ESG Gap Report

Bridging the Divide Between Commitments and Outcomes

Transworld Global Logistics Solutions India Private Limited

June 2026

Powered by Dun & Bradstreet ESG Insights™

Contents

About The Company

Transworld Global Logistics Solutions India Private Limited is a part of Transworld Group Singapore and has grown into a regional multi-modal logistics powerhouse with a vision to be the customer's obvious choice. Established to deliver total logistics solutions through innovative and reliable service, the company leverages the Group's integrated global network and operational strength to support complex supply chain requirements. The Group operates across ship owning, feeder services, liner shipping, NVOCC, logistics, and agency representation of major shipping lines, with ownership of its vessel fleet and cargo containers ensuring stability of operations.

TGLS India offers a comprehensive range of services, including sea freight, air freight, break bulk, project cargo, surface movement, and warehousing & distribution. Its warehousing solutions cater to diverse industries, providing both multi-user and dedicated environments to ensure safe, efficient, and compliant storage and handling of goods.

With strategically located offices and an extensive business network, the company enables seamless logistics operations across geographies. Guided by its vision to achieve prominence through responsible and steady growth, TGLS continues to focus on delivering dependable and customized logistics services that enhance efficiency and support end-to-end supply chain visibility.

Company Name	Transworld Global Logistics Solutions India Private Limited
Company Address: Street Line 1	Office Premises Nos 319 to 328, 3rd Floor
Company Address: Street Line 2	Shrikant Chambers, B Wing, Next to R.K.Studio, Sion Trombay Road, Chembur
Company Address: City	Mumbai
Company Address: State / Province	Maharashtra
Company Address: Postal Code	400071
Company Address: Country	India
Company phone number	011-67747100
Company Website URL	www.tglsindia.com
First name of individual submitting this Assessment	Siji
Last name of individual submitting this Assessment	Jose
Job title of individual submitting this Assessment	Associate Manager - Finance
Email address of individual submitting this Assessment	siji@tglsindia.com
Full-time employee count	226
Part-time employee count	0
Full time Male employee count	180
Full time Female employee count	46

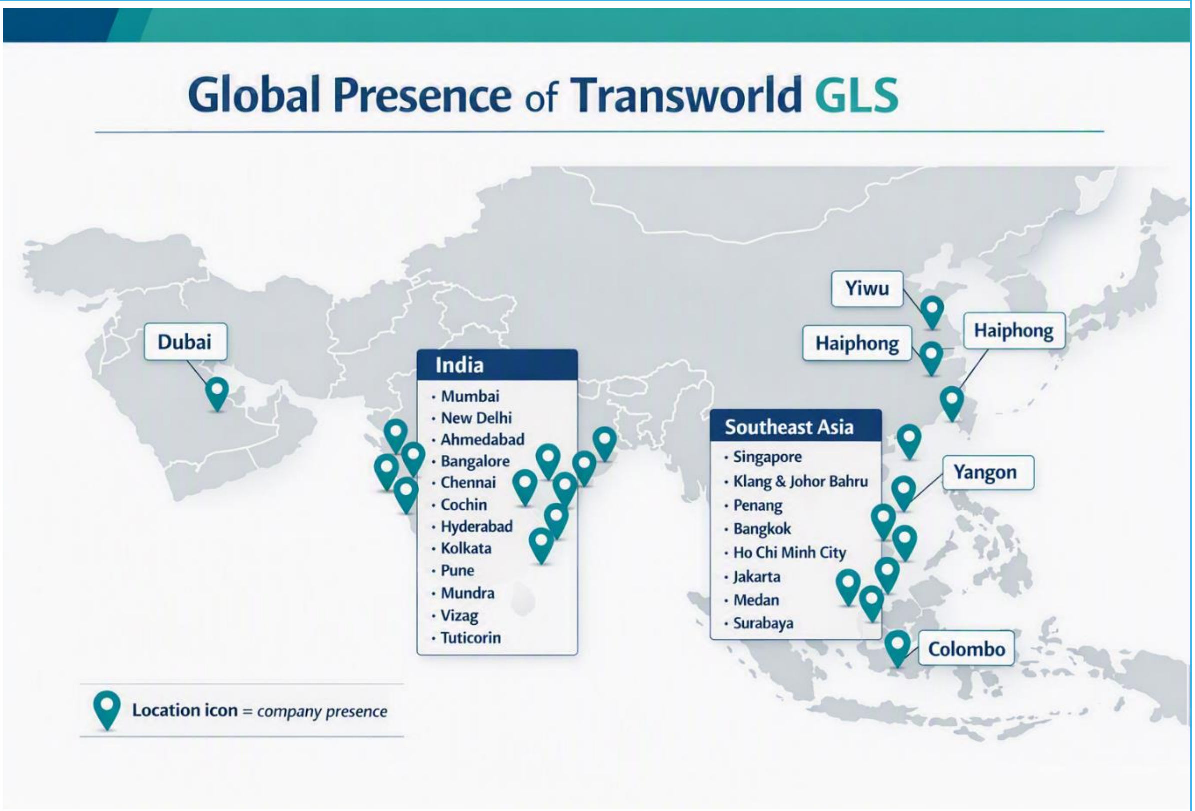
Part-time male employee count (temporary or contractual)	18
Part-time female employee count (temporary or contractual)	3
Annual revenue (most recently available)	-
Industry category	
Select Industry	Industrials
Number of unique locations of facilities in your operations	33
Area in square feet of your operations	
12-month Period Ending (Financial Year (April to March) or Calendar Year (Jan to Dec))	April - March for India & Jan-Dec for global offices
Annual production (in kg, types, parts or any common metric used by the company) mention in the box	Revenue from operations
FY 2026	NA
FY 2025	24,959.55 LAKHS
FY 2024	21,072.96 LAKHS

Global presence of the organization

Transworld Global Logistics Solutions India Private Limited has a well-established operational footprint across India and key international markets, reflecting its ability to support multi-location logistics requirements and cross-border supply chain operations. The company's presence across major Indian commercial hubs, ports, and strategic global locations strengthens its service accessibility, customer responsiveness, and operational continuity. This distributed network also positions the organization to better manage regional market needs, improve logistics coordination, and enhance resilience across its value chain.

City / Location	Address & Contact
India Entity: TRANSWORLD GLOBAL LOGISTICS SOLUTIONS (INDIA) PVT LTD	
Ahmedabad	304, 3rd Floor, Sakar-1, Opp. Gandhigram Railway Station, Ashram Road, Ahmedabad - 380009, Gujarat, India Contact: (+91 79) 3028 6230
Bangalore	No. 19, Kalpak Arcade, Unit No. 103, 1st Floor, Church Street, Bangalore - 560001, India Contact: (+91 80) 4125 8689
Baroda	613, Siddharth Complex, R.C. Dutt Road, Alkapuri, Baroda - 390007, India Contact: (+91 265) 2338 728
Chennai	3rd Floor, No. 52/118, Dr. Radhakrishnan Salai, Mylapore, Chennai - 600004, India Contact: (+91 44) 4006 9999

