

SHIPPING CORPORATION OF INDIA LAND AND ASSETS LIMITED



HUMAN RIGHTS / EMPLOYEE GRIEVANCE REDRESSAL MECHANISM

In accordance with the existing Service Level Agreement (SLA) between SCILAL and The Shipping Corporation of India Limited (SCI), operations and day-to-day functions of SCILAL are managed by The Shipping Corporation of India Limited (SCI) under the existing Service Level Agreement (SLA).

In view of the prevailing operational arrangement, the Board of Directors of SCILAL, at its Meeting held on 04.08.2026, approved the adoption of the Grievance Redressal Procedure / Mechanism of SCI, as amended from time to time, as the Human Rights / Employee Grievance Redressal Mechanism of SCILAL.

The adopted mechanism provides an appropriate framework for addressing employee, workplace and human rights-related grievances of personnel deputed to SCILAL and personnel engaged in providing services to SCILAL through SCI under the SLA, as applicable. It will facilitate fair, transparent and appropriate redressal of grievances and support the Company's commitment towards responsible workplace practices and respect for human rights.

The Grievance Redressal Procedure / Mechanism of SCI, as amended from time to time, shall remain applicable until the expiry / termination of the SLA between SCILAL and SCI.
