

S.J.S. Enterprises Limited

(Formerly known as S.J.S. Enterprises Private Limited)

Sy No 28/P16 of Agra Village and Sy No 85/P6
of B.M Kaval Village Kengeri Hobli, Bangalore 560082

P: +91 80 6194 0777 F: +91 80 28425110

Email Id: info@sjsindia.com, compliance@sjsindia.com

ISO 14001 ISO 45001
ISO 9001 IATF 16949
Certified

CIN: L51909KA2005PLC036601

www.sjsindia.com



Creating Possibilities

August 08, 2023

To,

National Stock Exchange of India Limited Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra – Kurla Complex, Bandra (E), Mumbai -400 051 Symbol: SJS	BSE Limited Corporate Relationship Department, 2 nd Floor, New Trading Wing, Rotunda Building, P.J. Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 543387
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ISIN: INE284S01014

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the Financial Year 2022-23

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith a copy of the Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-23.

The said Report is also available on the website of the Company at <https://www.sjsindia.com/>

Request you to kindly take the above on record.

Thank you,

Yours faithfully,

For **S.J.S. Enterprises Limited**

Thabraz Hushain W.

Company Secretary & Compliance Officer

Membership No.: A51119

Encl: As mentioned above

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

SECTION A: GENERAL DISCLOSURES

1) DETAILS OF THE ENTITY

Serial no.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L51909KA2005PLC036601
2.	Name of the Entity	S.J.S. ENTERPRISES LIMITED
3.	Year of incorporation	2005
4.	Registered office address	Sy No 28/P16 of Agra village and Sy No 85/P6 of B.M Kaval Village, Kengeri Hobli Bangalore, Bangalore Rural, Karnataka -560082 India
5.	Corporate address	Sy No 28/P16 of Agra village and Sy No 85/P6 of B.M Kaval Village, Kengeri Hobli Bangalore, Bangalore Rural, Karnataka -560082 India
6.	E-mail	compliance@sjsindia.com
7.	Telephone	+91 080 6194 0777
8.	Website	https://www.sjsindia.com/
9.	Financial year for which reporting is being done	1 April 2022 to 31 March 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	30,43,79,040 (Divided into 3,04,37,904 equity shares of ₹10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Thabraz Hushain. W Company Secretary & Compliance Officer Tel: +91 80 6194 0777 Email: compliance@sjsindia.com
13.	Reporting boundary - are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on Standalone Basis, unless otherwise specified.

2) PRODUCTS/SERVICES

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	100%

* The details of business activities shall be in line those given in Form MGT-7 prescribed by MCA.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of self-adhesive labels including decals and body graphics, 2D appliques and dials, 3D appliques and dials, 3D lux badges, domes, overlays, aluminium badges, in-mould label or in-mould decoration, lens mask assembly, optical plastics / cover glass, chrome-plated, printed and painted injection moulded plastic parts.	22209	99%

Business Responsibility and Sustainability Report (Contd.)

3. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	01	01	01*
International	NIL	NIL	NIL

*The plant and office are co-located at the same premises.

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	06
International (No. of Countries)	22

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	10.75%
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c) Type of Customers

A brief on types of customers S.J.S. Enterprises Limited (The Company / SJS) is amongst the leading players in the Indian decorative aesthetics industry with the widest range of products across both traditional and premium segments. The Company is a unique blend of strong manufacturing and design capabilities, expert workforce and long-standing customer relationships. The Company provides decorative aesthetic products to automobile, consumer appliances, medical devices, farm equipment and sanitary ware manufacturers both in India and overseas.

The Company serves its customers with a diverse range of products including:

- Decals and body graphics
- 2D and 3D appliques and dials
- 3D lux badges & domes
- Overlays
- Aluminium badges
- In-mould label or decoration parts (IML/IMD)
- Lens mask assembly
- Optical plastics / Cover Glass
- Chrome-plated, printed and painted injection moulded plastic parts

The Company also offers a range of aftermarket accessories for 2Ws and PVs under the brand name 'Transform'.

SJS has the scale and capability to manage 6,700 SKUs and supplied more than 136 Mn parts to 175+ customer locations across 22 countries during financial year 2022-23.

SJS is a partner, co-creator, and supplier of choice to several leading OEMs with a dominant share of business in India and focused strategy to increase global presence. In India, SJS supplies directly or indirectly to:

- All Top 7 Two-Wheeler OEMs
- 9 of Top 10 Passenger Vehicle OEMs
- 5 of Top 10 consumer durable OEM

The Company's robust capabilities, quality performance, price competitiveness and timely delivery have made it a preferred partner for the world's renowned and most esteemed brands. SJS has been associated with its 10 largest revenue contributors for an average of 19 years which is a testament to its strong and trusted customer relationships.

4. EMPLOYEES**18. Details at the end of the year of financial year:****a) Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	178	160	90%	18	10%
2.	Other than Permanent (E)	29	25	86%	4	14%
3.	Total employees (D + E)	207	185	89.4%	22	10.62%
Workers						
1.	Permanent (F)	295	259	87.8%	36	12.2%
2.	Other than Permanent (G)	950	725	76.31%	225	23.7%
3.	Total workers (F + G)	1245	984	79.04%	261	20.96%

b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	-	0	0
3.	Total employees (D + E)	1	1	100%	0	0
Differently Abled Workers						
1.	Permanent (F)	1	1	100%	0	0
2.	Other than Permanent (G)	0	0	-	0	0
3.	Total workers (F + G)	1	1	100%	0	0

19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	08	01	12.5%
Key Management Personnel*	04	0	0

* Key Managerial Personnel includes Managing Director, Chief Executive Officer, Chief Financial officer and Company Secretary.