City / Location	Address & Contact
Cochin	Door No. 61/3792-B, Manikkiri, M.G Link Road, Ernakulam, Cochin - 682016, India Contact: 0484 2356 751
Hyderabad	Flat No. 4014, 4th Floor, Emerald House, S.D. Road, Secunderabad - 500003, India Contact: (+91 40) 6633 6681
Kolkata	"OM Towers", 10th Floor, Room #1001, 32 Chowringhee Road, Kolkata - 700071, India Contact: (+91 33) 4006 5790
Krishnapatnam	H.No. 16-8-254, G-2, Street No. 1, Ramalingapuram, Opp. Ayush Dental Hospital, Nellore - 524003, India Contact: (+91) 78936 46048
Ludhiana	103-104, 1st Floor, Plot R-14, PSIEC, Jeevan Nagar, Focal Point, Ludhiana - 141010, India Contact: (+91 161) 5030 480
Mangalore	Door No. 62A, 3rd Floor, Commerce Centre, Kulur Kavoor Road, Mangalore - 575013, India Contact: (+91 824) 2456 455
Moradabad	Sri Ram Nagar Colony, Behind S.D.M. Inter College, Ramleela Maidan, Linepar, Moradabad, India Contact: (+91) 98971 05550
Mundra	Office No. 2, 1st Floor, "Gayatri", Opposite BSNL Office, Plot No. 5, Sector No. 9, Gandhidham, Kutch - 370201, India Contact: (+91 2836) 229 356 / 360 / 370



City / Location	Address & Contact
Nagpur	42, Pragati Colony, 2nd Floor, Opp. Sai Mandir, Wardha Road, Nagpur - 440015, India Contact: (+91 712) 3244 438
New Delhi	Flat No. 905–908, Pragati's Devika Tower, 6 Nehru Place, New Delhi - 110019, India Contact: (+91 11) 4944 7100
Pipavav	Office No. 27, 2nd Floor, Port User's Complex, Pipavav Port via Rajula, Amreli District, Gujarat - 365560, India Contact: (+91 2794) 286 155
Pune	Office No. 302, 3rd Floor, SR No. 85/2, Lakshmi-Keshav Complex, BRT Road, Adarsh Nagar, Kalewadi, Pimpri Chinchwad, Pune - 411017 Contact: +91 9763339608
Tuticorin	Door No. 5A/96D, 2nd Floor, Caldwell Colony Main Road, Tuticorin - 628008, India Contact: (+91 461) 2353 663 / 2353 106
Veraval	Nana Building, Office No. 1, 1st Floor, Prabhas Patan Road, Bhidiya, Veraval, Gujarat - 362269, India Contact: (+91) 97148 86899
Vizag	Office No. 2, 4th Floor, Navaratna Trade Centre, Beside Hotel Meghalaya, Sampath Vinayaka Temple Road, Visakhapatnam, Andhra Pradesh - 530003 Contact: (+91 891) 2506424
Singapore Entity: TRANSWORLD GLS SINGAPORE PTE LTD	
Singapore	120 Lower Delta Road, #06-09, Cendex Centre, Singapore 169208 Contact: +65 6413 0597
Malaysia Entity: TRANSWORLD GLS SDN BHD	
Klang	Suite 09-03A, Menara Trend, Intan Millennium Square, Taman Intan, Jalan Batai Laut - 4, Klang, Selangor 41300, Malaysia Contact: +603 3344 5512 / 5514
Johor Bahru / Pasir Gudang	Menara MAA, Suite 20-01B, 20th Floor, No. 15, Jalan Dato' Abdullah Tahir, Johor Bahru 80300, Pasir Gudang, Malaysia Contact: (+607) 3391 709 / 712
Penang	51-18-F2, Menara BHL, Jalan Sultan Ahmad Shah, 10500 Penang, Malaysia Contact: (+604) 226 7512 / 227 7512 / 228 7512
Thailand Entity: TRANSWORLD GLS THAILAND PTE LTD	
Bangkok	7th Floor, Room 708, Kasemkij Building, 120 Silom Road, Suriyawongse, Bangrak, Bangkok 10500 Contact: +66 2652 4467 / 68 / 69
Vietnam Entity: TRANSWORLD GLS SINGAPORE PTE LTD / TRANSWORLD GLS VIETNAM CO. LTD.	
Ho Chi Minh City	PSO Business Centre, Suite 14, Floor 1, 43 Mac Dinh Chi, Da Kao Ward, Ho Chi Minh City, Vietnam

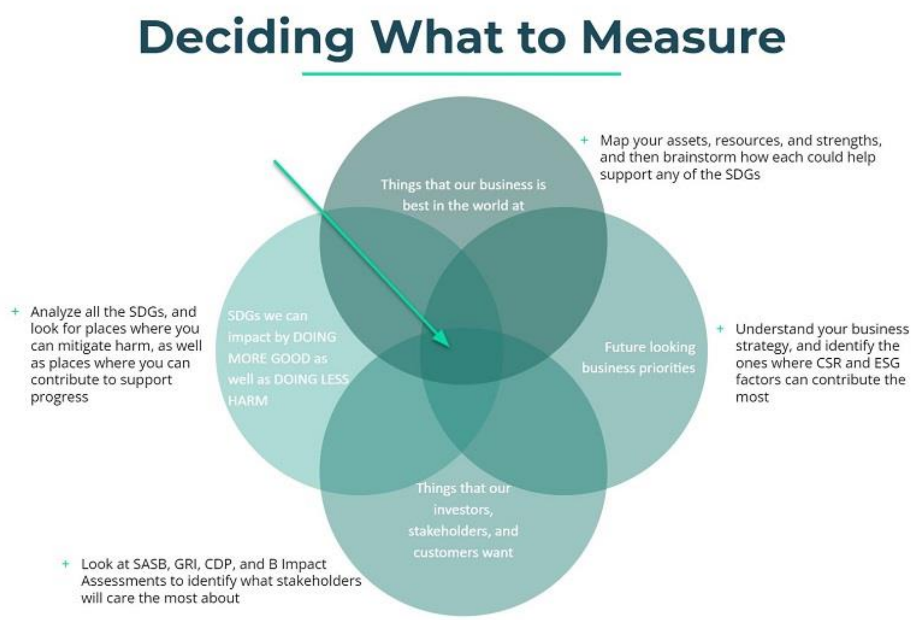
City / Location	Address & Contact
Haiphong	Office No. 417, 4th Floor, TD Business Centre, TD Plaza, Lot 4&5/20A, Le Hong Phong Road, Ngo Quyen District, Haiphong, Vietnam Contact: (+84 31) 3720 295 / 296 / 297
Indonesia Entity: PT. TRANSWORLD GLS INDONESIA / TRANSWORLD GLS INDONESIA	
Jakarta	Gedung Kirana Dua, Lt. 16 Unit D, Jl. Boulevard Timur No. 88, Kelapa Gading Timur, Kelapa Gading, Jakarta Utara 14240, Indonesia Contact: +62-21-29629730
Medan	Sinar Mas Land Plaza Medan, 8th Floor, Jl. P. Diponegoro No. 18, Medan - 20152, Indonesia Contact: (+62 61) 457 5228
Surabaya	Sinar Mas Land Plaza, 10th Floor #1015, Jl. Pemuda No. 60-70, Surabaya - 60271, Indonesia Contact: (+62 31) 534 6032
Sri Lanka Entity: TRANSWORLD GLS LANKA PVT LTD	
Colombo	Ceylinco House, No. 69, 8th Floor, Janadhipathi Mawatha, Colombo 01 Contact: +94 7634170 / 77
Dubai Entity: TRANSWORLD GLS (DUBAI)	
Dubai	Level 16, Suite No. 1602, Oberoi Centre, P.O. Box 65752, Marasi Drive, Business Bay, Dubai, UAE Contact: +971 5530 20316
China Entity: TRANSWORLD GLOBAL LOGISTICS (CHINA)	
Yiwu	Room 3002, Beverly Business Apartment, 222 North Cheng Road, Yiwu City, Zhejiang Province, China - 322000 Contact: +86 17855896737
Myanmar Entity: TRANSWORLD GLS (S) PTE LTD, MYANMAR BRANCH	
Yangon	#1004/1006, 10th Floor, La Pyayt Wun Plaza, 37 Alan Pya Pagida Road, Dagon Township, Yangon, Myanmar Contact: +95 9 382536 / 378061 / 378062

