formally documented and communicated to the respective partner. Corrective action plans with defined timelines are assigned, and closure is tracked through follow-up reviews.

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. **Describe the processes for identifying key stakeholder groups of the entity.**

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

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and workers	No	• Intranet portal • Trainings and development programmes • Performance management system • Emails. Written communication • Newsletters, circulars and internal publications • Employee engagement initiatives • Functional and cross-functional committees	Daily/Weekly	Business/ operations related communications
Investors and shareholders	No	• Annual shareholder meeting • Investor presentations and conference calls • Investor conferences and meets • Communication through Stock exchange and website of the company • Press releases and newsletters	Quarterly / Annually / Event based	To provide updates on company's operations and updates on new business decisions
Customers	No	• Customer satisfaction surveys • Marketing and advertising • Customer service centres • Complaint handling and feedback • Electronic communication – social media, WhatsApp, Calls	Daily	Addressing customer requirements for deliveries and grievances if any
Suppliers and Contractors	No	• Regular interaction through online and offline meetings, phone calls, e-mails • Conferences and workshops • Training and awareness programmes • Supplier ESG Audit	Daily/Weekly	To track daily operational activities and communicate future needs and expectations
Government and Regulatory Authorities	No	• Meetings and formal dialogue • Representation through various trade bodies workshops • Written communication	Other – Need basis	Business-related

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Industry Associations	No	• Conferences, global events and workshops • Press releases and newsletters • Written Communications • Meetings • Publications and Announcements	Other – Need basis	Business-related
Communities and NGOs	Yes	• Conferences and workshops • Communication via telephone, email, etc. • Community-participation events • CSR partnerships - Contribution towards various causes • Communication with Beneficiary Committees	Other – Need basis	To obtain a social license to operate in communities around our operations
Media	No	• Written Communications • Interviews and Forums • Meetings • Publications and Announcements • Media releases	Other – Need basis	Business-related

Note: Please refer to our Stakeholder Engagement Policy: https://www.allcargologistics.com/cms/pdfs/February2025/iAEuXSaRlbHUq9C9krhd.pdf

Leadership Indicators

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

   The Company consults with stakeholders including investors, shareholders, employees, customers, suppliers, business partners, and regulators through various engagement mechanisms. Investors and shareholders may directly interact with the Board at Annual General Meetings (AGMs). Feedback received through stakeholder engagement activities, grievance mechanisms, audits, business reviews, and management interactions is periodically reviewed by management and significant matters relating to economic, environmental, social, and governance topics are escalated to the Board and relevant Board Committees for consideration and oversight.

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

   Yes. The Company undertook a materiality assessment back in FY23, during which structured stakeholder engagement was conducted across key stakeholder groups through questionnaires and consultations. The exercise helped identify and prioritize material environmental, social, and governance (ESG) topics that are most relevant to the Company's business and stakeholders. The insights received through the stakeholder engagement process were used to define the Company's material ESG priorities and informed the development of sustainability strategies, policies, disclosures, and initiatives. Based on the material topics identified, the Company has been planning and implementing relevant environmental and social initiatives and strengthening its ESG management approach. The Company intends to periodically review and refresh its materiality assessment, with a comprehensive reassessment planned every five years, or earlier if significant changes occur in the business or stakeholder landscape.

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

The Company engages with vulnerable and marginalized stakeholder groups, including employees and local communities, through structured grievance redressal, consultation, and engagement mechanisms.

