

<b>Statement of use</b>	Sustainability Reporting of DC Transport cited in the GRI content index for the period [January 2023- August 2024] with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

## **SUSTAINABILITY REPORTING OF DC TRANSPORT BASED ON GRI STANDARDS**

The foundation of sustainability reporting is for an organization to identify and prioritize its impacts on the economy, environment, and people - to be transparent about their impacts. As a transportation company, we have recognized the critical role and impacts of the same on society as a whole.

At DC Transport, our sustainability reporting is guided by the GRI reporting standards. We have identified and assessed the impacts. We have prioritized the impacts and have assessed the significance of these impacts, accordingly, the material topics have been identified and relevant data has been collected. Accordingly, disclosures are reported.

### **GRI Content Index for DC TRANSPORT**

#### **Contents**

**DC TRANSPORT has reported the information cited in this GRI content index for the reporting period [01.01.2023 to 31.08.2024] with reference to the GRI Standards.**

We shall notify GRI of the use of the GRI Standards and the statement of use by sending an email to [reportregistration@globalreporting.org](mailto:reportregistration@globalreporting.org).

The reporting principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness, and Verifiability have been applied to prepare this report in accordance with GRI Standards.

GRI 2: General Disclosures 2021

GRI 201: Economic Performance 2016

GRI 202: Market Presence 2016

GRI 203: Indirect Economic Impacts 2016

GRI 204: Procurement Practices 2016

GRI 205: Anti-corruption 2016 GRI

206: Anti-competitive Behavior 2016

GRI 207: Tax 2019

GRI 3: Material Topics 2021

GRI 301: Materials 2016

GRI 302: Energy 2016

GRI 303: Water and Effluents 2018

GRI 304: Biodiversity 2016

GRI 305: Emissions 2016

GRI 306: Effluents and Waste 2016

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GRI 306: Waste 2020

GRI 308: Supplier Environmental Assessment 2016

GRI 401: Employment 2016

GRI 402: Labor/Management Relations 2016

GRI 403: Occupational Health and Safety 2018

GRI 404: Training and Education 2016

GRI 405: Diversity and Equal Opportunity 2016

GRI 406: Non-discrimination

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI 408: Child Labor 2016

GRI 409: Forced or Compulsory Labor 2016

GRI 410: Security Practices 2016

GRI 411: Rights of Indigenous Peoples 2016

GRI 413: Local Communities 2016

GRI 414: Supplier Social Assessment 2016

GRI 415: Public Policy 2016

GRI 416: Customer Health and Safety 2016

GRI 417: Marketing and Labeling 2016

GRI 418: Customer Privacy 2016

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## GENERAL DISCLOSURES

<b>GRI 2: General Disclosures 2023</b>	<b>2-1</b>	<b>Organization Details</b>
	<b>2-1-a</b>	<b>Report the legal name of the Organization</b>
		DC Transport Management Pvt. Ltd.
	<b>2-1-b</b>	<b>Report its nature of ownership and legal form</b>
		Privately owned.
	<b>2-1-c</b>	<b>Report the location of its headquarters</b>
		Plot No. 928 C, Saraswati Kunj Sector - 53 Gurugram - 122003 (Haryana)
	<b>2-1-d</b>	<b>Report its countries of operation</b>
		India
	<b>Disclosure 2-2</b>	<b>Entities included in the organization's sustainability reporting</b>
	<b>2-2-a to c</b>	Entities involve subsidiaries, joint ventures and affiliates for the services of providing Car rental and transportation services.
	<b>Disclosure 2-3</b>	<b>Reporting period, frequency and contact point</b>
	<b>2-3-a</b>	<b>Specify the reporting period for, and the frequency of, its sustainability reporting;</b>
		01.01.2023 to 31.08.2024, first reporting.
	<b>2-3-b</b>	<b>Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this</b>
		Financial reporting does not align with the period for its sustainability reporting as this is the first time sustainability reporting has been initiated.
	<b>2-3-c</b>	<b>Report the publication date of the report or reported information;</b>
		24.10.2024
	<b>2-3-d</b>	<b>Specify the contact point for questions about the report or reported information.</b>
		<a href="mailto:dctransportmanagement@gmail.com">dctransportmanagement@gmail.com</a> <a href="mailto:sales@dctrasport.in">sales@dctrasport.in</a>
	<b>2-7</b>	<b>Employees</b>
		Total No. (head count): 485 with 3 Females No. of Permanent employees: 95 No. of Temporary employees: 390
	<b>2-8</b>	<b>Workers who are not employees</b>
		Nil
	<b>2-9</b>	<b>Governance structure and composition</b>
		Parveen Yadav, Director Pavitra Yadav, Director Pardeep Yadav, Member
	<b>2-9-a</b>	<b>Describe its governance structure, including committees of the highest governance body</b>
		Board of Directors