Executive Summary

Overview of the report's purpose

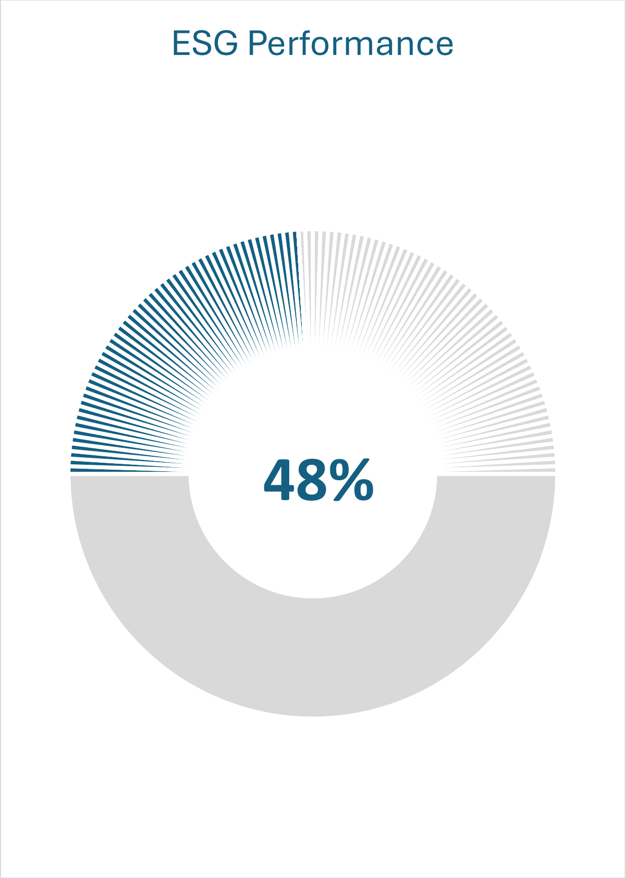
The ESG GAP report offers a detailed analysis of a company's environmental, social, and governance performance, leveraging the D&B ESG questionnaire. This Questionnaire evaluates a variety of factors, including operational risks, regulatory compliance, and reputational aspects, culminating in a comprehensive ESG performance evaluation that reflects the organization's commitment to sustainable practices. By benchmarking this score against industry standards, stakeholders gain insight into the company's relative performance, enabling informed decision-making regarding investments and partnerships.

Beyond assessment, the ESG GAP Report also plays a crucial role in guiding strategic decision-making and long-term sustainability planning. It helps companies benchmark their ESG performance against competitors and industry standards, highlighting both gaps and Strengths. This enables leadership teams to prioritize ESG initiatives that drive value creation, foster investor confidence, and strengthen brand reputation. Ultimately, the ESG GAP Report acts as a roadmap for continuous ESG improvement, ensuring that businesses remain proactive in meeting evolving regulatory demands and stakeholder expectations.



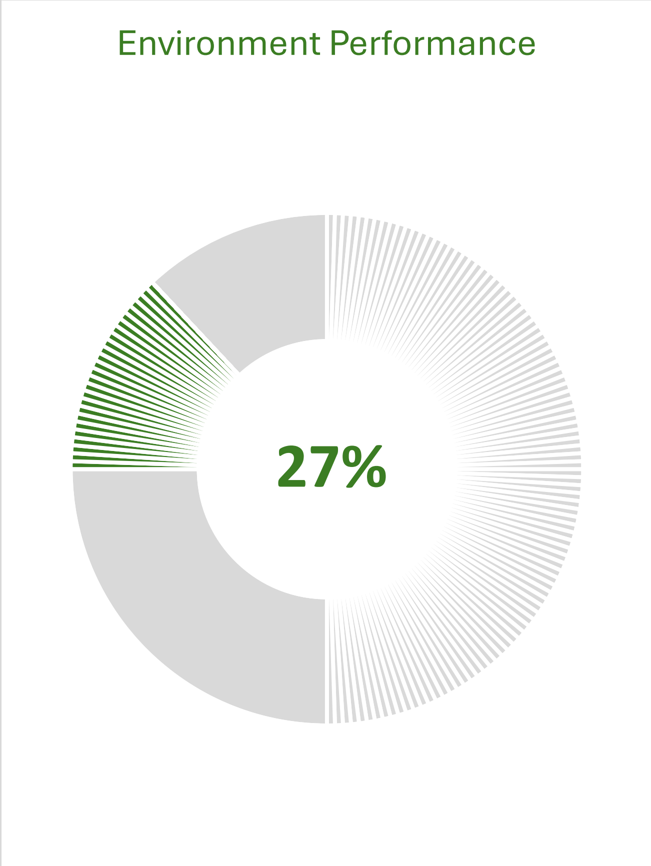
Key findings and highlights

Overall ESG Performance

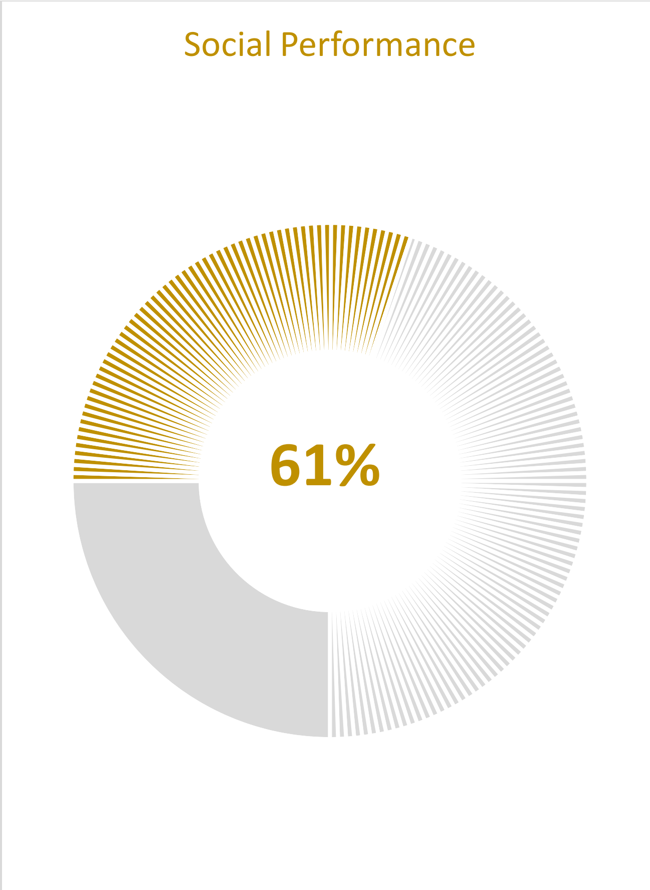


Transworld Global Logistics Solutions India Private Limited exhibits an overall ESG Performance of 48%, reflecting a transitional stage where governance strength is not yet fully translating into balanced environmental and social outcomes. The governance dimension stands out as a clear anchor, supported by exemplary board accountability, business ethics, and shareholder rights, which collectively foster transparency, ethical discipline, and stakeholder inclusivity. In contrast, environmental maturity remains limited, with nascent integration of climate strategy into operations, exposing the organization to potential regulatory and reputational vulnerabilities. Given the nature of its service-based operations, the company has significant potential to further institutionalize environmental sustainability practices and maximize its contribution towards environmental stewardship. The social pillar demonstrates comparatively stronger progress, driven by robust data privacy, human rights adherence, and capability development, though gaps in supplier engagement and formalized safety systems constrain consistency. Overall, the ESG profile indicates a firm with strong intent and governance foundations yet requiring accelerated environmental action and deeper social institutionalization to achieve cohesive, long-term sustainability leadership.