- **Employees:** The Company has an Employee Grievance Redressal Policy applicable to all employees, supported by grievance committees at both zonal and corporate levels. Employees can raise concerns through the designated grievance email ID (employeefirst@allcargologistics.com). In addition, Diversity, Equity & Inclusion (DE&I) Committees provide a platform for addressing concerns related to diversity, inclusion, and workplace equity. Business HR teams conduct regular visits to office locations, enabling employees to directly discuss concerns and seek resolution. Skip-level meetings are also available to facilitate escalation of issues to senior management where required. Feedback received through these channels is reviewed and addressed through appropriate corrective and preventive actions.
- **Communities:** As part of its CSR initiatives, the Company engages with local communities through awareness programmes, consultations, discussions with subject matter experts, and assessment of the socio-economic needs of beneficiaries. Community stakeholders are actively involved in identifying concerns and clarifying local issues. Based on the feedback received, the Company undertakes appropriate interventions, including addressing individual and community-level concerns, providing necessary support, facilitating consultations, and implementing actions until the identified issues are satisfactorily resolved. Through these engagement mechanisms, the Company seeks to ensure that the concerns of vulnerable and marginalized stakeholder groups are heard, addressed, and incorporated into its ongoing people and community development initiatives.

PRINCIPLE 5 Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	2672	2231	83.41%	2384	2843	119.25%*
Other than permanent	8461	0	0%	843	0	0%
Total Employees	**11133**	**2241**	**20.12%**	**3227**	**2843**	**88.10%**
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: NA = Not Applicable, Allcargo Logistics does not have any 'workers'. Permanent employees exclude KMPs. For FY25, the count for "other than permanent employees" covers only Express division, whereas CL division data was not tracked. *Training coverage exceeds 100% as the number reported represents all employees trained during the reporting period, including employees who exited during the year. The denominator represents employee headcount as on the reporting date.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No (C)	% (C /A)		No. (E)	% (E / D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent Employees										
Male	2341	0	0%	2341	100%	2080	0	0%	2080	100%
Female	334	0	0%	334	100%	304	0	0%	304	100%
Other	0	0	0%	0	0%	0	0	0%	0	0
Other than Permanent Employees										
Male	7323	0	0%	7323	100%	759	0	0%	759	100%
Female	1138	0	0%	1138	100%	84	0	0%	84	100%
Other	0	0	0%	0	0%	0	0	0%	0	0
WORKERS										
Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, we do not have any 'workers'.

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

Categories	Male		Female		Others	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	25,00,000	2	15,75,000	NA	NA
Key Managerial Personnel	4	2,35,12,921	0	0	NA	NA
Employees other than BoD and KMP	2338	4,49,999	334	4,47,120	NA	NA
Workers	0	NA	0	NA	NA	NA

Note: NA = Not Applicable

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females (INR)	18,34,74,261	16,42,23,224
Total Wages (INR)	1,80,98,97,234	1,47,18,22,666
Gross wages paid to females as % of total wages	10.14%	11.16%

Note: NA = Not Available

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

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

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

Allcargo Logistics has promoted transparent communication amongst its employees and management across the organization. The Company ensures compliance with applicable employment laws and regulations. We have devised internal mechanisms to redress human rights-related grievances.

A. Grievance Resolution Committee:

Informal Stage: The employee should, at first instance, try resolving the grievance verbally with their Line managers/ Centre Head. In cases of lack of satisfactory response, grievance can be escalated to Local Business HR. In absence of successful resolution of the grievance, a formal written complaint can be filed with the Grievance Resolution Committee.

Formal Stage: In situations where the informal stage has been surpassed or there has been no successful resolution of the grievance received, the aggrieved employee may write to the email id mentioned here: employeefirst@allcargologistics.com. All emails to this ID are received by the Grievance Resolution Committee.

Grievance Resolution Committee and its role:

Zonal Committee - chaired by Zonal HR head with cross functional team.

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

B. POSH Committee:

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

C. One-on-One Discussion with Business HR

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

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	None	2	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.31%	0.63%
Complaints on POSH upheld	1	2

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

Yes, Allcargo Logistics has mechanisms in place to prevent adverse consequences to the complaint in discrimination and harassment cases. The Company has established mechanisms to protect complainants from retaliation, victimization, discrimination, or any other adverse consequences arising from the reporting of discrimination and harassment concerns. All complaints are handled with strict confidentiality, and access to information relating to the complaint and investigation is restricted to the designated committee and authorized personnel on a need-to-know basis. The identity of the complainant, witnesses, and other parties involved is protected throughout the investigation process.