20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	6%	10.4%	11%	4%	10.6%	9%	2%	8.3%
Permanent Workers	5%	0%	4.7%	8%	2%	7.2%	7%	4%	6.2%

Business Responsibility and Sustainability Report (Contd.)

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Exotech Plastics Private Limited	Subsidiary	100	No

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

22.

S. No.	Requirement	Response	
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes	
		FY 2022-23	FY 2021-22
2.	Turnover (in INR)	2,961,915,000	2,678,872,506
3.	Net worth (in INR)	4,181,350,000	357,547,537

7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes *	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)	Yes *	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes *	NIL	NIL	-	53	0	-
Employees and workers	Yes *	NIL	NIL	-	NIL	NIL	-
Customers	Yes *	11	0	All complaints received during this financial year were related to general concerns, and the same has been promptly resolved with utmost priority.	18	0	All complaints received during the financial year 2021-22 were related to general checks and concerns and have been promptly resolved with utmost priority.
Value Chain Partners	Yes *	NIL	NIL	-	NIL	NIL	-

* The Company has a Stakeholder Management Policy which formalizes grievance management for both internal and external stakeholders, aiming to minimize social risks to the business. Grievances will be managed confidentially to reduce conflicts and strengthen relationships. Stakeholders can use the redressal channel provided if no other mechanism is available in Company policy.

The policy can be accessed at the given link.

<https://www.sjsindia.com/Docs/Stakeholder%20Management%20Policy.pdf>

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

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

S. Material issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1. Energy Management	Risk	In the manufacturing process, significant amounts of energy are commonly utilized for various purposes, such as powering machinery, providing heating and cooling, and lighting facilities. Consequently, these activities entail substantial energy costs, which can pose a financial burden on the company. Moreover, any interruptions in the energy supply, fluctuations in energy prices, or other energy-related disruptions may impact the company's operations, leading to product delays, quality issues, and disruptions in the supply chain.	<p>It is imperative to foster a culture of energy efficiency within the organization and regularly monitor and analyse energy consumption data to ensure continuous improvement. With this objective in mind, the Company has undertaken significant initiatives. These include the installation of solar panels at its factories, procuring wind power, and substantially reducing electricity consumption from BESCO. The facility actively pursues various measures to enhance energy efficiency and utilize renewable energy sources, thus reducing its carbon footprint.</p> <p>Furthermore, the Company has been exploring investments in energy-efficient technologies and increasing its procurement of power from renewable sources. Notably, the Bengaluru facility has achieved LEED Gold certification (Leadership in Energy Efficiency and Environmental Design) from the US Green Building Council, underscoring its commitment to energy efficiency and environmentally sustainable practices.</p>	<p>POSITIVE</p> <p>Although the installation of solar panels, procurement of wind power, and other capital investments may initially incur costs, the long-term implications of these actions can lead to significant cost reductions. Consequently, this positive impact on the Company's financials can be observed over time.</p>

Business Responsibility and Sustainability Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Water & Waste Management	Risk	The manufacturing process requires large quantities of water for various purposes, including cooling, cleaning, and processing. This results in high water consumption, which incurs significant costs and strains local water resources. Furthermore, the manufacturing process generates wastewater that contains pollutants, posing potential risks to the environment and human health if not adequately treated.	<p>The Company has implemented a comprehensive strategy for water and wastewater management that adheres to best practices and industry standards. As part of this strategy, the Company has adopted water conservation measures, such as the installation of water-efficient fixtures like low-flow toilets and faucets. Additionally, the Company ensures that its staff is adequately trained in proper water and wastewater management techniques.</p> <p>To address wastewater treatment, the Company has established mechanisms in place. The liquid waste from the Sewage Treatment Plant (STP) undergoes processing in the STP plant, where it is converted into sludge. The treated water derived from this process is reused for purposes such as toilet flushing and gardening. Similarly, the liquid waste from the Effluent Treatment Plant (ETP) is processed in the ETP plant, resulting in the conversion of liquid waste into ETP sludge.</p> <p>To ensure the safe and responsible disposal of waste, the sludge is handed over to authorized vendors who specialize in its appropriate management and disposal. Through these measures, the Company demonstrates its commitment to effective water and wastewater management practices, safeguarding the environment and promoting sustainability.</p>	POSITIVE Implementing effective water management practices, such as reducing water consumption and improving wastewater treatment, can yield positive financial implications for the facility. By optimizing water usage and minimizing wastage, the facility can significantly reduce water expenses, leading to cost savings in the long run. Additionally, improved wastewater treatment can help the facility avoid regulatory fines, which can protect the company's financial resources. Moreover, by demonstrating responsible water management practices, the Company can enhance its reputation, potentially attracting environmentally conscious customers and investors, thereby positively impacting sales, and revenue. Ultimately, investing in water conservation and wastewater treatment measures can lead to long-term financial sustainability and competitiveness for the facility.