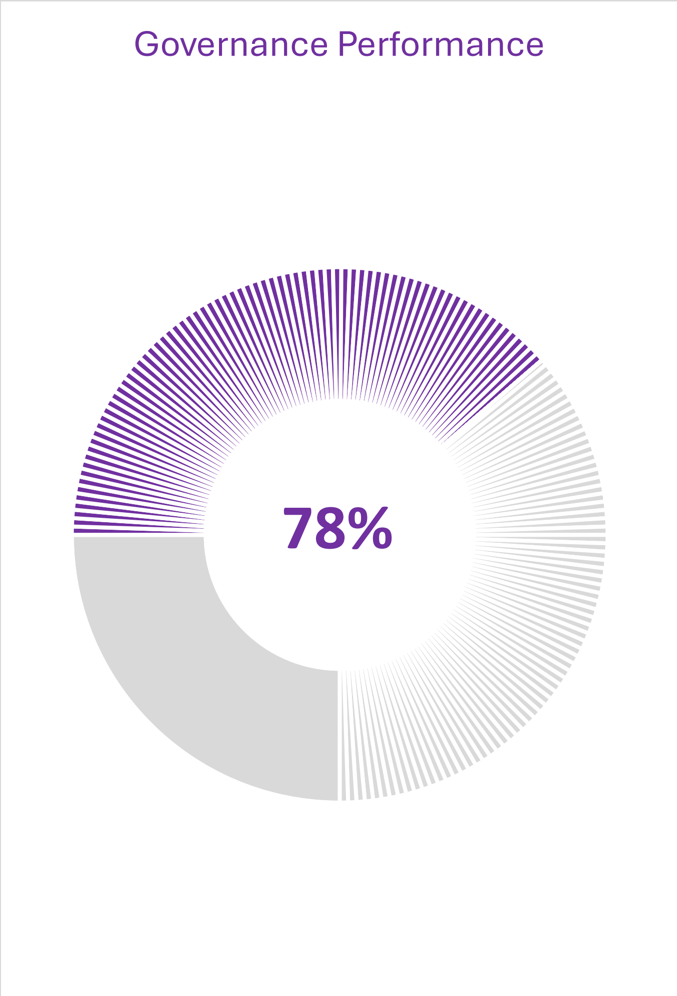
ESG Performance Breakdown



The overall environmental maturity reflects a nascent yet evolving journey, with an overall Score of 27%, indicating substantial scope to embed sustainability into core operations. While the organization demonstrates commendable intent through emission reduction targets and strong compliance practices, the performance across key levers remains uneven. Notably, water stewardship emerges as a relative strength, supported by active conservation initiatives, whereas energy efficiency and emissions management are significantly underdeveloped, constraining progress toward decarbonization. Gaps in structured energy and waste policies, absence of science-aligned targets, and incomplete GHG boundary coverage expose the firm to regulatory and reputational risks. The lack of formalized climate integration and biodiversity safeguards further limits resilience. Strategic prioritization of renewable energy adoption, robust policy frameworks, and site-wide implementation will be critical to driving measurable environmental impact and long-term value creation.



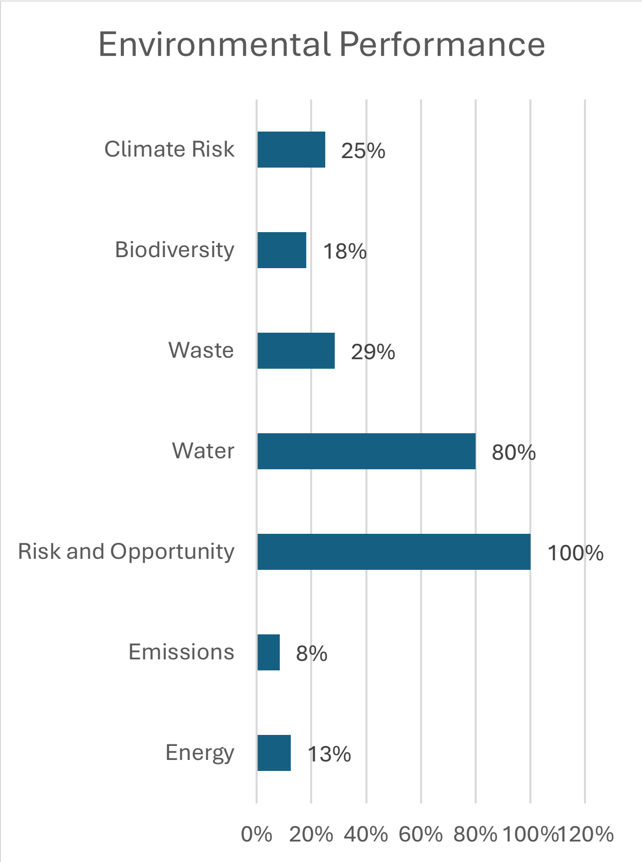
The overall social maturity stands at an overall score of 61%, reflecting a moderately strong foundation with clear pockets of excellence, yet notable areas requiring structured reinforcement. The organization demonstrates exemplary performance in data privacy, cyber risk management, human rights adherence, and training and education, signalling robust governance, employee capability building, and operational integrity. Strong ethical frameworks, including codes of conduct and whistleblower protections, further reinforce responsible business practices. However, sustainability of these strengths is constrained by gaps in supplier engagement and the absence of a stand-alone whistleblower policy, which may dilute accountability mechanisms. Health and safety performance, while supported by policies and safety measures, lacks formal certification and systematic risk identification, limiting proactive risk mitigation. Diversity and employee relations show moderate progress but warrant deeper institutionalization. Overall, enhancing structured supplier oversight, formal safety systems, and inclusive workplace practices will be critical to advancing from compliance-led to leadership-driven social performance.



Transworld Global Logistics Solutions India Private Limited demonstrates a solid governance foundation, reflected in an overall Score of 78%, underpinned by exemplary practices in board accountability, business ethics, and shareholder rights. The deliberate separation of the Chairman and CEO roles reinforces independent oversight and strengthens checks and balances, while the presence of robust ethical frameworks signals a culture anchored in integrity and responsible conduct. Furthermore, shareholder engagement through proxy voting on ESG matters highlights a progressive stance toward inclusivity and transparency.