Complaints are reviewed and investigated by the appropriate committee in accordance with the Company's policies and procedures. Any form of retaliation, intimidation, discrimination, harassment, or unfair treatment against a complainant for raising a concern in good faith is strictly prohibited. Appropriate corrective and disciplinary action may be taken in instances of retaliatory behaviour.

The Company provides multiple channels for reporting concerns, including grievance redressal and complaint mechanisms, to ensure that employees can raise concerns without fear of reprisal. The Company is committed to safeguarding the interests, dignity, and well-being of complainants and ensuring a fair and impartial resolution process.

The following policies and mechanisms support the prevention and redressal of discrimination and harassment-related concerns:

1. Prevention of Sexual Harassment (POSH) Policy
2. Anti-Harassment & Discrimination Policy
3. Employee Grievance Redressal Policy
4. Whistleblower Mechanism

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

Yes. Allcargo Logistics incorporates human rights requirements into its supplier relationships through its Sustainable Procurement Policy and Supplier Code of Conduct, which form part of supplier engagement and contractual expectations, as applicable. Suppliers are expected to comply with all applicable labour laws and internationally recognized human rights principles, including the prohibition of child labour, forced labour, bonded labour, and all forms of harassment, discrimination, violence, sexual exploitation, and inhumane treatment. Suppliers are also expected to provide a workplace that upholds the dignity, respect, health, safety, and well-being of all workers. These human rights requirements are communicated internally and externally and are integrated into supplier onboarding and ongoing business relationships.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others (please specify details)	-

Note: The Company assesses compliance with applicable labour and human rights requirements across its operations through established policies, processes, audits, and management oversight mechanisms.

Child Labour: Employee age and identity verification are conducted during the recruitment and onboarding process to ensure compliance with applicable laws and prevent the employment of individuals below the legally permissible age.

Forced/Involuntary Labour: The Company follows a voluntary recruitment process, and all employment is based on free and informed consent. Employment terms and conditions are communicated to employees, and periodic reviews are conducted to ensure compliance with applicable labour laws and the Company's policies.

Sexual Harassment and Workplace Discrimination: The Company has a Prevention of Sexual Harassment (POSH) Policy, Anti-Harassment & Discrimination Policy, Internal Complaints Committee (ICC), grievance redressal mechanisms, and awareness programmes in place. Complaints received through these mechanisms are reviewed and addressed in accordance with established procedures.

Wages: The Company periodically reviews employee remuneration to ensure compliance with applicable statutory requirements, including minimum wage regulations. Wage revisions and statutory updates are monitored and implemented in consultation with the Industrial Relations (IR) and Human Resources teams.

Assessments are undertaken through management reviews, statutory compliance monitoring, grievance mechanisms, internal checks, and periodic audits, as applicable.

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

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

Leadership Indicators

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

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

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

Human rights-related assessments are conducted across the Company's operations through established policies, compliance reviews, grievance mechanisms, audits, management oversight processes, and employee awareness programmes. During the reporting year, these mechanisms covered all operational locations. The scope of review included aspects such as child labour, forced labour, workplace discrimination, sexual harassment, wages, and compliance with applicable labour laws. While the Company did not undertake a standalone human rights due diligence exercise during the reporting year, human rights considerations are integrated into its existing governance, compliance, and risk management processes.

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

Partially. The Company has undertaken measures to improve accessibility for differently abled employees, workers, and visitors across its premises. Certain facilities have been designed or modified to enhance accessibility in line with the spirit of the Rights of Persons with Disabilities Act, 2016.

Some of the measures implemented include:

- Provision of ramps and accessible entry points at select warehouse and office locations.
- Consideration of accessibility requirements while developing new facilities and infrastructure.
- Ongoing efforts to enhance inclusivity and accessibility across operational locations, wherever feasible.

The Company continues to evaluate opportunities to strengthen accessibility features and is committed to incorporating inclusive design considerations in new warehouses and other facilities to better accommodate differently abled employees, workers, and visitors.