S. Material issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3. Waste & Hazardous Materials Management	Risk	<p>The manufacturing process necessitates the consumption of finite resources such as raw materials, energy, and water. Acquiring and utilizing these resources can incur substantial costs, highlighting the importance of waste reduction to achieve significant cost savings for the Company. Improper management of waste generated during the manufacturing process can be both environmentally damaging and expensive in terms of disposal. Therefore, implementing proper waste management practices is essential to mitigate environmental harm and reduce associated expenses.</p>	<p>The Company's current waste management plan includes various measures aimed at mitigating the risks associated with waste and materials management. To ensure effective waste disposal, the Company engages the services of waste collection agents appointed by the Local Authorities. These agents conduct regular waste pickups as per scheduled intervals.</p> <p>In regard to hazardous waste, the Company has implemented a well-defined plan to ensure proper identification and storage practices, minimizing the risk of spillage. Hazardous waste is exclusively disposed of through authorized parties, and meticulous records of hazardous waste disposal are maintained.</p> <p>Additionally, the Company takes responsibility for categorizing waste into three distinct categories, reflecting the level of risk associated with each. These categories are accompanied by appropriate packaging and labelling, facilitating easy identification during emergency situations.</p> <p>By adhering to these waste management practices, the Company demonstrates its commitment to environmental responsibility and the promotion of a safe working environment.</p>	<p>POSITIVE</p> <p>Taking proactive measures to reduce waste in production processes can have a positive financial implication for the company. By implementing strategies that minimize waste generation and improve efficiency, the company can significantly reduce production costs. This includes cost savings related to the disposal or recycling of excess waste materials. Additionally, by optimizing the use of resources such as energy, water, and raw materials, the company can lower its operational expenses and enhance overall productivity. Adopting waste reduction strategies not only promotes sustainability but also contributes to improved profitability and competitiveness in the market.</p>

Business Responsibility and Sustainability Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Product Quality & Safety	Opportunity	Safeguarding the quality of products is of paramount importance to the Company. Recognizing opportunities to enhance product quality and safety is crucial in ensuring customer safety, satisfaction, regulatory compliance, and sustaining a competitive advantage in the market. By proactively addressing potential risks at an early stage, the Company has not only achieved cost savings but also enhanced customer satisfaction and cultivated a robust reputation.	-	<p>POSITIVE</p> <p>The Company has implemented a robust system to guarantee the quality and safety of its products, showcasing a steadfast commitment to meeting essential standards. This unwavering dedication has yielded remarkable results, as the Company has not encountered any instances of product recalls or losses that could have otherwise led to substantial financial implications. By consistently upholding stringent adherence to quality and safety standards, the Company has successfully averted potential losses, protected its reputation, and cultivated unwavering trust among its customers</p>
5.	Employee Health & Safety	Risk	The utilization of heavy machinery, chemicals, and other hazardous materials can present substantial risks to the health and safety of employees if not effectively managed. Compliance with occupational health and safety regulations is imperative, as employers are legally obligated to provide a safe and healthy work environment. Failure to do so can lead to legal liabilities, financial penalties, and reputational damage for the company. It is crucial for companies to prioritize proper management of these risks to ensure the well-being of their employees and maintain compliance with occupational health and safety regulations.	<p>The Company has implemented an effective employee health and safety management system, encompassing the identification and management of workplace hazards, the implementation of suitable safety measures, and comprehensive training for employees on the usage of Personal Protective Equipment (PPE) and safety protocols for handling hazardous materials. The Company has established mechanisms to monitor safety-related incidents, enabling timely intervention and preventive measures.</p> <p>To mitigate workplace hazards, the Company has implemented engineering controls, such as machine guards and ventilation systems, that effectively reduce or eliminate associated risks. Additionally, the provision of appropriate PPE, including gloves, safety glasses, shoes, and respirators, plays a crucial role in safeguarding employees from workplace hazards.</p> <p>By prioritizing employee health and safety through comprehensive management systems, effective training, and the implementation of necessary safety measures, the Company fosters a secure work environment, mitigates risks, and ensures the well-being of its employees.</p>	<p>POSITIVE</p> <p>The Company has undertaken proactive measures to mitigate potential risks inherent in the manufacturing process.</p> <p>Consequently, there have been no reported instances of injuries or accidents within the Company. This exemplary record signifies the Company's unwavering commitment to prioritizing employee safety and well-being, along with the implementation of robust risk management strategies to prevent harm to personnel or damage to equipment during manufacturing operations. By fostering a safe working environment, the Company not only ensures the smooth and efficient functioning of its production processes but also safeguards the health and welfare of its workforce.</p>

S. No. identified	Material issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Business Model Resilience	Risk and Opportunity	<p>RISK</p> <p>The Company recognizes the significance of identifying risks during product development and innovation to ensure the attainment of desired specifications and quality standards for the final product. Neglecting to identify and address potential risks during the development phase may lead to costly design flaws or production issues that could compromise the product's integrity and performance. As companies strive to distinguish themselves from competitors, innovation becomes a key driver. However, innovation carries inherent risks such as cost overruns, delays, and potential design flaws. By proactively identifying these risks at an early stage, the Company can effectively mitigate them and make informed decisions regarding resource allocation and prioritization.</p> <p>OPPORTUNITY</p> <p>Moreover, the Company must actively pursue innovation, encompassing the exploration of new materials, production processes, and product designs. This approach not only differentiates the Company's offerings from those of its competitors but also opens up new markets and opportunities. The Company demonstrates a strong commitment to this through its investment in research and development activities. By continuously innovating and developing new products, the Company remains at the forefront of emerging trends, particularly in the automotive and consumer appliances industries, where the demand for premium products is growing rapidly. This dedication to constant innovation ensures that the Company maintains a competitive edge and stays ahead of the curve.</p>	<p>To leverage the evolving market dynamics, SJS has successfully expanded its range of products to include state-of-the-art, premium offerings such as IML/IMD parts, 3D appliques, lens mask assemblies, and aluminium badges. The Company has established a dedicated team focused on new product development (NPD), resulting in the introduction of four to five innovative products over the past three to four years. By strategically diversifying its product portfolio and investing in NPD, SJS remains at the forefront of industry trends and is poised to capitalize on emerging market opportunities.</p>	<p>POSITIVE</p> <p>The Company's commitment to product design and development innovation has yielded favourable outcomes for its financial performance. Through the introduction of new and enhanced products, the Company has effectively distinguished itself from competitors, expanded its market presence, and attracted a broader customer base. As a result, the Company has experienced notable growth in revenues and profits. The positive financial impact derived from product innovation also affords the Company the means to allocate resources towards ongoing research and development endeavours, ensuring the sustenance of its competitive edge and market position in the long term. By consistently fostering a culture of innovation, the Company secures its profitability and prospects for continued success.</p>

Business Responsibility and Sustainability Report (Contd.)