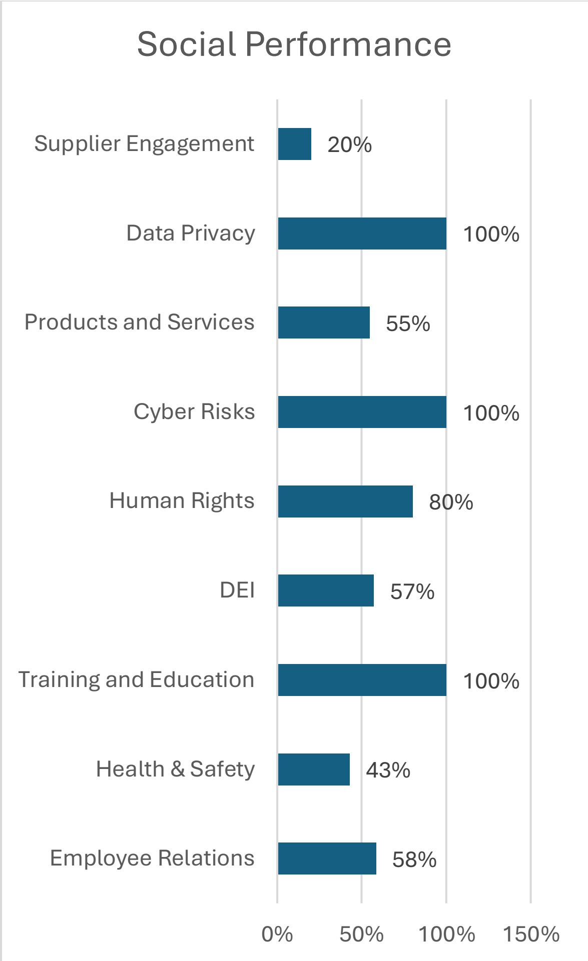
However, the absence of a formal sustainability report remains a critical gap. This limits disclosure maturity, constrains stakeholder visibility, and weakens the organization's ability to systematically track and communicate ESG progress. Elevating reporting and disclosure practices will be pivotal to translating strong governance intent into demonstrable, trust-building outcomes and unlocking long-term competitive advantage.

Topic wise Performance



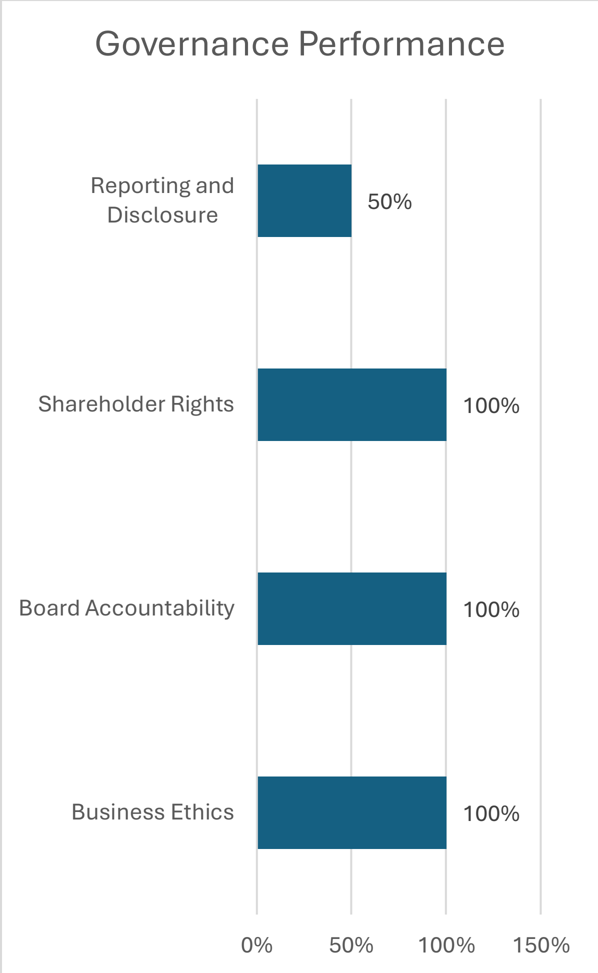
Transworld Global Logistics Solutions India Private Limited demonstrates a nascent environmental management posture, reflected in an overall environmental performance score of 27%. The assessment reveals a bifurcated profile, with strong risk and opportunity management (100%) and water stewardship (80%) indicating early intent toward responsible resource use and regulatory compliance. However, climate risk integration (25%), waste (29%), and biodiversity (18%) remain underdeveloped, limiting ecosystem resilience and long-term sustainability alignment. Most critically, emissions (8%) and energy (13%) performance highlight the absence of structured policy frameworks, target setting, and operational controls, constraining progress toward decarbonization.

This fragmented maturity exposes the organization to transition and compliance risks, particularly given incomplete GHG boundary coverage and limited climate governance. A strategic pivot toward enterprise-wide energy management, science-based emission targets, and formalized environmental policies will be essential to convert intent into measurable impact and strengthen environmental credibility.



With an overall social performance score of 61%, Transworld Global Logistics Solutions India Private Limited exhibits a moderately mature social framework, underpinned by strong governance and targeted capability-building initiatives. The assessment reveals exemplary performance in data privacy (100%) and cyber risk management (100%), signalling a robust digital trust architecture. Similarly, training and education (100%) reflect a deeply embedded learning culture, complemented by human rights (80%) safeguards and a comprehensive code of conduct, whistleblower mechanism, and adherence to minimum wage principles—collectively reinforcing ethical integrity and workforce stability. Product and services responsibility (55%) and employee relations (58%) demonstrate steady institutionalisation of responsible practices, while diversity (57%) indicates progressing inclusivity efforts.

However, significant gaps persist. Supplier engagement remains notably low at 20%, constraining supply chain transparency and ethical oversight. Given the company's service-oriented operations, no workplace hazard-related incidents have been reported to date. Nevertheless, employee well-being is supported through first-aid provisions, accidental insurance coverage, and health insurance benefits, ensuring preparedness and support in the event of any health or safety-related concerns. Health and safety (43%) are comparatively weak, reflecting the absence of ISO 45001 certification and structured HIRA processes, thereby limiting proactive risk management. Addressing these deficiencies through formalised safety systems, enhanced supplier collaboration, and deeper DEI integration will be pivotal to elevating social resilience and achieving balanced ESG performance.



With an overall governance performance score of 61%, Transworld Global Logistics Solutions India Private Limited demonstrates a governance framework that is strongly anchored in ethical rigor and structured oversight, yet restrained by limited disclosure maturity. The assessment indicates exemplary performance across business ethics (100%), board accountability (100%), and shareholder rights (100%), reflecting a well-governed organisation with clear separation of leadership roles and a robust proxy voting mechanism that enhances stakeholder influence and transparency. Reporting and disclosure, however, stand at 50%, signifying a moderate baseline and a missed opportunity for proactive ESG communication and performance tracking.

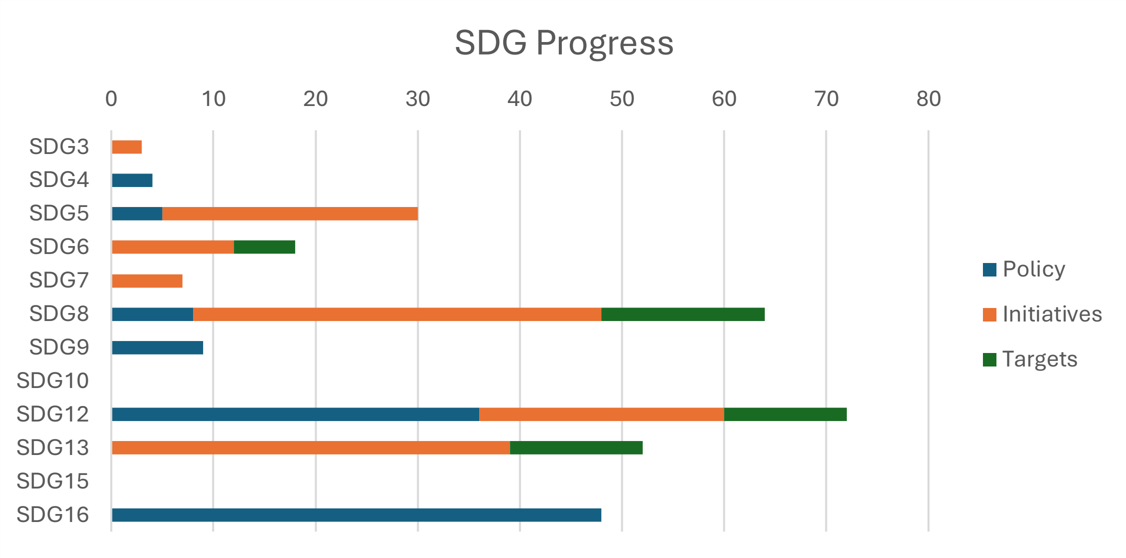
While governance fundamentals are sound, the absence of a comprehensive sustainability report weakens transparency and constrains visibility into ESG progress. Elevating disclosure practices and institutionalising integrated reporting will be critical to converting strong governance foundations into demonstrable sustainability leadership and long-term stakeholder confidence.

