



Welcome to the Knowledge Marine & Engineering Works ESG Profile

Company Approved Profile










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- Profile
- Factsheet
- DocuLink

Search :

















Subfactor	Keywords	DocuLinks	Factsheet ◇	Highlights
Management Approach				
Message from Chairperson	Board of Directors Chairman			All of us have been faced by many new and unique challenges during the year under review. We all have had to adapt to a new way of life and doing business. This provided us with the opportunity to reflect on Attack's purpose: To create smart, safe and sustainable community spaces by providing remarkable experiences in our managed hubs. We are acutely aware of the importance of connecting with others, to harness our collective strengths and build resilience – physically, mentally and emotionally. Safety is key to stimulating economic growth and strengthening our levels of trust and interaction as a society. By aligning our purpose with the three key aspects of live, work and play, we create holistic experiences that contribute to our own long-term sustainability
Company Overview				
Company Overview				Incorporated in 2015, KMEW is engaged in Dredging across east and west coast of India. Shipbuilding, Conducting hydrographic surveys, Pilotage services, Security / Patrolling services, Ship mooring services, Repair, refit services of naval and merchant ships, Providing technical solutions for maintenance and operations of vessels. Over the years, we have become an established player in the dredging and small-craft business segment in India and abroad and have evolved from a small ship-repair unit to a dredging and ship-owning Company. Company.Vision: To emerge as a global player in the field of marine services by maintaining professional standards with specialist knowledge of environmentally-friendly techniques, innovative approach and focus on health, safety and cost efficiency; Mission: To provide value addition to ports and marine establishments through holistic, innovative and environmentally sustainable solutions in the fields of Marine Engineering and Construction



















Subfactor	Keywords	DocuLinks	Factsheet 	Highlights
ESG a Core Pillar of Strategy	Strategy			We are committed to maintaining high standards of occupational health, safety and environmental protection. Due to the nature of our operations we conduct, we are subject to various internal and external safety audits to ensure compliance with health, safety and environmental protection laws and regulations, and to maintain effective accident prevention and reduction capabilities. We conduct regular safety and environmental audits and provide systematic health and safety training for our employees
Company Website Governance Links	Approach			Available
Board of Directors				
Saurabh Daswani				Mr. Saurabh Daswani has done his Post-Graduation Diploma in Business Administration with specialization in Finance from Symbiosis with A+ Grade. He has completed his graduation from Gujarat University in the field of commerce. He is also an Inter CA and Inter CS. He has more than 6 years of hands-on experience in Overall Management of the Organization. His expertise lies in the field of Budgeting and Cost Control giving a most profitable scenario. His roll entails complete grasp over the P&L Account of the KMEW Group. His acumen includes placing strategic bids for various long-term government contracts, project financing, preparing and analyzing MIS. His judgement over capital expenditure and excellent vendor management has built strong and deep routed relationships benefits of which shall be reaped over the next decade by the Group
Kanak Kewalramani				Mrs. Kanak Kewalramani is a Company Secretary from the Institute of Company Secretaries of India and obtained certification in the year 2008. She completed her bachelorette of law from State Law College, Bhopal (M.P.). She has done her Post-Graduation Diploma in Business Administration with specialization in Finance from Symbiosis with A+ Grade. She has 14 years of experience in the field of compliance, law, finance and taxation of various listed and unlisted companies. She is also responsible for the entire accounts, finance, legal and compliances of the Company. She was honored by Dena Bank as a Young Women Entrepreneur on International Women's Day 2019. She has raised capital for the group on timely basis to build an asset base of Rs. 30 crores in last five years. She has contributed in ensuring timely repayments building a strong credit history of the Group.
Sandip Zaveri				Mr. Sandeep Zaveri has completed his Masters in Chemical Engineer from Stevens Institute of Technology, USA and is having rich and varied experience since last 25 years in the field of chemical Industry
Ashish Mohandas				Mr. Ashish M Mohandas has completed Post Graduate Diploma in Marketing from Tolani Institute of Management Studies, Kutch and Bachelor of Science in Mathematics from Mahatma Gandhi University, Kottayam. Mr. Mohandas has more than 12 years of experience in the department of Marketing & sales of MNCs across various states in India