4. **Details on assessment of value chain partners:**

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

Note: We currently have started assessing our tier-1 value chain partners in the current year. We have Supplier Code of Conduct & Sustainable Procurement Policy all suppliers are required to comply to policy requirements like prevention of child labour, forced labour, sexual harassment, and discrimination at workplace are part of the of both the policies. Kindly find our policies in this link: https://www.allcargologistics.com/investor/corporate-policies

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

No corrective actions have been taken as there have been no risks and concerns arising from the desk-based surveys and assessments of our tier-1 partners. In the case of any concerns and risks, Allcargo will take the appropriate mitigating actions.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	2,687.2	3,782.9
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	**2,687.2**	**3,782.9**
From non-renewable sources		
Total electricity consumption (D)	26,541.0	40,608.1
Total fuel consumption (E)	8,910.7	7,093.9
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	35,451.7	47,702.0
Total energy consumed (A+B+C+D+E+F)	38,138.9	51,484.9
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees crores) (GJ/ INR Crore)	18.52	26.26
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ USD Crore PPP)	376.7	534.1
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

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

* The PPP conversion factor used for calculating the Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – 20.34 as per IMF.

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

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

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)	NA	NA
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption/ Revenue from operations)	NA	NA
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assurance was carried out on environmental parameters.

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

Parameter	FY 2025-26	FY 2024-25
(i) To Surface water-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(ii) To Groundwater-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(iii) To Seawater water-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(iv)Sent to third-parties -	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(v) Others-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	MT	NA	NA
SOx	MT	NA	NA
Particulate matter (PM)	MT	NA	NA
Persistent Organic Pollutants (POP)	MT	NA	NA
Volatile Organic Compounds (VOC)	MT	NA	NA
Hazardous Air Pollutants (HAP)	MT	NA	NA
Others – Please Specify	MT	NA	NA

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

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MtCO$_2$e & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	388.8	484.4
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4,703.8	8008.9
Total Scope 1 and Scope 2 emissions per rupees in crore of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e/INR Crore	2.28	4.08
Scope 1&2 Emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO_2e/USD Crore (PPP)	46.37	82.99
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) -- the relevant metric may be selected by the entity	-	NA	NA

Note: NA = Not Applicable

* The PPP conversion factor used for calculating the Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – 20.34 as per IMF.

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assurance was carried out on environmental parameters.

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

Given the nature of the logistics industry, road transportation inherently contributes to relatively high levels of greenhouse gas (GHG) emissions. In response, Allcargo Logistics has undertaken several proactive measures to mitigate its environmental impact. The Company has deployed over 500 Alternate Fuel Vehicles (AFVs) for first- and last-mile operations, marking a significant step towards its target of achieving carbon neutrality by 2040.

Additionally, Allcargo Logistics is advancing renewable energy adoption by implementing solarization projects at high energy-consuming warehouses, with plans to install solar capacity exceeding 1.1 MW in the coming years. The Company also ensures that 100% of its material handling equipment is electric, thereby reducing reliance on fossil fuels.

Further strengthening its environmental management practices, Allcargo Logistics has secured ISO 14001 certification across 14 locations and has installed Retrofitted Emission Control Device (RECDs) at high-pollution sites to enhance air quality.

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

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)	NA	NA
Plastic Waste **(A)**	NA	NA
E-Waste **(B)**	NA	NA
Biomedical Waste **(C)**	NA	NA
Construction & Demolition (C&D waste) **(D)**	NA	NA
Battery Waste **(E)**	NA	NA
Radioactive Waste **(F)**	NA	NA
Other Hazardous Waste (please specify) **(G)**	NA	NA
Other Non-Hazardous Waste generated. Please specify if any (Break-up by composition i.e. by materials relevant to the sector) **(H)**	NA	NA
Total (A + B + C + D + E + F + G + H)	NA	NA
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	NA	NA
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	NA	NA
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	**NA**	**NA**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	NA	NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	**NA**	**NA**

Note: NA = Not Available

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assurance was carried out on environmental parameters. Waste generation is not being tracked currently since waste is not a material area for the company as per the Stakeholder Engagement and Materiality Assessment carried out. However, we are in the process of tracking our waste and setting appropriate practices for waste management going forward.