Sustainable Development Goals

As per various activities undertaken by the company, the SDGs at indicator level are mapped. The mapping shows a company progress towards achieving the goals at indicator level.

Mapping company initiatives with Sustainable Development Goals (SDGs) at the indicator level is important as it provides a clear framework for organizations to align their strategies with global sustainability objectives. By linking specific initiatives to individual SDG indicators, companies can better understand how their actions contribute to broader societal goals, facilitating transparency and accountability in their sustainability efforts.

The mapping also helps identify gaps and opportunities within a company's sustainability strategy. By analyzing which SDGs are being addressed and which are not, organizations can prioritize areas for improvement, ensuring that their initiatives are not only impactful but also comprehensive. This targeted approach allows companies to leverage resources effectively and measure progress more accurately against established global benchmarks.



With a thoughtfully structured alignment to the Sustainable Development Goals (SDGs), Transworld Global Logistics Solutions India Private Limited demonstrates a clear intent to embed sustainability principles across its operations, supported by defined policies, selective initiatives, and emerging target-setting practices. The organisation's SDG integration reflects a balanced emphasis on social advancement and governance strength, complemented by foundational environmental actions that indicate growing awareness and a gradually strengthening sustainability footprint, with further opportunity to scale impact across key environmental priorities.

In the social dimension, the company's commitment to SDG 5 (Gender Equality) is evident through active initiatives aimed at fostering inclusivity and strengthening equitable workplace practices. Similarly, SDG 8 (Decent Work and Economic Growth) showcases a strong focus on workforce development and employability, with initiatives that promote skill enhancement, operational efficiency, and sustainable job creation—underscoring a people-centric approach aligned with long-term organisational resilience.

The organisation also demonstrates meaningful engagement with governance and institutional resilience under SDG 16 (Peace, Justice, and Strong Institutions), supported by a robust policy framework that reinforces ethical conduct, accountability, and transparent decision-making. Complementing this, SDG 4 (Quality Education) reflects a sustained emphasis on capability building, reinforcing continuous learning as a foundation for sustainable performance.

From an environmental perspective, aligned to SDG 13 (Climate Action) and SDG 12 (Responsible Consumption and Production) signal initial but constructive progress, highlighting intent to improve resource efficiency and climate responsiveness. Engagement with SDG 6 (Clean Water and Sanitation) further reinforces this developing focus on responsible resource management.

Overall, the SDG mapping illustrates a company building a credible sustainability base, with strong social and governance underpinnings and emerging environmental actions that can be progressively deepened to enhance long-term impact.

ESG and its importance

ESG stands for Environmental, Social, and Governance. It represents a set of criteria used to evaluate a company’s operations and impact on the world. The "Environmental" aspect examines how a company performs as a steward of nature, including factors like carbon emissions, resource use, and waste management. The "Social" component looks at how it manages relationships with employees, suppliers, customers, and the communities in which it operates, focusing on issues like labor practices and community engagement. Finally, the "Governance" dimension addresses the company's leadership, executive pay, audits, and shareholder rights, ensuring transparency and accountability in business practices.

The significance of ESG has grown dramatically in recent years as stakeholders, including investors, consumers, and regulators, increasingly prioritize sustainable practices. Companies that actively manage their ESG risks and opportunities often experience better financial performance and resilience against market volatility. Investors are recognizing that businesses with strong ESG profiles are more likely to mitigate risks related to climate change, social unrest, and governance failures, making them more attractive long-term investments.

Moreover, embracing ESG principles fosters innovation and operational efficiency, prompting companies to develop sustainable products and practices. This not only enhances brand reputation but also attracts a more conscious consumer base. As industries adapt to shifting societal expectations and regulatory landscapes, integrating ESG considerations into business strategies becomes essential for long-term success and competitiveness. Ultimately, prioritizing ESG not only benefits individual companies but also contributes to a more sustainable and equitable global economy.

Brief description of D&B ESG Gap assessment

Dun & Bradstreet (D&B) ESG gap assessment focuses on evaluating environmental, social, and governance (ESG) factors to help organizations understand their gap areas and sustainability performance. The assessment begins with comprehensive data collection, which involves gathering information from a variety of sources, including company disclosures, and third-party reports that the company may have. Key metrics are analyzed across each ESG category: environmental factors may include carbon emissions, resource usage, and waste management; social factors may focus on labor practices, community engagement, and diversity; and governance factors often cover board structure, executive compensation, and compliance with regulations.

Once the data is collected, each aspect of ESG is checked against a predefined criteria and benchmarks. The performance evaluation system typically employs a range of qualitative and quantitative measures to evaluate a company's performance relative to industry standards and peers. For example, a company's environmental performance may reflect its initiatives in renewable energy, while the social performance may incorporate employee satisfaction and community impact metrics. These individual performances are aggregated to form an overall ESG performance, providing a clear snapshot of the company's sustainability and risk management efforts.

To ensure the relevance of the ESG assessment, D&B applies sector-specific weights to each area, recognizing that the significance of ESG factors can vary widely across different industries. For instance, environmental factors may carry more weight in sectors like manufacturing and energy, while social factors may be more critical in retail and services. By tailoring the weighting system, D&B enhances the accuracy and applicability of the final ESG performance, enabling stakeholders to make informed decisions regarding improvement areas, investment opportunities, and corporate responsibility initiatives.

Overall ESG performance and E, S and G performances are evaluated between 1 to100%, with 80-100% being Excellent performance and 1-20% being poor performance. Grading is provided below

Serial Number	Performance type	Percentage Achieved
1	Excellent Performance	Above 80%
2	High Performance	Between 60% to 80%
3	Average Performance	Between 40% to 60%
4	Low Performance	Between 20% to 40%
5	Poor Performance	Below 20%

Purpose of the report and its intended audience

An ESG assessment report serves to evaluate a company's performance across Environmental, Social, and Governance criteria, providing a comprehensive analysis of its sustainability practices and ethical considerations. The purpose of this report is to identify strengths and weaknesses in the company's operations, enabling stakeholders to understand the potential risks and opportunities associated with ESG factors. By providing insights into environmental impact, social responsibility, and governance practices, the report helps organizations align their strategies with global sustainability goals and enhances transparency with investors, customers, and regulators.

The intended audience for an ESG assessment report includes a diverse group of stakeholders such as investors, corporate executives, regulatory bodies, and consumers. Investors use these reports to make informed decisions about where to allocate their capital, seeking companies with strong ESG performance that indicate long-term viability and reduced risk. Corporate executives leverage the findings to improve operational practices and enhance corporate reputation, while regulatory bodies may require this information to ensure compliance with relevant laws and standards. Additionally, consumers increasingly rely on ESG reports to guide their purchasing decisions, favouring brands that demonstrate a commitment to sustainable and ethical practices.