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		POSH Committee
	<b>2-9-b</b>	<b>List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people</b>
		Board of Directors
	<b>2-10</b>	<b>Nomination and selection of the highest governance body</b>
		Nomination and selection of the highest governance body after considering diversity, independence, and free from conflict of interest. The competencies are screened on the skill set.
	<b>2-11</b>	<b>Report whether and how the precautionary approach or principle is addressed by the organization.</b>
		Yes, DC Transport applies the same to identify the impacts related to the use of fossil fuels and the emission of greenhouse gases.
	<b>2-12</b>	<b>List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or to which it endorses</b>
		Major external initiatives we voluntarily engage in other than those mentioned elsewhere in this report include the following: Work in progress for CDP's climate change - program. Permanent Sustainability Consultant – Mirika Consulting Group
	<b>2-11</b>	<b>Chair of the highest governance body</b>
		Chair of the highest governance body is the Director of the organisation.
	<b>2-12</b>	<b>Role of the highest governance body in overseeing the management of impacts</b>
		The stakeholders can reach the highest governing body through various mechanisms, we have, like grievance mechanisms, consultations, and in writing as well. We also report information about stakeholder engagement under other disclosures through the website and forms available like feedback forms.
	<b>2-13</b>	<b>Delegation of responsibility for managing impacts</b>
		The Human Resources department is delegated to manage and mitigate any adverse impacts on the economy, environment, and people, if any.
	<b>2-14</b>	<b>Role of the highest governance body in sustainability reporting</b>
		The highest Governance Body with Directors is responsible for sustainability reporting. The material topics are also approved by them.
	<b>2-15</b>	<b>Conflicts of interest</b>
		The processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated are described in the policy statement of the company, in case of any conflicts of interest, the same are disclosed to stakeholders.
	<b>2-16</b>	<b>Communication of critical concerns</b>
		We have zero incidences of critical concerns related to potential and negative impacts on stakeholders raised through grievance mechanisms and other processes.
	<b>2-17</b>	<b>Collective knowledge of the highest governance body</b>
		We have engaged Mirika Consulting Group to advance the collective knowledge, skills and experience of the highest governance body through presentations and trainings.