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

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

11. **If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

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

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

During the reporting period, Allcargo Logistics has not conducted any environmental impact assessment. We ensure compliance to local and national applicable laws wherever required.

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

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

Leadership Indicators

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

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assurance was carried out on environmental parameters for current financial year. Water withdrawal is not being tracked currently.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	9,49,214.1	9,10,635.01
Total Scope 3 emissions per rupees of turnover	tCO_2e / INR Crore	461.14	464.43
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: No external assurance was carried out on environmental parameters.

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

The Company has not undertaken a dedicated biodiversity impact assessment to identify whether any of its operational locations are situated within or adjacent to ecologically sensitive areas. Accordingly, no significant direct or indirect biodiversity impacts have been identified during the reporting period, and no specific biodiversity prevention or remediation measures were required.

Based on the Stakeholder Engagement and Materiality Assessment (SEMA), biodiversity was not identified as a material topic for the Company. Given the nature of the Company's operations, which primarily comprise transportation, warehousing, transhipment and logistics services, the direct impact on biodiversity is considered limited. The Company remains committed to complying with applicable environmental requirements and will continue to evaluate biodiversity-related risks and impacts as part of its evolving sustainability and environmental management approach.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Deployment of Alternate Fuel Vehicle	Deployed Alternate Fuel Vehicles for Last mile delivery as part of Carbon Neutrality goal by 2040	Reduction of Scope 3 emissions
2	Hub & Spoke based Route Optimization	Route Optimisation in Mid mile transportation for better fuel efficiency	Fuel efficiency, Delivery optimisation, & Reduction in idle time and wastage all leading to reduced emissions and manpower
3	Green Warehousing	Establishment of modern facilities featuring Solar energy, systems rainwater harvesting, High-grade racking for space utilization	Resource efficiency (energy + water) & Sustainable asset creation
4	Multimodal Logistics Optimization	Integration of road, air, and rail transport to Reduce cost and emissions	Energy efficiency & Lower carbon transport alternatives
5	Electric Material handling Equipment	Usage of 100% Electric Material Handling Equipment for Warehousing operations CL Division	Emission reduction and better air quality

Note: Published information can be traced to https://www.motorindiaonline.in/allcargo-gatis-bold-journey-powering-express-india/ for reference

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

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

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

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

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   Allcargo Logistics has not conducted any Environmental Impact Assessment to understand the significant direct and indirect impacts or understand impacts from the value chain. E-waste Generated is handled by authorized vendor partners. Obsolete IT hardware (servers, laptops, networking equipment) contributes to electronic waste. It is covered under the EPR scope of the electronic device / equipment brand as well.

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

   While 20% of our tier-1 partners were assessed through a Supplier ESG self-assessment survey, Allcargo Logistics Ltd has not conducted any direct Environmental Impact Assessment for its value chain.

8. **How many Green Credits have been generated or procured?**

   No Green Credits were generated or procured.

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

Essential Indicators

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

   Allcargo is a member of two trade associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Express Industry Council of India (EICI)	National
2	Confederation of Indian Industry (CII)	National

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

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

Leadership Indicators

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

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

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

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

The Company has established a multi-layered grievance and redressal mechanism for communities and beneficiaries associated with its CSR initiatives.

As the first level of engagement, community members and beneficiaries may reach out directly to the respective implementation partners (NGOs) through in-person interactions or telephonic communication, depending on accessibility and feasibility. The implementation partners are responsible for addressing and resolving grievances through discussions, consultations, and appropriate follow-up actions.

In cases where any grievance is not resolved at the first level, the implementation partners escalate the matter to the second level, namely the Central CSR Team of Allcargo Logistics Limited, for further review and resolution. The CSR Team undertakes necessary actions to address the concern and facilitate appropriate closure.