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Jagat Jiban Biswas				Mr. Biswas has in depth knowledge of Marine Industry and has an experience of more than 43 years in Marine and Engineering field. After graduating from T.S. Rajendra, Mumbai in 1978, he cleared Competency Examinations on Nautical Sciences from DG (Shipping), India. He also acquired Fellowship in Hydrography from India and Pilot's License for river Hugli. Mr. Biswas is experienced in managing a large department of Kolkata Port Trust under Ministry of Shipping, GOI comprising more than 200 Class-I Officers and 1000 employees. He has been managing a fleet of about 50 vessels of Kolkata Port including hired vessels comprising Dredgers, Pilot and survey vessels, tugs etc. He has the experience of handling many large value contracts ranging from Rs. 30 crores to Rs. 1500 crores. Mr. Biswas worked as Director, Marine Department, Kolkata Port Trust, primarily dealing with Conservancy, Port operations, Pilotage, Dredging, Hydrographic Surveying, Marine Projects and allied Legal matters. He was also in charge of General Administration Department including Estate Division, Traffic Department and Hydraulic Study Department of Kolkata Port Trust. Mr. Biswas has also acted as Director of (BSPL) BhorSagar Port Limited, KPIDCL (Kolkata Port Infrastructure Development Corporation) and a Member of the West Bengal Maritime Board. Mr. Biswas has also worked as Chief Hydrographer to Kolkata Port Trust, dealing with Hydrographic Survey and Research Works, Depth and Draft forecast, Publication of Tide Tables and Hydrographic Charts, Preparation of Electronic Navigational Charts etc. Mr. Biswas also worked as Dy. Director. Marine Department, Kolkata Port Trust, primarily dealing with Marine Operations and Marine Administration including tendering process and Legal matters
Senior Management				
Sujay Kewalramani				Mr. Sujay Kewalramani has completed his M.Sc. in Naval Architecture and Marine Engineering from University of New Orleans and completed his B.E. in Naval Architecture and Marine Engineering from State University of New York Maritime College. He has also completed his Post Graduation Diploma in Business Management from Emeritus Institute of Management. Mr. Kewalramani has over 15 years of experience in ship building, repairing, marine operations and dredging industry and has undertaken capital dredging projects like deepening of Kandla Port, Cochin Port, Mumbai Port, and Maintenance dredging of Mumbai Port, Goa port, New Mangalore Port, Paradip Port, Kolkata Port, Karikal Port and Karwar Port. Apart from dredging work he has 6 Months sailing Experience and Holder of USCG License for sailing as 3rd Engineer for unlimited power steam, diesel and gas turbines. He also holds an Airplane Pilot License for recreational purposes
Dinesh Kewalramani				Mr. Dinesh Kewalramani has done his Bachelors in Marine Mechanical Engineering from Suny Maritime University of New York and has completed his Masters in Marine Mechanical Engineering from the university of New Orleans. He has wide experience of 12 years in the field of Dredging at various major ports of India and had been a part of teams executing Dredging contracts worth more than 1000 Crores in last 12 years. With his wide range of experience and expertise in the operations of marine crafts he is looking after the complete operations of the business which has helped the Company to reduce the down time of all the crafts to zero or negligible
Pinkesh Kewalramani				Mr. Pinkesh Kewalramani has done his Bachelors in Mechanical Engineering from Indus Engineering of Technology & Engineering, Ahmedabad. Mr. Kewalramani has over 7 years of experience in the field of ship building, repairing, refitting, testing, docking & dock-planning of Marine crafts. With his wide range of experience and expertise in the technical field, he is looking after the new construction, day to day repairs and maintenance of fleet, monitors fuel and vessels efficiency, analysis technical problems, asses feasibility and devises new approaches and alternative solutions, coordinates work with project manager and guides junior staff and technical personnel
Ruchi Nishar				Ms. Ruchi Nishar is an Associate Member of the Institute of Company Secretaries of India. She has secured an All India 18th Rank in CS Foundation. Miss Nishar has an experience of 2 years in the field of Corporate Law, Listing Regulations, FEMA Compliances, Legal Drafting and other Compliances. She looks after overall corporate governance and secretarial matters of the Company




