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	<b>2-18</b>	<b>Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization’s impacts on the economy, environment, and people</b>
		<ol style="list-style-type: none"> <li>1. Setting Clear ESG Objectives and KPIs <ul style="list-style-type: none"> <li>• Establishing ESG Goals: The governance body set clear objectives regarding economic, environmental, and social performance. This may include goals like reducing carbon emissions, enhancing driver safety, improving customer satisfaction, and contributing to the local economy.</li> <li>• Defining Key Performance Indicators (KPIs): Performance metrics are defined in relation to these goals. For instance, KPIs for a cab provider may include average fleet emissions, fuel efficiency, driver retention rates, community engagement initiatives, and financial sustainability.</li> </ul> </li> <li>2. Board and Committee Evaluations <ul style="list-style-type: none"> <li>• Regular Performance Reviews: The board conducts regular evaluations of its own performance, particularly in overseeing sustainability and ESG objectives.</li> <li>• Independent External Audits: Mirika Consulting Group assesses the board’s effectiveness in overseeing ESG issues, ensuring an objective review of processes and outcomes.</li> </ul> </li> <li>3. Oversight Mechanisms and Reports <ul style="list-style-type: none"> <li>• ESG or Sustainability Reports: The board reviews ESG performance which includes reports on carbon emissions, compliance with environmental regulations, driver welfare, and economic contributions.</li> </ul> </li> <li>4. Stakeholder Engagement <ul style="list-style-type: none"> <li>• Stakeholder Feedback: The governance body considers feedback from key stakeholders (drivers, customers, regulators, local communities) on the company’s economic, environmental, and social impacts. This is done through surveys, interviews, or open forums.</li> </ul> </li> <li>5. Sustainability Risk Management <ul style="list-style-type: none"> <li>• Risk Identification and Management: The highest governance body evaluates how well the organization identifies and manages risks related to sustainability, such as regulatory changes, reputational risks, and climate change impacts and also engages in scenario planning for potential environmental, social, and economic disruptions (e.g., fuel price hikes, changes in urban mobility policies, or shifts in customer preferences for green transportation).</li> </ul> </li> <li>6. Annual Governance Reviews <ul style="list-style-type: none"> <li>• Annual ESG Performance Review: We shall conduct an annual review of the company’s sustainability strategy and governance performance, including evaluating the board’s role in monitoring and supporting these initiatives.</li> </ul> </li> <li>7. ESG Integration into Remuneration <ul style="list-style-type: none"> <li>• Linking ESG to Executive Compensation: We evaluate the highest governance body’s oversight is by linking ESG performance to executive remuneration. For example, a portion of the CEO’s or senior leadership’s bonus might depend on meeting environmental goals (e.g., reducing fleet emissions) or social metrics (e.g., improving driver welfare).</li> </ul> </li> <li>8. Transparency and Disclosure <ul style="list-style-type: none"> <li>• Regular Public Disclosure: The governance body also ensures the company’s impacts on the economy, environment, and people are regularly disclosed</li> </ul> </li> </ol>

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		<p>through sustainability reports or integrated annual reports, in line with global frameworks such as the Global Reporting Initiative (GRI).</p> <ul style="list-style-type: none"> <li>• Compliance with Regulations: Ensuring that the organization is compliant with relevant regulations, such as labor laws, environmental standards, and vehicle safety regulations.</li> </ul>
	<b>2-19 to 2-21</b>	<b>Remuneration policies</b>
		<p>The remuneration policies are typically designed to align with the organization’s goals, including profitability, safety, service quality, and sustainability. These policies apply to different categories of workers, including drivers, management, and executive teams. Below are key aspects of such remuneration policies:</p> <ol style="list-style-type: none"> <li>1. Drivers’ Remuneration <ul style="list-style-type: none"> <li>• Hourly or Salary-Based Pay: We offer fixed salaries to provide greater income stability for drivers.</li> <li>• Incentive Programs: We have introduced performance-based incentives, such as bonuses for completing a certain number of rides, maintaining high customer ratings, or working during peak hours.</li> <li>• Incentive policy is on our website.</li> <li>• Health and Welfare Benefits: The full-time drivers receive health insurance, retirement benefits, or paid leave, etc.</li> </ul> </li> <li>2. Employee and Management Remuneration <ul style="list-style-type: none"> <li>• Base Salaries: There is a fixed salary based on the role’s responsibilities, market conditions, and experience.</li> <li>• ESG-linked Compensation: We are planning to introduce executive compensation incorporating environmental, social, and governance (ESG) metrics.</li> </ul> </li> <li>4. Performance Evaluation and Review <ul style="list-style-type: none"> <li>• Annual Performance Reviews: The remuneration of all employees, including drivers, managers, and executives, is typically tied to annual performance reviews. These reviews assess individual performance based on metrics like customer feedback, operational efficiency, and alignment with organizational values (e.g., safety, and sustainability).</li> </ul> </li> <li>5. Compliance with Labor Laws and Regulations <ul style="list-style-type: none"> <li>• Adhering to Local Labor Laws: The remuneration policies must comply with local labor laws, which may regulate minimum wages, overtime pay, working conditions, and employment benefits.</li> <li>• Independent Contractor vs. Employee Status: Many cab providers classify drivers as independent contractors rather than employees, which impacts the benefits they are entitled to. However, legal challenges in various regions may force companies to adjust their remuneration models to ensure compliance with employment laws.</li> </ul> </li> <li>6. Transparency and Fairness <ul style="list-style-type: none"> <li>• Transparent Pay Structures: We have transparent remuneration policies. Drivers and employees are given clear understanding of how their pay is calculated, what bonuses or incentives they qualify for, and how they can improve their earnings.</li> <li>• Fairness and Equality: The remuneration policies should ensure fairness, promoting equal opportunities for all employees and drivers regardless of</li> </ul> </li> </ol>