Additionally, if any community member or beneficiary is unable to obtain an adequate response or resolution from the implementation partner, they may directly approach the Central CSR Team of Allcargo Logistics Limited to discuss, seek clarification, or resolve the issue.

Further, the Company's formal Whistleblower Mechanism is also available for communities, beneficiaries, and implementation partners to register complaints or concerns. Allcargo Logistics Limited has a Whistleblower Policy that enables stakeholders, including communities, to report grievances in a structured and confidential manner.

The Whistleblower Policy may be accessed at: https://www.allcargologistics.com/cms/pdfs/February2025/nXiAbTxm1YqXCaTXSPpu.pdf

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	NA	NA
Sourced directly from within India	NA	NA

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

5. **Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost.**

Location	FY 2025-26	FY 2024-25
Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	0	0
ii) Total Wage Cost in INR	14,03,59,365	11,35,18,081
iii) % of Job creation in Rural areas	0%	0%
Semi-Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	2,47,21,708	1,63,41,994
ii) Total Wage Cost in INR	14,03,59,365	11,35,18,081
iii) % of Job creation in Semi-Urban areas	18%	14%
Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	1,28,57,550	1,18,28,578
ii) Total Wage Cost in INR	14,03,59,365	11,35,18,081
iii) % of Job creation in Urban areas	9%	10%
Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	1,28,57,550	1,18,28,578
ii) Total Wage Cost in INR	14,03,59,365	11,35,18,081
iii) % of Job creation in Metropolitan areas	9%	10%

Note: NA = Not available

Leadership Indicators

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

   Social impact assessments are not being presently conducted since it is not a compliance requirement, but Allcargo plans on conducting SIAs in the future if applicable and once the projects reach an appropriate maturity level.

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

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

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

   No, Allcargo Logistics does not have a preferential procurement policy.

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

   NA, Allcargo Logistics does not have a preferential procurement policy.

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

   NA, Allcargo Logistics does not have a preferential procurement policy.

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

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

Note: NA = Not Applicable

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

   Allcargo Logistics is not involved in any litigation for intellectual property.

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

S. No.	CSR Project Areas	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	0	0%
2	Education	0	0%
3	Environment	0	0%
4	Women Empowerment	0	0%
5	Sports	43	0%
6	Staff Assistance (welfare)	0	0%
	TOTAL	**43**	**0%**

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

Essential Indicators

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

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

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

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

Customer can raise complaints from below options:

1. Company website - www.allcargologistics.com/contact-us
2. Customer portal
3. Company email id - customerservices@allcargologistics.com
4. Individual email id of customer service agents
5. Platform of WhatsApp called as 'GENIE'

Process of registration and follow up:

Once the customer registers a complaint, a ticket is created in salesforce which further auto assigned to the Customer Service agent who then follow up with customer till closure.

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

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

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

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

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	4	62	None	6	67	None
Other	1,24,435	19,433	Customer complaints on service issues are still under progress for solution	10,83,592	0	

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

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

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

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

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

Policy link: https://www.allcargologistics.com/investor/corporate-policies

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

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

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

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

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact**

   There were no data breach incidents for this financial year.

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

   There were no data breach incidents for this financial year.

   c. **Impact, if any, of the data breaches**

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

Leadership Indicators

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

Website : https://www.allcargologistics.com

Instagram : https://www.instagram.com/allcargologistics_?igsh=a2NucDJyMncxcDVn

YouTube : https://www.youtube.com/@allcargo_logistics

X (formerly Twitter) : https://x.com/allcargofficial?lang=en

LinkedIn : https://www.linkedin.com/company/allcargologistics/

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

Allcargo Logistics mentions the terms & conditions pertaining to its services and other necessary elements on the website for the customers to view.

Link to T&C: https://www.allcargologistics.com/terms-conditions

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

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

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

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

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. We conduct quarterly NPS and monthly CSAT with the customers, covering entity as a whole.