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Ritika Sharma				Ms. Sharma is a qualified Company Secretary and an associate member of the Institute of Company Secretaries of India. And has also done her CA IPCC(Inter). She has completed her B.com (Honr's Accountancy) from Calcutta University and has an experience of 2.5 years in the field of corporate and allied laws (Date of Joining: 28th October 2022)
Environment				
Environment Strategy in Place	Strategy			We are committed to maintaining high standards of occupational health, safety and environmental protection. We conduct regular safety and environmental audits and provide systematic health and safety training for our employees
Fuel Costs	Metrics Resource Efficiency	 		The details of the fuel costs are present in the Annual Report of the Company
Social				
Social Strategy in Place	Strategy	 		We believe our “Human Resources” as our key assets. We support all HR initiatives that drive performance excellence and promote a culture of camaraderie & team spirit amongst our employees. Our primary focus is on recognising internal talent for which we periodically put the employees to various departments to find their right fit and help them to realize their full potential. The Company recognizes and is committed towards creating common good for all. The Company shall implement its CSR Activities to integrate economic, environmental and social objectives with its operations and growth for common good. The Company is committed towards making visible and tangible contributions through its CSR Activities to communities and environment; Company is committed towards creating an organization that nurtures talent. We provide our employees an open atmosphere with a continuous learning platform that recognizes meritorious performance
Product/Service Safety and Quality Metrics	Health and Safety Process Systems Product Development Risk Control			We believe that our experience in marine services, technical capabilities, timely performance, reputation for quality and timely delivery of services, financial strength as well as the price competitiveness has enabled us to successfully bid and win projects; The Company has executed Fifteen projects having an aggregate value of more than Rs. 15 crores. Company’s focus is to leverage its strong project management and execution capabilities to complete projects in a timely manner while maintaining high quality of services
Board of Directors Gender Composition	Board of Directors Diversity and Equality Metrics		A : 1 B : 5 C : 20	1 out of 5 Board members is a female member
Senior Management Gender Composition	Diversity and Equality Metrics		A : 2 B : 7 C : 28.57	2 out of the 7 members of Board and Key Managerial Personnel are female members
Contractors Part of Workforce	Diversity and Equality Employees Metrics		A : 26 B : 54 C : 50	No. of Crew Operators (on-Contract Basis): 26
Pay Performance Gap Management	Compensation and Benefits Diversity and Equality Metrics		A : 24.25	There is an increase of 22.76% in the median remuneration of employees in the financial year. Ratio of remuneration of highest paid executive to the median salary: 24.25
Gender Pay Differentials Addressed and Monitored	Diversity and Equality Employees Metrics			The Company solely believes in remuneration as per qualifications. The Company follows all the laws relating to payment of remuneration and no distinction is made between any employees owing to gender




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Health and Safety Initiatives	Employees Health and Safety Initiatives Training			Our audit framework is strongly interwoven with our standard operations cycle and involves periodic safety and environmental audits. The framework also ensures regular employee health check-ups and their training related to safety. We strictly abide by the provisions of the central acts like CLRA ie., the employment of contract labour, the regulation of their terms and conditions of service and wherever possible, its abolition obligations on the contractor like provision of rest rooms, drinking water, washing facilities, first aid, other facilities and payment of wages, etc. We, as the principal employer, are aware of our obligations, penalties, for contravention of the provisions of the CLRA and hence, monitor performance of the contractors at regular intervals
Emergency Procedure Guidelines	Employees Health and Safety			Our key characteristics and inherent strengths like tenacity to change, resilience, robust business continuity plan, technology adaptation, unmatched services and most importantly efficient and hardworking team kept our flag flying high
Labour Management Commitment	Employees Initiatives			We believe our “Human Resources” as our key assets. We support all HR initiatives that drive performance excellence and promote a culture of camaraderie & team spirit amongst our employees. Our primary focus is on recognising internal talent for which we periodically put the employees to various departments to find their right fit and help them to realize their full potential. The performance management system is strongly oriented to build a sense of ownership and accountability amongst our employees
Talent Attraction and Retention	Diversity and Equality Employees			The Company treats its “human resources” as one of its most important assets. The Company continuously invests in retention and development of talent on an ongoing basis. A number of programs that provide focused people attention are currently underway. The Company thrust is on the promotion of talent internally through job rotation and job enlargement
People Analytics for Strategic Workforce Planning	Employees			We believe our “Human Resources” as our key assets. We support all HR initiatives that drive performance excellence and promote a culture of camaraderie & team spirit amongst our employees. Our primary focus is on recognising internal talent for which we periodically put the employees to various departments to find their right fit and help them to realize their full potential. The performance management system is strongly oriented to build a sense of ownership and accountability amongst our employees. Our integrated HR system fully takes care of Recruitment to Retirement policies. Our strong belief in employee empowerment is focused on creating an employee-friendly and Best Place to Work environment
Workforce Training	Employees Training			We conduct regular safety and environmental audits and provide systematic health and safety training for our employees
Fair Wage, Benefits and Contracts	Compensation and Benefits Employees			The Minimum Wages Act came into force with an objective to provide for the fixation of a minimum wage payable by the employer to the employee. State Governments may stipulate the minimum wages applicable to a particular industry. The minimum wages may consist of a basic rate of wages and a special allowance; or a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities; or an all-inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any. Every employer is required to maintain such registers and records as prescribed by the Minimum Wages Act. Workmen are to be paid for overtime at overtime rates stipulated by the appropriate State Government. The appropriate State Government may prescribe rules including the mode of calculating the cash value of wages, time and conditions of payment and permissible deductions from wages
Compulsory Employer Pensions	Compensation and Benefits Employees Metrics			The Company is registered under The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 (EPF Act) which provides for compulsory payment of provident fund, family pension fund and deposit linked insurance to employees in factories and other establishments
Fair Working and Living Conditions	Employees			We strictly abide by the provisions of the central acts like CLRA ie., the employment of contract labour, the regulation of their terms and conditions of service and wherever possible, its abolition obligations on the contractor like provision of rest rooms, drinking water, washing facilities, first aid, other facilities and payment of wages, etc.