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		gender, ethnicity, or other personal characteristics. This includes ensuring there is no wage gap between different demographic groups. By implementing this comprehensive and fair remuneration policy, we maintain a motivated workforce, ensure compliance with labor standards.
	<b>2-22</b>	<b>Statement on Sustainable Development Strategy</b>
		Statement from Director:  “Sustainability is central to our purpose of providing services and we seek to grow by reducing the environmental footprint of our operations and engaging stakeholders in our shared pursuit. Sustainability is integrated into our strategy. We also advanced our sustainability certifications underscoring the integrity and performance of our sustainability programs.  We are making strong progress towards our 2025 sustainability goals. We are in the process of acquiring more EVs and hybrids. We have already solar energy for our office and increasing the capacity of the same.  I am particularly proud that we continue to exceed our energy efficiency goal, it showcases our innovative approach to reduce carbon emissions and circularity. Central to our achievements is the dedication of our incredible team that we are not merely navigating the present; we are actively working to shape a future that is more sustainable for generations to come.”
	<b>2-23</b>	<b>Policy commitments</b>
		We conduct due diligence and apply the precautionary principle. We have a commitment to respect human rights. We have expectations, values, principles, and norms of behaviour set out in the policy commitments. We seek guidelines from OECD Due Diligence Guidance for Responsible Business Conduct, and the United Nations (UN) Guiding Principles on Business and Human Rights.
	<b>2-24</b>	<b>Embedding policy commitments</b>
		We have short, medium, and long-term vision and strategy to manage our impacts on the economy, environment, and people, including impacts on their human rights, across the organization’s activities and business relationships. We conduct due diligence; applying the precautionary principle and the commitments stipulate respecting human rights.  The most senior level is responsible for the implementation of the policy commitments; the functions in the organization with day-to-day responsibility for implementing each of the policy commitments and the responsible business conduct is formally discussed at meetings of the highest governance body or senior executives.
	<b>2-25</b>	<b>Processes to remediate negative impacts</b>
		DC Transport has grievance mechanisms that enable stakeholders to raise concerns about, and seek remedy for, the organization’s potential and actual negative impacts on them. This includes impacts on their human rights. This is relevant to environmental remediation processes, when these are connected to impacts on stakeholders or grievances raised by stakeholders. We have emails, interviews, telephone, whistleblowing mechanisms, and direct access to management levels.
	<b>2-26</b>	<b>Mechanisms for seeking advice and raising concerns</b>

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		<p>DC Transport has a mechanism in place for stakeholders / individuals / drivers to seek advice and raise concerns about responsible business conduct in the organization's operations and business relationships.</p> <p>We have emails, interviews, telephone, whistleblowing mechanisms, and direct access to management levels. These make individuals raise concerns about wrongdoing or breaches of the law in the organization's operations or business relationships, regardless of whether the individuals themselves are harmed or not. They are distinct from grievance mechanisms, which enable stakeholders to raise concerns about and seek remedy/remediation for, the organization's potential and actual negative impacts on them</p>
	<b>2-27</b>	<b>Compliance with laws and regulations</b>
		There are zero instances of non-compliance with laws and regulations during the reporting period and there is not an instance of non-compliance. We have set of our performance parameters to ensure compliance with laws and regulations.
	<b>2-28</b>	<b>Membership associations</b>
		<p>Mirika Foundation          JIO-BP, India.          STATIQ          BHAGAT SINGH MAITRI SANSTHA</p>
	<b>2-29</b>	<b>Approach to stakeholder engagement</b>
		<p>The identified stakeholders are as follows:</p> <ul style="list-style-type: none"> <li>• Customers</li> <li>• Active and Retired Employees</li> <li>• Communities</li> <li>• Vulnerable groups</li> <li>• Environment</li> <li>• Investors</li> <li>• Suppliers</li> <li>• Policymakers and Government Officials</li> </ul> <p>The stakeholder engagement is done to identify actual and potential impacts or to determine prevention and mitigation responses to potential negative impacts on the economy, environment, and people. In some cases, stakeholder engagement is a right in and of itself, such as the right of workers to form or join trade unions or their right to bargain collectively. The engagement is generally annually and is done by two-way communication, phone calls, emails, discussions and meetings, wherein, the information is understandable and accessible. We consider stakeholder engagement an essential aspect of our corporate governance.</p>
	<b>2-30</b>	<b>Collective bargaining agreements</b>
		Around 30% of total employees are covered by collective bargaining agreements. The objective of such a procedure is to reach a collective agreement on working conditions, terms of employment, to sensitize them to sustainability issues and impacts.
	<b>201</b>	<b>Economic Performance</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment.