S. Material issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7. Supply Chain Management	Risk	<p>Recognizing and addressing supply chain risks is of paramount importance to ensure a robust and streamlined flow of materials, components, and finished products within the Company. Potential disruptions or failures within the network of suppliers, manufacturers, and logistics providers can have far-reaching implications, including production delays, escalated expenses, and reputational damage. The global nature of the supply chain exposes the Company to a range of risks, encompassing supply chain disruptions, geopolitical uncertainties, economic fluctuations, and natural disasters, all of which can impact the quality and functionality of the end product. By proactively identifying and mitigating these risks, the Company can fortify its supply chain resilience, enhance operational efficiency, and safeguard its brand reputation</p>	<p>To mitigate the risks associated with supply chain disruptions, the Company has implemented several key strategies. Firstly, it maintains a diversified supplier base and fosters strong relationships with multiple suppliers. This approach reduces dependency on a single source and enhances the Company's ability to respond to disruptions. Furthermore, the Company has developed a comprehensive contingency plan that is regularly reviewed and updated to ensure its effectiveness in mitigating potential disruptions. By proactively assessing and reviewing the supply chain, the Company identifies areas of vulnerability and takes necessary measures to address them. As part of its risk management approach, the Company conducts random visits to suppliers, enabling it to monitor and verify the smooth functioning of operations. Through these proactive measures and continuous monitoring, the Company minimizes the impact of supply chain disruptions and maintains a reliable and resilient supply chain network.</p>	<p>NEGATIVE</p> <p>In order to maintain a reliable and efficient supply chain, it is imperative to effectively identify and manage supply chain risks. The potential disruptions or failures within the supply chain can have detrimental effects on the company, including delays in production, escalated costs, and damage to the company's reputation. Moreover, global supply chain risks, such as political instability, economic volatility, and natural disasters, can further exacerbate the financial impact on the company. Therefore, it is of utmost importance to proactively identify and mitigate these risks to ensure the continued reliability and efficiency of the supply chain, thereby safeguarding the company from significant financial implications.</p>

S. Material issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8. Material Sourcing & Efficiency	Risk	<p>The selection of materials plays a crucial role in the manufacturing process of the Company. It is essential to carefully choose materials that meet specific criteria to ensure the durability and quality of the finished products. One of the primary factors to consider is the ability of the materials to withstand the challenging environmental conditions that the parts are likely to encounter throughout their operational life. For instance, parts exposed to extreme temperatures, whether high or low, require materials that can endure these conditions without experiencing brittleness or degradation. Additionally, materials must be resistant to the deteriorating effects of moisture and UV radiation, as exposure to these elements can compromise the integrity and visual appeal of the parts. By carefully selecting materials that meet these requirements, the Company can ensure that its products maintain their performance and aesthetics over time.</p>	<p>The Company employs various measures to ensure the resilience of their products when exposed to harsh weather conditions. One common practice involves applying protective coatings or finishes to the surface of the parts, safeguarding them against damage, fading, or discoloration. Additionally, the Company utilizes specialized materials, such as heat-resistant plastics or metals, capable of withstanding extreme temperatures. Rigorous testing is another integral aspect, where the products undergo simulations of various weather conditions to assess their performance in harsh environments. These meticulous measures enable the Company to manufacture products that exhibit durability, reliability, and exceptional performance across diverse environmental conditions.</p> <p>Under the Green Inspired section of the Company's Sustainable Procurement Policy, a commitment is made to foster an environmentally friendly and responsible value chain in compliance with local environmental laws and regulations. The Company places particular emphasis on reducing carbon emissions, minimizing water usage, managing hazardous materials and toxic waste, and promoting the adoption of renewable energy sources. They endorse the principles of "reduce, reuse, and recycle" to minimize waste generation and encourage responsible resource consumption, including sustainable practices in packaging materials. Furthermore, the Company expects its suppliers to establish and maintain a robust Quality Management System while adhering to relevant local regulations, registrations, training programs, management reviews, and internal audits. Suppliers are also encouraged to monitor and minimize their environmental impact by embracing green initiatives and sustainable practices.</p>	<p>NEGATIVE</p> <p>The procurement of materials directly influences the financial outlook of the Company, as the cost of raw materials constitutes a significant expense that can impact profitability substantially. Fluctuations in material prices, scarcity, or market conditions can pose challenges and increase costs, potentially affecting the Company's financial performance.</p> <p>POSITIVE</p> <p>Conversely, the adoption of sustainable and environmentally friendly materials, although initially entailing higher costs, can yield long-term cost savings. Such materials are often more durable and boast extended lifespans, reducing the need for frequent replacements and repairs. Additionally, utilizing sustainable materials can contribute to the Company's efforts in minimizing its environmental footprint, potentially reducing waste management and disposal costs. Consequently, the strategic selection of sustainable materials can result in financial benefits and align the Company's operations with its commitment to environmental stewardship.</p>