Methodology

Description of the ESG assessment process

The ESG assessment process begins with the evaluation of a company's practices through the lens of Environmental, Social, and Governance criteria, utilizing tools like the D&B ESG gap assessment questionnaire. This score is derived from a comprehensive analysis of various data points, including carbon emissions, labor practices, and board diversity. By integrating these metrics, the D&B ESG gap assessment provides a quantifiable measure of a company's ESG performance, enabling organizations to identify areas of strength and opportunities for improvement. This initial performance evaluation serves as a benchmark against industry peers and helps stakeholders gauge the company's commitment to sustainable practices.

Overview of data collection methods

Data collection for ESG assessments using the D&B ESG Gap assessment method and GRI standards involves a comprehensive approach that combines quantitative and qualitative methods to gather relevant information. The D&B ESG Gap Assessment method collects information from the company basis D&B ESG Gap Assessment questionnaire. This questionnaire assesses various factors such as environmental impact, social practices, and governance structures, providing an ESG performance evaluation that reflects the organization's overall sustainability. Surveys and interviews with key stakeholders—such as employees and management—also contribute qualitative insights, enriching the assessment by capturing the company's culture and stakeholder perceptions.

Material Topics and KPIs

Key Material Topics Identified for the sector as per SASB are as below and KPIs aligned to BRSR, SASB and GRI are presented below, when tracked will help the company improve their ESG performance:

Sector	**Industrials**
Material Topics	Circular Economy
	Waste Management
	Innovation
	Regulatory Compliance
	Supply Chain Efficiency
	Environmental Impact

Circular Economy

KPI	Description
% of products designed for recyclability or reuse	Measures the integration of circularity into product development.
% of materials sourced from recycled or renewable sources	Tracks the use of sustainable input materials.

Waste Management

KPI	Description
Total waste generated (tons/year)	Captures the volume of waste from all operations.
% of waste diverted from landfill	Indicates efficiency of recycling, reuse, and recovery practices.

Innovation

KPI	Description
% of R&D budget allocated to sustainable technologies	Reflects commitment to green innovation.
Product carbon footprint reduction (year-over-year)	Evaluates efficiency gains in environmental impact of products.

Regulatory Compliance

KPI	Description
Number of environmental or labor compliance violations	Tracks adherence to laws and standards.
% of employees trained on ESG compliance annually	Ensures broad awareness of corporate responsibilities.

Supply Chain Efficiency

KPI	Description
% of key suppliers assessed for ESG risks	Measures sustainable procurement progress.
Scope 3 emissions (by category)	Tracks indirect emissions from purchased goods, logistics, etc.
% of local sourcing (by spend or volume)	Promotes local development and reduces carbon footprint.
% of suppliers compliant with the company's Code of Conduct	Ensures supplier alignment with company values and standards.

Environmental Impact

KPI	Description
Total Scope 1, 2, and 3 GHG emissions (tCO_2e/year)	Comprehensive emissions accounting.
Water withdrawal and consumption (m^3/year)	Tracks water stewardship and consumption efficiency.
Energy intensity (GJ per unit of output or revenue)	Monitors energy efficiency across operations.
Number of environmental incidents or spills	Track operational risks and incident response.
% of renewable energy in total energy consumption	Measures transition toward clean energy sources.

Peer Comparison

Peer analysis involves benchmarking a company's Environmental, Social, and Governance (ESG) performance against industry peers or competitors. This process is essential because ESG performance is relative stakeholders, investors, and regulators often evaluate companies within the context of their sector norms and best practices. By comparing peers, organizations can identify where they stand on critical ESG parameters such as climate risk management, energy efficiency, diversity, human rights, and governance structures. It highlights gaps, strengths, and emerging trends, ensuring that ESG strategies are not developed in isolation but aligned with industry expectations and global standards.

Peer analysis reveals whether the company is leading, lagging, or aligned with industry benchmarks, enabling strategic positioning in sustainability leadership. It uncovers successful initiatives adopted by peers, offering actionable insights into improving ESG performance and adopting innovative solutions.

Demonstrating performance relative to peers strengthens transparency and credibility, which is critical for attracting responsible investors and meeting stakeholder expectations. Benchmarking motivates organizations to close gaps, set ambitious targets, and adopt global frameworks, ensuring resilience and long-term value creation. Understanding peer strategies helps anticipate regulatory changes, reputational risks, and market shifts, reducing exposure to ESG-related risks.

The table in the next page shows a peer gap analysis for Transworld Global Logistics Private Limited against three peers in the same business.

The table below shows the peer gap analysis, the first column lists ESG sub-themes; the second captures Transworld status (based on assessment inputs); the next three columns benchmark peers and highlight where their public disclosures indicate stronger maturity*.

Sub-themes of ESG	Company Status (Transworld)	Blue Dart Express Ltd	Container Corporation of India Ltd (CONCOR)	DHL Group
Environmental – Emissions Accounting & Reduction	No emissions accounting or science-based targets; emissions management not institutionalized	Comprehensive GHG inventory, science-based targets, and verified disclosures	Carbon footprint tracking and gradual decarbonization roadmap integrated	Net-zero by 2050 with validated Science Based Targets and full Scope 1–3 reporting
Environmental – Energy Management & Renewables	No energy policy, audits, or renewable adoption	Energy efficiency programs and renewable energy integration across hubs	ISO 50001-aligned energy management and efficiency initiatives	High renewable energy penetration and energy intensity reduction
Environmental – Water Management	Water saving initiatives in place but no policy	Water conservation measures and recycling initiatives at facilities	Water efficiency programs and usage monitoring	Water stewardship strategy with risk-based management

Environmental – Waste Management & Circularity	Absence of full fledged waste management policy; waste segregation manual available; limited proactive tracking	Waste segregation, recycling, and compliance systems in place	Structured waste handling and compliance monitoring	Circular economy initiatives and zero waste-to-landfill ambitions
Environmental – Biodiversity	No biodiversity policy or structured management	Basic environmental compliance in operations	Environmental impact management in infrastructure projects	Biodiversity risk integration and conservation initiatives
Social – Health & Safety Management	No certified H&S system or structured HIRA	ISO 45001 certified systems and strong safety culture	Formal safety systems and risk assessments	Global H&S standards with strong KPIs and reporting
Social – Supplier Engagement	Low supplier engagement; limited ESG integration in supply chain	Supplier codes of conduct and ESG audits	Supplier compliance monitoring and quality oversight	ESG-aligned procurement and supplier assessments
Social – DEI & Workforce Inclusion	DEI moderate; foundational policies present	Diversity and inclusion programs with measurable goals	Structured workforce inclusion initiatives	Global DEI strategy with targets and reporting

Social – Training & Capability Building	Strong training programs (100%) and policy awareness	Continuous learning and skill development programs	Structured technical and non-technical training	Digital learning platforms and leadership development
Governance – ESG Disclosure & Reporting	No sustainability report; moderate disclosure maturity	Annual sustainability reporting aligned with global frameworks	Integrated reporting and ESG disclosures	Comprehensive sustainability reporting (GRI, TCFD, CSRD)
Governance – Ethics & Compliance	Strong ethics framework and compliance adherence	Robust ethics and compliance programs	Global code of ethics and compliance systems	Strong ethical governance with whistleblower mechanisms

***Note** – This information has been taken from open-source information only.*

Key Takeaways of Peer Comparison

1. Strong ethical and social foundation, but ESG integration across environment and governance remains limited versus peers.
2. Significant gap in climate readiness, especially emissions accounting.
3. Opportunity to accelerate maturity by adopting peer-level ESG policies, disclosures, and risk governance frameworks.