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	<b>202</b>	<b>Market presence</b>
	<b>202-1</b>	<b>Ratios of standard entry-level wage by gender compared to local minimum wage</b>
		Disclosure 2-8
	<b>202-2</b>	<b>The proportion of senior management hired from the local community</b>
		We hire more than 90% of full-time employees including senior management from the local community.
	<b>203</b>	<b>Indirect economic impacts</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment.
	<b>204</b>	<b>Procurement Practices</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment.
	<b>205</b>	<b>Anti-Corruption</b>
	<b>205-1</b>	<b>Operations assessed for risks related to corruption.</b>
		We conduct a number of corruption-related audits and have a zero-tolerance policy. We have risk assessment procedures focused on corruption and the inclusion of corruption as a risk factor in overall risk assessments.
	<b>205-2</b>	<b>Communication and training about anti-corruption policies and procedures.</b>
		As part of our Orientation Program, all employees / drivers are provided with the Code of Business Conduct, which includes a section on our Anti-Corruption Program and sets forth the standards applicable to all representatives of DC Transport.
	<b>205-3</b>	<b>Confirmed incidents of corruption and actions taken.</b>
		We are not aware of any incidents of corruption till date. We also ensure from our business partners and suppliers that such incidents, if any, must be reported to DC Transport.
	<b>206</b>	<b>Anti-competitive behavior</b>
	<b>206-1</b>	<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>
		There are no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
	<b>207</b>	<b>Tax</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment.
	<b>301</b>	<b>Materials</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment.
	<b>302</b>	<b>Energy</b>
	<b>302-1</b>	Climate Targets and Environmental Goals: DC TRANSPORT has publicly set quantifiable and time-based greenhouse gas emissions reduction and renewable energy goals. We have published public goals, including at a minimum, a climate-related target such as greenhouse gas emissions reduction and renewable energy target, to reduce the environmental impacts of our operations and services.

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		<p>Scope 1 emissions came directly from the fuel consumed in our vehicles. Typical data sources included compressed natural gas (CNG) bills and fuel receipts.</p> <p>Scope 2 emissions came from purchased electricity and the data has been extracted from the utility bills. Typical data sources included electricity bills.</p> <p>The road map to carbon neutrality by 2030 includes the following targets:</p> <ul style="list-style-type: none"> <li>• By 2025, 100 % renewable electricity for all offices,</li> <li>• By 2030, 100 % of vehicles will be EVs.</li> </ul> <p>DC TRANSPORT is determined to continue decarbonizing our operations by committing to close the existing technology gaps and continuing to charge toward a future with zero emissions.</p>
	<b>302-2</b>	<b>Energy consumption outside of the organization.</b>
		We do not have any such data, but we have plans to ensure all stakeholders in our value chain to reduce carbon emissions and we shall collect data for the same.
	<b>302-4</b>	<b>Reduction of energy consumption</b>
		Disclosure 302-1
	<b>302-5</b>	<b>Reductions in energy requirements of products and services</b>
		Disclosure 302-1
	<b>303</b>	<b>Water and Effluents</b>
	<b>303-1</b>	<b>Interactions with water as a shared resource</b>
		<p>We use water supplied by the Municipality and there is no extraction of water from any water source. There are no water-related impacts that are directly from our operations.</p> <p>As sustainability is the heart of DC Transport, water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and we engage with suppliers or customers to save water and manage effluents.</p>
	<b>303-2</b>	<b>Management of water discharge-related impacts</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. We do not have any waste water/effluent.
	<b>303-3</b>	<b>Water Withdrawal</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. We do not have any water withdrawal from any sources like groundwater, river, or any other surface water except the supply from the municipality.
	<b>303-4</b>	<b>Water Discharge</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. We do not have any waste water / effluent. We do not have any kind of water discharge except the rest rooms wherein, it goes to the Municipal facilities.
	<b>303-5</b>	<b>Water Consumption</b>
		This is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. The water consumption is very insignificant at our offices except drinking, washrooms and kitchen area.
	<b>304</b>	<b>Biodiversity</b>