Business Responsibility and Sustainability Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Advancements in technology	Risk and Opportunity	<p>The manufacturing industry has witnessed a transformative impact due to technological advancements like 3D printing and digital design tools. This revolution also extends to automotive aesthetic parts manufacturing companies, presenting them with valuable opportunities. These advancements enable the creation of intricate geometries, customized parts, and streamlined production processes. By embracing these technological innovations, companies can gain a competitive advantage, develop distinctive products, and enhance their profitability. However, it is essential to recognize that investing in new technologies can be accompanied by significant costs, necessitating a thorough assessment of potential benefits and risks. The Company places a strong emphasis on technology development, considering it as a key component of its unique selling proposition (USP) and allocating substantial resources towards it.</p> <p>Aligned with its vision, the Company aspires to deliver excellence by exploring the possibilities of colours, materials, textures, and functionality. Their goal is to create visually captivating and sensorially pleasing products that offer delightful intuitiveness. They strive to be at the forefront of the aesthetic and functional industrial graphic parts industry, leveraging specialized design and printing technologies to achieve their objectives.</p>	<p>To proactively address the risks associated with technological advancements, the Company is actively developing new capabilities to introduce in-mould electronics (IME) solutions. IME solutions have found increased applications in various industries, including two-wheelers, passenger vehicles, consumer appliances, and electric vehicles (EVs). By offering these new products, the Company aims to expand its customer base not only in the consumer appliances industry but also in the medical devices sector.</p> <p>To support the successful implementation of these advancements, the Company has made significant investments in employee training and development programs. By equipping their workforce with the necessary skills, the Company ensures that employees are proficient in operating and maintaining the new technologies effectively. Furthermore, the Company regularly reviews and updates its cybersecurity measures to safeguard against potential cyber threats that may arise in connection with the adoption of new technologies. By prioritizing cybersecurity, the Company mitigates the associated risks and ensures the protection of its valuable data and technological assets.</p>	<p>POSITIVE</p> <p>The Company recognizes that advancements in technology can greatly influence its financial performance. Embracing these advancements can lead to positive financial outcomes, including enhanced efficiency, superior quality control, and a wider range of product offerings. However, it is important to acknowledge that there may also be negative financial implications associated with technological advancements, such as substantial initial investments, potential disruptions during implementation, and ongoing investment requirements.</p> <p>To ensure prudent decision-making, the Company conducts thorough evaluations of the costs and benefits associated with adopting new technologies. By carefully assessing the potential financial impact, the Company can make informed decisions about which technologies to embrace, considering both short-term and long-term financial implications. This strategic approach allows the Company to capitalize on the opportunities presented by technological advancements while mitigating any potential financial risks..</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes											
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
	Particulars of the Policies	Anti-corruption or anti-bribery policy	Supplier Code of conduct	Health and Safety Policy	Code of Conduct for Employees	Stakeholder Management Policy	Human Rights Policy	Environmental Policy	-	Corporate Social Responsibility Policy	Cyber Security and Data Privacy Policy
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	
	c) Web Link of the Policies, if available	The Company's policies can be accessed at the given link: https://www.sjsindia.com/investors.html#policies Moreover, in light of the operations and the imperative of upholding confidentiality, a subset of the Company's policies can be conveniently accessed through the intranet platform exclusively designated for internal use. The intranet functions as a comprehensive repository for a multitude of policies that regulate the operations and comportment within the organization.									
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the enlisted policies into procedures.									
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Not all the enlisted policies may extend to our value chain partners. We wish to clarify that while the Company is committed to upholding the highest standards of ethical and sustainable business practices, our policies and practices are limited to our own operations and do not extend to our value chain partners. The Company ensures that its suppliers/contractors comply with the law of the land by getting such clauses incorporated in their respective contracts/agreements and terms and conditions of the tenders.									
4.	Name of the national and international codes /certifications/ labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted several national and international standards to ensure compliance with responsible business practices. These standards include ISO-9001, ISO-14001, ISO-45001, and IATF 16949. These standards are mapped to various principles of the Business Responsibility and Sustainability Reporting (BRSR) framework to ensure the highest level of compliance. In addition to these standards, the Company's operations are also guided by the National Guidelines on Responsible Business Conduct (NGBC), further demonstrating its commitment to responsible business practices.									

Business Responsibility and Sustainability Report (Contd.)