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Employee Well Being Programs	Employees Health and Safety			The framework also ensures regular employee health check-ups and their training related to safety
Preventing Forced and Bonded Labour	Employees Human Rights			We strictly abide by the provisions of the central acts like CLRA
Preventing Child Labour	Employees Human Rights			The Company complies with The Child Labour Act, 1986, as amended from time to time, enacted to prohibit the engagement of children below the age of fourteen years in certain specified occupations and processes and to regulate their conditions of work in certain other employments
Anti Discrimination Workplace	Diversity and Equality Employees Human Rights			Equal Remuneration Act, 1976 was enacted with the aim of state to provide Equal Pay and Equal Work as envisaged under Article 39 of the Constitution. The act provides for payment of equal remuneration to men and women workers and for prevention of discrimination, on the ground of sex, against female employees in the matters of employment and for matters connected therewith
Anti Harassment Workplace	Employees Human Rights	 		Pursuant to the requirements under the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has enacted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Work Place and has an Internal Complaints Committee. There were no cases filed during the year under review
Broader Education Initiatives	Employees Initiatives Training			Every employer has a duty to provide a safe working environment at workplace which shall include safety from the persons coming into contact at the workplace, organising awareness programs and workshops, display of rules relating to the sexual harassment at any conspicuous part of the workplace, provide necessary facilities to the internal or local committee for dealing with the complaint, such other procedural requirements to assess the complaints
Effective Grievance Mechanisms	Employees Policies			Every employer has a duty to provide a safe working environment at workplace which shall include safety from the persons coming into contact at the workplace, organising awareness programs and workshops, display of rules relating to the sexual harassment at any conspicuous part of the workplace, provide necessary facilities to the internal or local committee for dealing with the complaint, such other procedural requirements to assess the complaints
Community Investment Policy	Community		A : 974000	FY2022 CSR Expense: Rs. 9.74 lakhs
Total Donations Made and Philanthropy	Community Metrics	 	A : 9740000	The Company has in place a Corporate Social Responsibility (CSR) Policy and complies with the provisions for the same under the Companies Act, 2013. The Company has made CSR expense of Rs. 9.74 lakhs in FY2021-22
Governance				
Corporate Governance Policies	Policies Stakeholders	 		The Company has in place various policies for code of conduct and prevention of insider trading
Governance Oversight Framework	Board of Directors			Our Board has been constituted in compliance with the Companies Act and in accordance with the best practices in corporate governance. Our Board functions either as a full board or through various committees constituted to oversee specific operational areas
Allocation of Duties and Responsibilities	Board of Directors			To carry out the duties and responsibilities our Company has constituted the following committees: Audit Committee; Stakeholders Relationship Committee; Nomination and Remuneration Committee
Corporate Culture Management	Employees			The Company has in place guidelines to ensure fairness across different background of employees