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		We do not have any impact on biodiversity. But we have planted trees to prevent and mitigate pollution.
	<b>305</b>	<b>Emissions</b>
		As GHG emissions, we emit Carbon dioxide (CO <sub>2</sub> ), Methane (CH <sub>4</sub> ), Nitrous oxide (N <sub>2</sub> O) and other air pollutants that have significant negative impacts on ecosystems, air quality, agriculture, and human and animal health.
	<b>305-1</b>	<b>Direct (Scope 1) GHG emissions</b>
		<p>Scope 1 Greenhouse gas (GHG) emissions from compressed natural gas (CNG) vehicles used by DC TRANSPORT.</p> <p>The CNG consumption in reporting period was 231493 kg.</p> <p>Emission Factor: The GHG emission factor for CNG can vary, but a commonly used value is approximately 2.75 kg of CO<sub>2</sub> equivalent per kg of CNG combusted. The emission factors for CH<sub>4</sub> and N<sub>2</sub>O are 0.0011 and 0.0001 respectively.</p> <p>Total Emissions: For 231493 kg of CNG:</p> <p style="text-align: center;">Total Emissions = Mass of CNG × Emission Factor</p> <p style="text-align: center;">Total Emissions = 231493 kg × 2.75 kg CO<sub>2</sub>e/kg CNG</p> <p style="text-align: center;">Total Emissions≈ 636605 kg CO<sub>2</sub>e</p> <p>So, the GHG emissions from 231493 kg of CNG in by DC TRANSPORT would be approximately 636605 kg CO<sub>2</sub>e.</p> <p>Explanation (Climate Targets):</p> <p>We have added 15 EVs to our fleet and will maintain the status quo in this financial year. We have already sold out our BS IV fleet, bringing down the diesel consumption to zero.</p> <p>By 2028, 60 % of vehicles will be EVs. We have set targets for carbon neutrality by 100 % EVs by 2030.</p>
	<b>305-2</b>	<b>Energy indirect (Scope 2) GHG emissions</b>
		<p>Scope 2 Greenhouse gas (GHG) emissions from 37023 kWh of electricity by DC TRANSPORT in the reporting period.</p> <p>For Northern Grid, the emission factor is taken as 0.82 kg CO<sub>2</sub>e per kWh.</p> <p>GHG Emissions= 37023 kWh × 0.82 kg CO<sub>2</sub>/kWh = 30359 kg CO<sub>2</sub>e</p> <p>So, the GHG emissions for 37023 kWh of electricity would be approximately 30359 kg CO<sub>2</sub>e.</p>