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>For the financial year 2022-23, the Company has established the following specific commitment goals related to environmental, social, and governance (ESG) factors:</p> <ol style="list-style-type: none"> The Company has set a target to double the reduction of carbon emissions during the financial year 2022-23 compared to the previous financial year 2021-22 where it has successfully reduced 2,250,565 kilograms. The Company is steadfast in its commitment to ensuring that all waste generated in its operations undergoes proper treatment, thereby preventing any adverse environmental consequences. The Company aims to procure power from renewable sources to promote sustainable energy practices. The Company has set a target to reduce diesel consumption by a minimum of 75% during the financial year 2022-23 compared to the previous financial year 2021-22. The Company prioritizes water recycling at its maximum capacity and adheres to a Zero Liquid Discharge Policy to minimize water wastage. Recognizing the significance of a conducive working environment, the Company maintains effective safety measures and promotes a safe working atmosphere, thereby expecting further acknowledgement. It consistently strives to achieve and maintain a favourable position in this area. 								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>In response to all the specific commitment goals set by the Company with respect to ESG, the performance for the same is mentioned below:</p> <ol style="list-style-type: none"> The Company is delighted to announce a substantial decrease in emissions during the financial year 2022-23, demonstrating an impressive reduction of approximately 44.31% compared to the previous financial year 2021-22. This accomplishment underscores our unwavering dedication to environmental sustainability and exemplifies our continued endeavours to mitigate our carbon footprint. The Company refrains from participating in practices such as incineration or landfilling for waste disposal. Instead, waste management is conducted exclusively through an approved vendor designated by the Karnataka State Pollution Control Board (KSPCB). In relation to e-waste, the Company is firmly dedicated to guaranteeing that all e-waste generated within its operations undergoes either reuse, recycling, or treatment for energy recovery on an annual basis. The Company, with the assistance of third-party vendors, takes responsible measures to handle the e-waste. The Company has made substantial progress in meeting its power requirements for manufacturing through the utilization of renewable solar energy. A significant portion of the electricity needed during the year, approximately 20-30%, was supplied by rooftop solar panels and a solar park located within the factory premises. To support its renewable energy initiatives, the Company has installed a total capacity of 1.9 MW in its solar plant. Additionally, it has entered into power supply and off-take agreements to secure the delivery of solar power, with a capacity of up to 2 MW or 3,000,000 units per year. Furthermore, the Company has set forth plans to further enhance its power procurement from renewable sources, highlighting its ongoing commitment to sustainable energy practices. The Company is delighted to share a significant accomplishment in the financial year 2022-23, wherein our diesel consumption witnessed a remarkable reduction of 89%. This achievement surpasses our predetermined target of 75%, underscoring our commitment to sustainable practices and resource efficiency. The Company showcases its dedication to responsible corporate citizenship by employing advanced wastewater treatment and recycling systems. Through cutting-edge technology and a combination of physical, chemical, and biological processes, the Company effectively treats its industrial wastewater, purifies it through filtration and evaporation, and reuses the clean water within the plant. The Company also manages solid waste disposal in an environmentally friendly manner, complies with effluent standards by utilizing Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs), minimizes water discharge, and repurposes treated water for various purposes, while responsibly disposing of remaining sludge. By implementing a Zero Liquid Discharge (ZLD) mechanism, the Company reduces freshwater dependence, mitigates environmental impact, and ensures responsible and sustainable treatment and recycling of all wastewaters. The Company has been honoured with the prestigious title of "Great Workplace" in the category of "Small and Mid-Sized Organizations" by the renowned Great Place to Work Institute®, India third time in a row. This recognition reflects our commitment to maintaining a conducive and safe working environment. We remain dedicated to providing a sustainable workplace that fosters employee well-being and continuously strive to uphold our position in this regard. 								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9												
Governance, leadership and oversight																						
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>“As a visionary corporate entity, we remain steadfastly committed to conducting our operations with an unwavering focus on sustainability, environmental stewardship, and resolute social responsibility. We exemplify true leadership by relentlessly striving to minimize our ecological footprint, foster diversity, inclusion, and drive uncompromising excellence in corporate governance.</p> <p>Our relentless pursuit revolves around decimating greenhouse gas emissions, propelling energy efficiency to unprecedented heights, and revolutionizing waste management practices with determined resolve. We refuse to accept anything less than exceptional progress in these critical domains. Moreover, we harness our steadfast determination to make lasting, transformative contributions to the communities we serve.</p> <p>When it comes to reporting our accomplishments, we take immense pride in trumpeting our extraordinary achievements. A staggering 44.31% reduction in emissions compared to the previous year stands as a testament to our pioneering leadership and commitment to responsible practices. Our tireless drive for sustainable energy solutions has enabled us to seamlessly integrate renewable solar sources, drastically reducing reliance on traditional power systems. Furthermore, our steadfast efforts have resulted in an astounding 89% decline in diesel consumption, setting new industry benchmarks.</p> <p>Our environmental stewardship extends far beyond emissions reduction. Through state-of-the-art wastewater treatment and recycling systems, we spearhead a paradigm shift toward conservation and reduced dependence on freshwater resources. Our unequivocal dedication to cultivating a safe, nurturing work environment has earned us the prestigious distinction of being recognized as a “Great Workplace” by the venerable Great Place to Work Institute® third time in a row.</p> <p>Aligned with our purpose, we forge transformative partnerships to champion cancer research, provide firm support to HIV-positive children, empower brick lane workers through comprehensive welfare programs, deliver crucial educational and healthcare resources to marginalized communities, offer solace and rehabilitation to orphans, extend medical care to the underprivileged, and ensure no one goes hungry through impactful food distribution initiatives.</p> <p>Driven by persistent commitment, bold leadership, and an unyielding pursuit of excellence, we are determined to redefine industry standards and shape a sustainable future that benefits all. We extend an open invitation to others, encouraging them to join us on this transformative journey towards a brighter, more resilient world.”</p> <p>- Sanjay Thapar, CEO and Executive Director</p>																				
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>The individual who holds the highest authority for the implementation and oversight of the Business Responsibility policies is Mr. Sanjay Thapar. With his role as CEO & Executive Director, Mr. Thapar has been specifically designated to ensure the effective implementation and adherence to the policy, safeguarding its objectives and principles. His expertise and leadership play a crucial role in upholding the organization’s commitment to responsible business practices.</p>																				
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Risk Management Committee has been tasked with decision-making authority on all aspects related to sustainability issues.</p> <p>The Committee shall oversee the development and implementation of sustainability-related policies, procedures, and programs. This includes but is not limited to the management of the company’s environmental impact, social responsibility, and governance practices.</p> <p>The Company’s Risk Management Committee comprises of:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Name</th> <th style="text-align: left;">Position on the Committee</th> <th style="text-align: left;">Designation</th> </tr> </thead> <tbody> <tr> <td>Mr. Sanjay Thapar</td> <td>Chairman</td> <td>CEO & Executive Director</td> </tr> <tr> <td>Mrs. Veni Thapar</td> <td>Member</td> <td>Independent Director</td> </tr> <tr> <td>Mr. Vishal Sharma</td> <td>Member</td> <td>Nominee Director</td> </tr> </tbody> </table>									Name	Position on the Committee	Designation	Mr. Sanjay Thapar	Chairman	CEO & Executive Director	Mrs. Veni Thapar	Member	Independent Director	Mr. Vishal Sharma	Member	Nominee Director
Name	Position on the Committee	Designation																				
Mr. Sanjay Thapar	Chairman	CEO & Executive Director																				
Mrs. Veni Thapar	Member	Independent Director																				
Mr. Vishal Sharma	Member	Nominee Director																				

Business Responsibility and Sustainability Report (Contd.)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by the Risk Management Committee as well as the Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors.									Quarterly								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, all the policies of the Company are evaluated internally.								
	Further, J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on certain Identified Sustainability Indicators based on NGBRC.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	Yes	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	No	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	No	-	-
It is planned to be done in the next financial year (Yes/ No)	-	-	-	-	-	-	No	-	-
Any other reason (please specify)	-	-	-	-	-	-	Please refer note 1	-	-

Note:

- The Company has made a conscious effort to align its business practices with various public advocacy forums that promote social, environmental, and ethical values. By doing so, the Company is able to operate in a way that is not only profitable, but also responsible towards society and the environment.