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Behaviour and Business Ethics	Employees	 		We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on the standalone financial statements.; Knowledge marine & engineering works ltd is committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of business ethics and ethical conduct
Fraud Risk Control Policies	Policies Risk Control	 		Company recognizes that the risk is an integral part of business and is committed to managing the risk in proactive and efficient manner. The Company had adopted Risk Management System to ensure sustainable business growth with stability and to promote a proactive approach in reporting, evaluating and resolving risks associated with the business. In order to achieve the key objective, the system establishes a structured and disciplined approach to Risk Management. The management is however, of the view that none of the risks may threaten the existence of the Company as robust Risk mitigation mechanism is put in place to ensure that there is nil or minimum impact on the Company in case
Related Party Transactions	Metrics Reporting	 		The details of all Related Party Transactions by the Company are disclosed every year in the Annual Report of the Company
Whistle Blower Policy	Board of Directors Employees Policies Risk Control	 		The Company has put in place a Whistle Blower Policy to provide an open and transparent working environment and to promote responsible and secure whistle blowing system for directors and employees of the Company to raise concern. The Policy provides adequate safeguard against victimization of director(s) / employee(s) who raise the concern and have access to Chairman of Audit Committee who is entrusted to oversee the whistle blower mechanism. The Policy is available on the website of the Company
Penalty Disclosures	Metrics Reporting			The details of Taxes are present in the Annual Reports of the Company
Environmental, Social or Ethical Litigation Claims	Incidents	 		The Company does not have any pending litigations which may have an impact its financial position; No Litigation filed against Our directors and promoters and our subsidiary, associate and group company
Non Compliant Staff Actions	Employees	 		During the year, there was no complaint lodged with the Internal Complaint Committee, formed under "The Sexual Harassment of Women at Workplace" Act, 2013. Also, ss represented to us by the management, there are no whistle blower complaints received by the Company during the year
Strikes and Lockouts	Employees Incidents Metrics			There have been no lock-outs or strikes in our Company since inception. As the services provided by the Company fall under the category of Essential Services, all commercial activities continued even during the nationwide lockdown due to the spread of COVID 19 Pandemic from March, 2020 to August, 2020
Tax Transparency Disclosures	Metrics Reporting			The details of Taxes are present in the Annual Reports of the Company
Concerns Identified in Audit Report	Reporting Risk Control			The Auditors' Report and Secretarial Auditors' Report do not contain any qualifications, reservations or adverse remarks
Auditor and Fee Disclosure	Metrics Risk Control			The Company disclosed the Audit fees paid to all the Auditors in the Notes to Accounts in the Annual Report of the Company.
CEO / Chairperson Separation	Board of Directors Chairman Chief Executive Officer (CEO)			Chief Executive Officer: Sujay Kewalramani







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Regular Self-Assessment of Board Performance	Board of Directors			An annual evaluation of the Board's own performance, Board committees and individual directors was carried out pursuant to the provisions of the Act
CEO and Board Compensation	Board of Directors Chief Executive Officer (CEO) Compensation and Benefits	 		The remuneration of directors and KMP's are disclosed in Annual Return 2022 and Annual Report 2022
Board Composition	Board of Directors			The Board as on 31st March, 2022 comprises of 5 (Five) Directors out of which two Directors are NonExecutive Independent Directors, one Non-Executive Director and one is Whole-Time Director and one Director is Managing Director who is responsible for the day-to-day management of the Company subject to the supervision, direction and control of the Board of Directors. The Company satisfies the criteria of having minimum no of independent directors in the board as per the provisions of Companies Act 2013
Board Overview	Board of Directors			The overview of Board of Directors is available on Company's website
Management Overview	Executive Management			The overview of KMP is available on Company's website
Regular Independent Assessment of Board Performance	Board of Directors			An annual evaluation of the Board's own performance, Board committees and individual directors was carried out pursuant to the provisions of the Act in the following manner: (a) Each Individual director: Attendance, Contribution to the Board and committee meetings like preparedness on the issues to be discussed, meaningful and constructive contribution and guidance provided, key performance aspects in case of executive directors etc. (b) Independent directors: Attendance, Contribution to the Board and committee meetings like preparedness on the issues to be discussed, meaningful and constructive contribution, and guidance provided etc; (c) Board, and its committees: Board composition and structure; effectiveness of Board processes, information and functioning, fulfilment of key responsibilities, performance of specific duties and obligations, timely flow of information etc. The assessment of committees based on the terms of reference of the committees and effectiveness of the meetings
Disclosure of Board Age Ranges	Board of Directors			Disclosure of age of each board of directors given in data table
Board Skill Map Matrix	Board of Directors Board Skills			The details of Expertise of each Board of Directors is available on Company's Website
Non Executive Board of Directors	Board of Directors Metrics		A : 3 B : 5 C : 60	3 out of 5 board director are non executive members; Our Board has been constituted in compliance with the Companies Act and in accordance with the best practices in corporate governance. Our Board functions either as a full board or through various committees constituted to oversee specific operational areas. The executive management provides our Board detailed reports on its performance periodically
Independent Board of Directors	Board of Directors Metrics		A : 2 B : 5 C : 40	2 out of 5 board members are independent members; Our Board has been constituted in compliance with the Companies Act and in accordance with the best practices in corporate governance. Our Board functions either as a full board or through various committees constituted to oversee specific operational areas. The executive management provides our Board detailed reports on its performance periodically
Board Independence Statement	Board of Directors			Pursuant to Section 149(6) of the Companies Act, 2013, Independent Directors of the Company has made a declaration confirming the compliance of the conditions of the independence stipulated in the aforesaid section
Entrenched Board of Directors	Board of Directors Metrics		A : 0 B : 5 C : 0	No Members are serving for more than 10 years