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		<p>Reduction in emissions: We have already installed 10KW solar energy plant and another 10KW, we shall install by March 2025.</p> <p>Climate Targets:</p> <p>In the reporting period, the GHG emissions from electricity were approximately 30359 kg CO<sub>2</sub>e. To achieve our climate targets we have already identified the vendor for solar power at our facility/office complex for installation of another 10KW by March 2025. 100% renewable energy for office consumption &amp; EV Charging by 2025.</p>
	<b>305-3</b>	<b>Other indirect (Scope 3) GHG emissions</b>
		Scope 3 emissions come from our value chain activities such as business travel, product transport, and purchased goods and services. We have instructed our stakeholders to update the records for all such emissions.
	<b>305-4</b>	<b>GHG emissions intensity</b>
		<p>Total Fuel Consumption: 231493 kg of CNG  Total Distance Traveled: 3472395 km  Emission Factor for CNG: 2.75kg CO<sub>2</sub>e/kg  Total GHG emissions = 231493 kg X 2.75kg CO<sub>2</sub>/kg = 636605 kg CO<sub>2</sub>e  GHG emissions intensity = 636605 kg CO<sub>2</sub>e / 3472395 km = 0.183 kg CO<sub>2</sub>e / km</p>
	<b>305-5</b>	<b>Reduction of GHG emissions</b>
		We have purchased 15 EVs in the reporting period with the replacement of 15 CNG vehicles. We have already installed 10 KW solar energy plant and another 10KW, we shall install by March 2025.
	<b>305-6</b>	<b>Emissions of ozone-depleting substances (ODS).</b>
		This indicator is not applicable since DC TRANSPORT does not produce, import or export ODS.
	<b>306</b>	<b>Effluents and Waste</b>
	<b>306-1</b>	<b>Waste generation and significant waste-related impacts</b>
		<p>Waste is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. We provide some perspective in this report for those stakeholders who have an interest in this issue.</p> <p>We have circularity measures and we try to implement these across our value chain. We educate and sensitize our suppliers as well as our customers for the same. We promote reuse, recycling or recovery for any kind of waste, if any.</p> <p>DC TRANSPORT is currently collecting data for solid, hazardous and non-hazardous waste for our all operations. Because DC TRANSPORT is not involved in manufacturing, our management and mitigation of effluents and waste is limited primarily to solid waste disposal and recycling from supplier packaging, pallets, scrap metal, office paper, plastics and mixed recycling, as well as generated waste from vehicles' maintenance and facility operations. DC TRANSPORT's reporting of waste is currently on that generated by our activities. Regarding water conservation, we have rainwater harvesting system and zero wastewater discharge.</p> <p>Organic waste is nil and any kind of inorganic solid waste is being collected by the Municipality, which is also negligible in quantity.</p>
	<b>307</b>	<b>Environmental Compliance</b>

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<b>GRI 1 used</b>	GRI 1: Foundation 2021

		Environmental compliance is not a material issue for DC TRANSPORT, as determined by our ESG materiality assessment. We provide some perspective in this report for those stakeholders who have an interest in this issue.
	<b>308</b>	<b>Supplier Environmental Assessment</b>
		At DC Transport, we screen new suppliers using environmental criteria, that includes water, solid waste and effluents, energy use and Carbon footprint; we use due diligence, to identify and assess significant actual and potential negative environmental impacts in the supply chain.  The same is achieved by interviewing, written communication, terms and conditions in the agreement, and prioritize suppliers for assessment of environmental impacts; actions taken to address the significant actual and potential negative environmental impacts identified in the supply chain. We ensure that whether the actions are intended to prevent, mitigate, or remediate the impacts.
	<b>401-1 to 401-3</b>	<b>Employment</b>
		The same is mentioned in the HR policy document, including the suppliers as well..
	<b>402</b>	<b>Labor/Management Relations</b>
		At DC Transport, we have a one-week notice period for any significant change in operations/routes/placement of drivers.
	<b>403</b>	<b>Occupational Health &amp; Safety</b>
		The occupational health and safety management system has been implemented and we have been certified for OHSAS 18001:2007, the same is available on our website.
	<b>404</b>	<b>Training and Education</b>
		These Statements are available in our HR Policy document.
	<b>404-2</b>	<b>Programs for upgrading employee skills and transition assistance programs.</b>
		These Statements are available on our website in our Master Policy document.
	<b>405</b>	<b>Diversity and Equal Opportunity</b>
		DC TRANSPORT publicly reports on representation (percentage of employees per diversity category, such as gender, minority status, and other indicators of diversity). Public reporting is on our website in the GRI (Global Reporting Initiative) report. Workforce metrics include the percentage of employees per employee category, age group, gender, and other indicators of diversity, D&I trainings (i.e., Unconscious or Racial Bias Awareness), mentorship programs, and Recruitment programs targeting diverse talent.  Our Diversity and Inclusion (D&I) Policy outlines our commitment to promoting an inclusive culture where all individuals feel valued, respected, and empowered to contribute to the success of the company. This policy applies to all employees, contractors, job applicants, and stakeholders involved with DC TRANSPORT. We have diverse Workforce (individuals of different backgrounds, experiences, skills, and perspectives), we provide equal Opportunity to all employees and applicants, irrespective of race, color, ethnicity, religion, gender, sexual orientation, gender identity or expression, disability, age, National origin, veteran status, marital status, or any other characteristic protected by law.