As a member in these forums, the Company has exhibited its dedication to social responsibility by actively engaging in initiatives and programs that endorse sustainable business practices. The Company may share its expertise to help in the formulation of public policy, but we do not directly engage in advocacy activities and hence do not have a specific policy for this purpose.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The objective of this section is to facilitate entities in demonstrating their aptitude in proficiently integrating the principles and fundamental elements into crucial processes and decisions. The Company has duly adhered to all obligatory disclosures prescribed by the Business Responsibility and Sustainability Reporting (BRSR) framework. Furthermore, the Company is presently engaged in disclosing leadership indicators in its upcoming financial years.

PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



A fundamental shared value of the Board of Directors, Senior Management, and all other employees of the Company is the Company's dedication to ethical and legal business conduct. By emphasizing solid, long-lasting relationships and providing value through agility and innovative products and services, SJS assists customers in realizing results. The Company accepts personal responsibility for making the proper commitments to our clients, developing long-lasting relationships with them, and making every effort to fulfil our commitments. In order to be consistent with the Company's values and beliefs, the Board of Directors has created a "Code of Conduct for Directors and Senior Management" in accordance with SEBI's Listing Regulation. The Company upholds and ensures adherence to the aforementioned Code of Conduct and Ethics in all aspects of its operations.

The Company follows high standards of professionalism, honesty, integrity, and ethics for fair and transparent business. It has a Stakeholder Management Policy to encourage reporting of non-compliance and improper behaviour, allowing employees, channel partners, and vendors to report any such material departures from key management guidelines. In exceptional cases, the Chairman, CEO, or Chairperson of the Audit Committee may be contacted directly.

The Company has a "Code of Conduct for Insider Trading and Fair Disclosure of Unpublished Price Sensitive Information" in place to uphold the highest ethical standards when Insiders trade in the Company's securities. The Code also aims to strengthen the existing legal framework for insider trading restrictions on securities.

A) ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	3	<ul style="list-style-type: none"> (i) The Company is committed to promoting sustainability practices and therefore, the Board undergoes ESG training to understand their role in environmental, social, and governance matters. (ii) To maintain a safe and respectful workplace all Directors attend POSH training which covers topics such as sexual harassment prevention and workplace discrimination. (iii) As compliance with ethical standards is of utmost importance the Board undergoes complete insider trading training to ensure and understand the legal and ethical implications of trading on inside information. (iv) The Board undergoes cybersecurity training to understand practices to avoid cyber attacks. 	100%

Business Responsibility and Sustainability Report (Contd.)

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	68	(i) POSH Training is crucial for creating a safe and respectful work environment, preventing sexual harassment incidents, and ensuring that everyone understands Company policies and procedures for dealing with such incidents. (ii) EHS Training is vital for creating a safe and healthy workplace, minimizing accidents, and ensuring that employees understand Company policies and procedures for handling hazardous materials and situations. (iii) Waste Management and Segregation Training is important to minimize environmental impact, ensure compliance, and educate employees on handling and disposing of waste responsibly. (iv) IATF 16949: 2016 Awareness Training is important for companies in the automotive industry to ensure compliance, improve product quality, and enhance customer satisfaction by ensuring everyone involved in the production process understands quality management system requirements and standards.	100%
Workers	65	(i) POSH Training is crucial for creating a safe and respectful work environment, preventing sexual harassment incidents, and ensuring that everyone understands Company policies and procedures for dealing with such incidents. (ii) EHS Training is vital for creating a safe and healthy workplace, minimizing accidents, and ensuring that employees understand company policies and procedures for handling hazardous materials and situations. (iii) Waste Management and Segregation Training is important to minimize environmental impact, ensure compliance, and educate employees on handling and disposing of waste responsibly. (iv) Human Rights Training is critical to ensure employees understands and respects human rights, creating a diverse and inclusive workplace that values and respects all employees. (v) IATF 16949: 2016 Awareness Training is important for companies in the automotive industry to ensure compliance, improve product quality, and enhance customer satisfaction by ensuring everyone involved in the production process understands quality management system requirements and standards.	100%

- The Company firmly believes in investing in the growth and development of its employees as a fundamental aspect of achieving its objectives and driving success. In line with this, we have established training and awareness programs that cater to the Board of Directors, Key Managerial Personnel, employees, and workers. These programs aim to enhance the team's knowledge, skills, and best practices to tackle the ever-changing business environment.
- Through these programs, our team members acquire a deeper understanding of the company's values and goals, empowering them to contribute to our continued success. We consider these programs a critical investment in our people and are committed to providing the necessary resources and support to ensure their success.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

Particulars	MONETARY				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	None
Settlement	None	NA	NA	NA	None
Compounding fee	None	NA	NA	NA	None

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	NA	NA	None
Punishment	None	NA	NA	None

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

Considering that the Company has not filed any appeal/revision, the particular section is not applicable.