Subfactor	Keywords	DocuLinks	Factsheet ↕	Highlights
Founders Represented on Board	Board of Directors Metrics			Mr. Saurabh Daswani and Mrs. Kanak Kewalramani, founders of the Company are present on the Board of Company as Managing Director and Whole-time Director & CFO respectively
Audit Committee Composition	Board of Directors Metrics	 	A : 2 B : 3 C : 66.67	The composition of Audit Committee consists of two independent directors and Whole-Time Director & CFO. The terms of reference stipulated by the Board to the Audit Committee are as per the Companies Act, 2013 and SEBI (LODR) Regulations, 2015
Remuneration Committee Composition	Board of Directors Metrics	 	A : 3 B : 3 C : 100	3 out of 3 members of nomination and remuneration committee are non executive members
Nomination Committee Composition	Board of Directors Metrics	 	A : 2 B : 3 C : 66.66	2 out of 3 members of Nomination & Remuneration Committee are independent Directors.
Board Member Alternative Commitments	Board of Directors			Number of Membership in Boards and Chairmanship of Other Companies are disclosed in Annual Report 2022
Financial Expertise on Audit Committee	Board of Directors			Mrs. Kanak Kewalramani, Member of Audit Committee: She has done her Post-Graduation Diploma in Business Administration with specialization in Finance from Symbiosis with A+ Grade. She has 14 years of experience in the field of compliance, law, finance and taxation. She is also responsible for the entire accounts, finance, legal and compliances of the Company
Government Controlling Stake	Shareholders			No Government Controlling Stake in the company
Shareholder over 20% Ownership	Shareholders			As of 31st March, 2022 Kanak Kewalramani has 40.31% shareholding
Executive Shareholder Ownership	Board of Directors Executive Management Shareholders	 		The Details of Shareholding of the executives is disclosed in the Annual Return and Annual Report of the Company every year
Material Executive Share Trading	Risk Control Shareholders			Knowledge Marine & Engineering Works Limited endeavors to preserve the confidentiality and prevent the misuse of Un-published Price Sensitive Information. The Company is committed to transparency and fairness in dealing with all stakeholders and in ensuring adherence to all the applicable laws and regulations. Every director, officer, Designated Person and Connected Person of the Company has a duty to safeguard the confidentiality of all such information which he/ she obtained in the course of performance of official duties. Director, Officer, Employee and Connected Person of the Company should not use their position to gain personal benefit
Executive Pay Disclosures	Board of Directors Compensation and Benefits Executive Management	 		The remuneration of directors and KMP's are disclosed in Annual Return 2022 and Annual Report 2022
Executive Pay Performance Alignment Policies	Compensation and Benefits Executive Management Policies			Nomination and Remuneration Committee: Define and implement the Performance Linked Incentive Scheme (including ESOP of the Company) and evaluate the performance and determine the amount of incentive of the Executive Directors for that purpose
Governmental Institutions with More than 5% of Voting Rights	Shareholders	 		No Governmental Institutions with More than 5% of Voting Rights