Findings and Insights

Detailed discussion of key findings from the ESG gap assessment

The Environmental, Social, and Governance (ESG) score and Global Reporting Initiative (GRI) assessment are critical frameworks for evaluating an organization's sustainability practices and social responsibility. Key findings from these assessments often highlight a company's commitment to environmental stewardship, social equity, and robust governance structures. For instance, a high ESG performance may indicate effective management of carbon emissions, waste reduction initiatives, and proactive measures in biodiversity conservation. Organizations that perform well on environmental criteria tend to implement comprehensive strategies that align with global climate goals, often demonstrating leadership in renewable energy adoption and resource efficiency.

There are many strengths that were identified and few gaps, that the company can focus for future, along with the KPIs and E, S and G level performance provided earlier, which can be looked at for improving Transworld Logistics performance and stewardship in ESG among peers.

Identification of strengths and areas for improvement

Area of Impact	Topic of Impact	Strength	Area of Impact	Topic of Impact	Areas of improvement
ENVIRONMENT	Risk & Opportunity	The company has maintained compliance requirement well	**ENVIRONMENT**	Energy	The company should have an energy policy to enhance energy efficiency and reduce costs while minimizing its environmental impact. This commitment fosters compliance with regulations and strengthens its reputation among stakeholders.
	Water	The company is implemented water saving initiatives, which highlights efforts towards reducing dependence on water		Energy	The company should implement energy policy for all sites to avail equal benefits across locations
	Water	The company has established goals on water usage reduction which translates to cost savings as well.		Energy	The company should plan to increase RE power in their overall energy requirement for cost saving and emission reduction.
	Waste	The company has established waste segregation manual which will help guide efficiency measures, cost saving and stewardship among similar companies		Energy	The company should conduct energy audits to understand areas where energy savings are possible, which will help reduce expenses.
	Waste	The company tracks its regulatory requirement on waste management proactively to avoid penalties or fines		Climate Change	Climate Change is a significant risk to businesses,hence having policy on how CC integrated in business decision can reduce risks and provide opportunities
	Climate Change	The company has set goals and targets on emission reduction which highlights positive strategy to minimise emissions and also cost		Climate Change	Companies who are not reducing emissions or plan to reduce emissions will be displayed as rigid company

					and will face implications of carbon tax or penalty in future
				Climate Change	The company should set emission target in line with science to help reduce emissions and meaningfully contribute to mitigating climate change.
				Climate Change	The company should conduct climate related risk assessment and integrate the risks in internal risk management for monitoring and checks
				Water	The company should have an water management/conservation policy to enhance efficiency and reduce costs while minimizing its environmental impact. This commitment fosters compliance with regulations and strengthens its reputation among stakeholders.
				Waste	The company should have a comprehensive waste management policy to enhance efficiency and reduce costs while minimizing its environmental impact. This commitment fosters compliance with regulations and strengthens its reputation among stakeholders. Currently the company has waste segregation manual only.
				Waste	The company should plan to build ETP if CETP does not exist in the region to manage wastewater
				Biodiversity	The company should have a biodiversity management policy to ensure protection and

					conservation of biological resources including forest, water bodies and other high value biodiversity zones. This commitment fosters compliance with regulations and strengthens its reputation among stakeholders.
				Health and Safety	The company should have incident tracking system even if all its operations are in office and not plants. This is because many kinds of injuries can also happen in office premises like slip and trip etc.
SOCIAL	Employee Relations	The company has group wide COC which covers various aspects which helps run business ethically and responsibly	**SOCIAL**		
	Employee Relations	The company has prepared an independent Whistleblower policy and safeguard of whistle blower to uncover any malpractice or corruption in the company			

	Employee Relations	Having a policy on child labor demonstrates a company's commitment to ethical standards and social responsibility, enhancing its reputation among consumers and stakeholders. It also mitigates legal risks and ensures compliance with international labor laws, fostering a more sustainable business environment.			
	Employee Relations	Adhering to minimum wage rates ensures fair compensation for employees, boosting morale and fostering loyalty, which can enhance productivity. It also helps the company avoid legal penalties and reputational damage associated with wage violations, promoting a positive workplace culture.			
	Health & Safety	Having a health and safety policy promotes a safe work environment, reducing the risk of accidents and injuries, which enhances employee well-being and productivity. It also helps the company comply with legal regulations, minimizing liability and potential financial repercussions.		Reporting & Disclosure	Not having a sustainability report can lead to a lack of transparency, eroding trust among stakeholders and potentially harming the company's reputation. It may also prevent the organization from effectively tracking its sustainability efforts, resulting in missed opportunities for improvement and competitive advantage.
	Health & Safety	Having safety equipments and measures helps company fights any incident actively and reduce chances of major fatality or accidents.			
	Training & Education	Providing both technical and non-technical training equips employees with essential skills, enhancing their productivity and adaptability in a dynamic work environment. It fosters a culture of continuous learning, boosting employee engagement and			

		retention while improving overall organizational performance.			
	Training & Education	Providing both technical and non-technical training equips workers with essential skills, enhancing their productivity and adaptability in a dynamic work environment. It fosters a culture of continuous learning, boosting employee engagement and retention while improving overall organizational performance.			
	Diversity	Having a diversity policy fosters an inclusive workplace, encouraging a variety of perspectives and ideas that drive innovation and creativity. It enhances employee morale and satisfaction, attracting top talent and improving the company's reputation among customers and stakeholders.			
	Diversity	Tracking gender data for executives, management, and workers helps identify gender disparities and promote equality within the organization. It enables companies to develop targeted strategies for diversity and inclusion, fostering a more equitable workplace and enhancing overall performance.			
	Products & Services	Avoiding single-use plastics demonstrates a company's commitment to sustainability, enhancing its brand image and appeal to environmentally conscious consumers. It also reduces waste and operational costs, contributing to a more efficient and responsible supply chain.			

	Supplier Engagement	Having a supplier code of conduct ensures that vendors adhere to ethical standards, promoting fair labor practices, environmental responsibility, and quality assurance. It fosters transparency and accountability in the supply chain, enhancing the company's reputation and minimizing risks related to compliance and ethical sourcing.			
GOVERNANCE	Board Accountability	Separating the roles of chairman of the board and CEO enhances corporate governance by ensuring a balance of power and reducing the risk of conflicts of interest. This structure promotes greater accountability, transparency, and independent oversight, ultimately leading to more effective decision-making and stakeholder trust.			
	Shareholder Rights	Allowing shareholders to engage in proxy voting on ESG issues empowers them to influence corporate policies and practices, promoting accountability and sustainability. It fosters a culture of transparency and responsiveness, aligning the company's operations with the values and expectations of its stakeholders.			

About Dun & Bradstreet

Dun & Bradstreet, a leading global provider of business decisioning data and analytics, enables companies around the world to improve their business performance. Dun & Bradstreet's Data Cloud fuels solutions and delivers insights that empower customers to accelerate revenue, lower cost, mitigate risk and transform their businesses. Since 1841, companies of every size have relied on Dun & Bradstreet to help them manage risk and reveal opportunity.

Dun & Bradstreet Information Services India Private Limited is headquartered in Mumbai and provides clients with data-driven products and technology-driven platforms to help them take faster and more accurate decisions across finance, risk, compliance, information technology and marketing. Working towards Government of India's vision of creating an Atmanirbhar Bharat (Self-Reliant India) by supporting the Make in India initiative, Dun & Bradstreet India has a special focus on helping entrepreneurs enhance their visibility, increase their credibility, expand access to global markets, and identify potential customers & suppliers, while managing risk and opportunity.

With a strong focus on ESG, Dun & Bradstreet also offers comprehensive ESG solutions that evaluate environmental, social, and governance factors, enabling businesses to enhance transparency, mitigate risks, and improve sustainability performance.

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