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		<p>DC TRANSPORT strictly prohibits any form of discrimination, harassment, or bullying. All employees are expected to treat each other with dignity and respect, and any inappropriate behavior will be addressed swiftly and effectively.</p> <p>Our D&amp;I policy will be communicated during onboarding, included in the employee handbook, and regularly reinforced through company-wide communications and events.</p> <p>We have POSH policy for any kind of sexual harassment. IC Member for POSH: Parveen Yadav - Director Pavitra Yadav-Director Shri Bhagwan Yadav - Manager Pardeep Yadav - NGO (Bhagat Singh Maitri Sanstha) Representative from Mirika Consulting Group</p> <p>DC TRANSPORT strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of perspectives this diversity brings, promotes innovation and helps make us more creative and competitive. We have 3 female drivers.</p>
	<b>406</b>	<b>Non-discrimination</b>
		There are no incidents of discrimination. We have stricter corrective actions for the same by reviewing incidents and having a remediation plan implemented by internal management review processes.
	<b>407</b>	<b>Freedom of Association and collective bargaining</b>
		DC Transport always promotes joining and running drivers/workers their own organizations/unions and we took measures in the reporting period intended to support rights to exercise freedom of association and collective bargaining. Moreover, suppliers are also made conversant to such issues.
	<b>408</b>	<b>Child Labor</b>
		DC Transport has implemented stricter guidelines to have any driver/worker below the age of 18. We also ensure and issue directions to our suppliers to have any child labor.
	<b>409</b>	<b>Forced or Compulsory Labor</b>
		DC Transport does not have any forced or compulsory driver/worker and there is no organization's impact related to any forced or compulsory labour. At DC Transport, we strictly follow the International Labour Organization (ILO) Convention 29 'Forced Labour Convention', forced or compulsory labor is defined as 'all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.' We do not have any driver/worker under forced/compulsory labor, due diligence is done to prevent and combat all forms of forced or compulsory labor in its activities. We have policy guidelines to have no such labor or any slave/bonded labor or labor under debt.
	<b>410</b>	<b>Security Practices</b>
		<i>Security personnel trained in human rights policies or procedures is not a material issue for DC TRANSPORT.</i>

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	<b>411</b>	<b>Rights of Indigenous Peoples</b>
		<i>Though it is not a material issue for DC TRANSPORT but wherever, whenever the rights of Indigenous people are violated, our staff comes forward.</i>
	<b>413</b>	<b>Local Communities</b>
		There are no negative impacts on local communities and our operations are not based adjacent to local communities. There are no vulnerable groups in the vicinity of our operations.
	<b>414</b>	<b>Supplier Social assessment</b>
		We collect information about the social impacts of our suppliers and through a questionnaire/discussions/meetings, we get the information on how they manage these impacts. The disclosures enable us to provide information on its approach to preventing and mitigating negative social impacts in our supply chain. Due diligence is done for the same.
	<b>415</b>	<b>Public Policy</b>
		These Statements are available on our website.
	<b>416</b>	<b>Customer Health and Safety</b>
		<ul style="list-style-type: none"> <li>• We have safety standards, training, and background checks of drivers for the safety of customers, proper vehicle maintenance, fire protection devices, panic buttons, first-aid kits, and emergency contact numbers on display.</li> <li>• We have cameras, sensors, and GPS for the safety of customers.</li> <li>• The customer feedback and concerns are the cornerstone.</li> </ul>
	<b>417</b>	<b>Marketing and Labeling</b>
		<i>Marketing and Labeling is not a material issue for DC TRANSPORT.</i>
	<b>418</b>	<b>Customer Privacy</b>
		<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>
	<b>418-1</b>	Nil complaints and the statements are available on our website in our Privacy Policy document.