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Shareholding Details	Shareholders	 		The details of Shareholding are available in shareholding pattern
Voting Rights	Shareholders	 		The detail of voting rights are available in Shareholding pattern
Voting Results Transparency	Shareholders			Voting Result and the Scrutinizer's Report of 6th Annual General Meeting is available
Disclosure of Board and Subcommittee Attendance	Board of Directors	 		The Details of meetings of the Board and Sub-committees are disclosed in the Directors Report which forms a part of the Annual Report
Failure to Secure Voting Approval	Board of Directors Shareholders			As per the Scrutiniser's Report, all Resolutions as set out in the Notice of 6th AGM have been duly approved by the Shareholders with requisite majority
Shareholder Rights and Relations Policy	Policies Shareholders			Stakeholders Relationship Committee: Redressal of shareholders' and investors' complaints, including and in respect of: Allotment, transfer of shares including transmission, splitting of shares, changing joint holding into single holding and vice versa, issue of duplicate shares in lieu of those torn, destroyed, lost or defaced or where the space at back for recording transfers have been fully utilized; Issue of duplicate certificates and new certificates on split/consolidation/renewal, etc.; Review the process and mechanism of redressal of Shareholders' /Investor's grievance and suggest measures of improving the system of redressal of Shareholders' /Investors' grievances; Non-receipt of share certificate(s), non-receipt of declared dividends, non-receipt of interest/dividend warrants, non-receipt of annual report and any other grievance/complaints with Company or any officer of the Company arising out in discharge of his duties; Oversee the performance of the Registrar & Share Transfer Agent and also review and take note of complaints directly received and resolved them
Resilience				
COVID-19: Consistency with ESG Policies	Policies			The COVID – 19 pandemic is rapidly spreading throughout the world. The operations of the Company were not impacted, as the site was in operation during the period of Nationwide Lockdown by the Government of India and regular business was in process, However, the impact assessment of COVID – 19 is a continuing process given the uncertainties associates with its nature and duration and accordingly the impact may be different from that estimated as at the date of approval of these financial statements. The Company will continue to monitor any material changes to future economic conditions
COVID-19: Responsible Labour Practices	Employees Health and Safety			During the year 2020-2021 the COVID-19 pandemic was just beginning to make its impact felt around the world. But the impact of the pandemic was nil to our Company as our services fell under essential services. All our crew safely stayed on board and worked routinely and not a single day of downtime was observed. The commitment of our crew and our employees is truly humbling and on behalf of KMEW family, we sincerely thank them for their efforts
COVID-19: Adapting to Technology Needs	Initiatives			The current crisis has also brought to the forefront new economic opportunities in the areas of digital technology, retail, health-technology and education-technology services; and global demand in areas such as pharmaceuticals, medical equipment, and protective gear. These opportunities can provide new growth levers for India
COVID-19: Implementing Health and Safety Plans	Employees Health and Safety Initiatives			We are committed to maintaining high standards of occupational health, safety and environmental protection. Due to the nature of our operations we conduct, we are subject to various internal and external safety audits to ensure compliance with health, safety and environmental protection laws and regulations, and to maintain effective accident prevention and reduction capabilities. We conduct regular safety and environmental audits and provide systematic health and safety training for our employees
Ratings and Indices				

Subfactor	Keywords	DocuLinks	Factsheet 	Highlights
CRISIL Credit Rating	Ratings			Total Bank Loan Facilities Rated: Rs. 80 Crore; Long Term Rating: CRISIL BBB/Stable; Short Term Rating: CRISIL A3+
ISO and Certifications				
ISO 9001 - Quality Management System	External Validation			Issued by Indian Register Quality Systems -A division of IRCLASS Systems and Solutions Private Limited, certifies that the Quality Management Systems of the organisation has been audited and found to be in accordance with the requirements of the ISO 9001:2015 Quality Management Systems
ISO 14000 - Environmental Management System	External Validation			Issued by Indian Register Quality Systems -A division of IRCLASS Systems and Solutions Private Limited, certifies that the Environmental Management Systems of the organisation has been audited and found to be in accordance with the requirements of the ISO 14001:2015 Environmental Management Systems
ISO 45001 - Occupational Health and Safety Management Systems	External Validation			Issued by Indian Register Quality Systems -A division of IRCLASS Systems and Solutions Private Limited, certifies that the Occupational Health & Safety Management Systems of the organisation has been audited and found to be in accordance with the requirements of the ISO 45001:2018 Quality Management Systems
Corporate Information				
Sustainability Website	Environment			http://www.kmew.in/esg-profile.html
Year of Incorporation				2015
Headquarter Location	PE: Portfolio Profile			Mumbai, Maharashtra, India
Financial Year End	PE: Portfolio Profile			1st April to 31st March
Corporate Address				Office no 402, Sai Samarth Business Park, Deonar Village Road, Govandi (East), Mumbai - 400088
E-mail				info@kmew.in
Financial Reporting Currency				Indian Rupee
Telephone				022-35530988
Website				http://www.kmew.in/index.html
Last Financial Year				1st April - 31st March
Listing Stock Exchange				BSE
Paid-up Capital				Paid-up Capital Rs.10,80,10,000
Number of Employees	PE: Operating Performance			Knowledge Marine & Engineering Works Limited has more than 100 employees as on date
Profile Sources				
Website - Governance				Available

Subfactor	Keywords	DocuLinks	Factsheet ⇅	Highlights
Website - Sustainability				Sustainability section is available on company website
Annual Report				Available
Annual Presentation				Available
Corporate Social Responsibility Policy	Policies			The Company recognizes and its committed towards creating common good for all. The Company shall implement its CSR Activities to integrate economic, environmental and social objectives with its operations and growth for common good. The Company is committed towards making visible and tangible contributions through its CSR Activities to communities and environment
Independent Director Program	Board of Directors			As a process when a new independent director is appointed, a familiarization programme as described above is conducted by the senior management team and also whenever a new member is appointed to a Board Committee, information relevant to the functioning of the Committee and the role and responsibility of Committee members is informed. Each of our independent directors has attended such orientation process/familiarization programme when they were inducted into the Board and these programs are generally spread over two days
Board Membership and Remuneration Framework	Board of Directors			The Company is paying remuneration to Directors & Employees as per the remuneration policy of the Company
Composition of Committees	Committees			Available
Material Subsidiary Policy	Policies			The Board (including its duly constituted committees wherever permissible), shall have the power to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy. This Policy shall automatically stand amended to reflect any changes to the SEBI Regulations, to the extent the same is the subject matter of this Policy
Related Party Transactions Policy	Policies			The Company is required to disclose in its Annual Financial Statements and Directors' Report, certain transactions between the Company and Related Parties as well as policy relating thereto, The policy will be applicable to the Company. This policy is to regulate transactions between the Company and its related parties based on the laws and regulations applicable on the company
Whistle Blower Policy	Policies			The purpose of this policy is to provide a framework to promote responsible and secure whistle blowing. It protects employees wishing to raise a concern about serious irregularities within the Company; The policy neither releases employees from their duty of confidentiality in the course of their work, nor is a route for taking up a grievance about a personal situation
Determination of Materiality Policy	Policies			The information covered by this Policy shall include information related to the Company's business, operations, or performance which has a significant effect on securities investment decisions that the Company is required to disclose in a timely and appropriate manner by applying the guidelines for assessing materiality. The Board vide this Policy has attempted to prescribe guidance for deciding the magnitude of the materiality of events and information
Unpublished Price Sensitive Information Policy	Policies			The Company strives to ensure high professional and ethical standards in all the business activities in the best interest of the Company. This Code intends to formulate a standard framework for fair disclosure of unpublished price sensitive information (UPSI), preserve the confidentiality of UPSI and to prevent trading based on UPSI
Key Managerial Personnel	Executive			Available

Subfactor	Keywords	DocuLinks	Factsheet 	Highlights
Archival Policy	Policies			The preservation of documents should be such as to ensure that there is no tampering, alteration, destruction or anything that endangers the content, authenticity, utility or accessibility of the documents, This Policy is applicable to all documents maintained in physical and electronic mode by the Company. The documents not specifically covered under this policy shall be preserved and maintained in accordance with the provisions of the respective acts, rules, guidelines and regulations as applicable under which those documents are maintained
Risk Management Policy	Policies			Risk Management is a key aspect of Corporate Governance Principles and Code of Conduct which aims to improvise the governance practices across the business activities of any organisation. The new Companies Act, 2013 and the Clause 49 of the Equity Listing Agreement have also incorporated various provisions in relation to Risk Management policy, procedure and practices
Independent Director's Qualifications	Board of Directors			Director's Qualifications are available on company's website
Code of Conduct for Non-Executive Directors	Non-Executive Director			Code of Conduct For Directors and Senior Management is available
Policy on Prevention of Sexual Harassment	Policies			Policy for Prevention of Sexual Harassment: Knowledge Marine & Engineering Works Limited's quest for competitive excellence consists of our commitment to lawful and ethical conduct and adhering to our company's values. Integrity, honesty and respect for people remain some of our core values. The Prevention of Sexual Harassment Policy has been formed to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment. The Policy for Prevention of Sexual Harassment was constituted by the Board of Directors on January 19, 2021 in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Showing 1 to 128 of 128 entries

Profile Disclaimer:

This ESG Profile has been prepared using information provided by the Company. The mapping reports do not represent a precise framework report but supporting observations. No investment, divestment or other financial decisions should be based solely on the information provided in this ESG Profile.