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

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	<p>Yes, the Company has an Anti-Bribery and Anti-Corruption Policy which provides the requirements in detail. The said policy can be accessed at the below mentioned link.</p> <p>https://www.sjsindia.com/investors.html#policies</p> <p>The Company is committed to the prevention, deterrence and detection of fraud, bribery, and all other corrupt business practices. It is the policy of the Company to conduct all its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce its business practice, wherever it operates throughout the world, of not engaging in bribery or corruption. As part of this commitment, the Company has implemented this Anti-Bribery and Anti-Corruption Policy to prohibit bribery and corruption in any form and to ensure that the business is conducted with transparency and accountability.</p>
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

- There was no disciplinary action that has been initiated against any director, KMP, employees or workers of the Company by any law enforcement agency for charges of bribery or corruption.
- We maintain a zero-tolerance policy towards corruption, and we are committed to upholding the highest standards of ethical conduct and transparency in all our business dealings. We believe that transparency and accountability are critical to building trust with our stakeholders, and we will continue to work towards promoting a culture of integrity throughout our operations.

Business Responsibility and Sustainability Report (Contd.)

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Current Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

- We prioritize the avoidance of conflicts of interest among our directors and KMPs, as it can negatively affect our stakeholders and reputation. To address this, we have established policies and procedures to identify and resolve any conflicts of interest, ensuring our leaders act in the best interests of the company and stakeholders.
- We are dedicated to handling potential conflicts of interest responsibly and upholding the highest ethical standards among all our Directors and KMPs.

7. Corrective Actions:

Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest This section is not applicable to the Company as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



We recognize that as a Company, we have a responsibility to reduce our environmental impact and contribute to sustainable development. By providing goods and services in a sustainable manner, we can reduce waste, emissions, and other negative environmental impacts.

Providing goods and services in a sustainable and safe manner is critical for the Company's success and for building a responsible and sustainable business. By prioritizing sustainability and safety, the Company has enhanced reputation, reduced risks, and contributed to a more sustainable future. The Company remains committed to upholding this principle and will continue to seek ways to improve our sustainability and safety practices.

Providing sustainable and safe goods and services is important for protecting stakeholders' health, reducing environmental impact, and enhancing reputation.

A) ESSENTIAL INDICATORS:

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
*R&D	-	-	NA
*Capex	-	-	NA

* While the Company has made investments in research and development (R&D) and Capex in both the Current and Previous Financial Years, there is currently no detailed breakdown or categorization available to assess the specific environmental and social impacts resulting from these investments. However, our steadfast dedication to innovation and technological advancements has yielded remarkable outcomes. Through the utilization of cutting-edge solutions and the adoption of innovative practices, we have successfully reduced our environmental footprint.

Our commitment to sustainability has led us to minimize resource consumption, optimize energy efficiency, and embrace eco-friendly manufacturing processes. As a result, we have achieved substantial reductions in our overall environmental footprint.

Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	The Company maintains a positive working relationship with its vendors, suppliers, and other service providers, and incorporates them into its business practices and growth strategy.
	To ensure sustainable sourcing practices, the Company has established a set of procedures for selecting, evaluating, re-evaluating, and monitoring the performance of both new and current suppliers of raw materials and outsourced jobs. These procedures help the Company to identify and partner with suppliers who align with their values and sustainable practices, and to continuously monitor their performance to ensure compliance with environmental standards and regulations. This approach helps the Company to promote responsible sourcing practices throughout their supply chain, minimizing the environmental impact of their operations.
	The Company's Sustainable Procurement policy includes the Green Inspired section, which aims to create an environmentally responsible value chain that adheres to local environmental laws and regulations. The Company prioritises reducing carbon emissions, water usage, hazardous materials, and toxic waste, as well as promoting the use of renewable energy sources. The policy recommends the "reduce, reuse, and recycle" approach to minimize waste and ensure responsible resource consumption, including for packaging materials. The Company also requires suppliers to establish a Quality Management System and comply with local regulations, training, registrations, management reviews, and internal audits. In addition, the Company encourages its suppliers to adopt green initiatives and practices to monitor and reduce their environmental impact.
If yes, what percentage of inputs were sourced sustainably?	100%

2. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	The Company understands the importance of product marking in promoting effective reclamation and recycling of products. The Company has a standardized product marking system in place that ensures each part produced is clearly labelled with the raw material code. This marking includes information about the type of material used in the product, such as >ABS< for Acrylonitrile Butadiene Styrene or >PMMA< for Polymethyl Methacrylate.
	The product marking serves as a critical identification tool for end users and recycling facilities, allowing them to easily identify and sort different types of materials used in the products. This ensures that materials can be efficiently separated and processed for recycling or reusing, minimizing waste and promoting environmental sustainability.
	By implementing a robust product marking system, the Company demonstrates their commitment to promoting environmentally responsible practices in reclaiming their products for reusing, recycling, and proper disposal at the end of their lifecycle. This ensures that their products are managed in an environmentally sustainable manner, minimizing their impact on the environment, and contributing to a circular economy.

3. Extended Producer Responsibility (EPR) plan:

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Yes, the Company's activities fall within the scope of Extended Producer Responsibility (EPR). During the approval process of the report, the Company diligently initiated the application process for Extended Producer Responsibility (EPR) with the relevant Pollution Control Board. However, the official certificate for EPR was obtained in subsequent stages.
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Business Responsibility and Sustainability Report (Contd.)

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS


As a Company, we recognize the importance of promoting the well-being of all our employees, including those in our value chains. It is not only the right thing to do but it also makes good business sense.

The Company is committed to creating a safe and healthy work environment, which is free from any form of discrimination or harassment. We understand that our employees are our greatest asset, and it is crucial that we provide them with the necessary resources and support to ensure their well-being. This includes providing access to health and wellness programs, training and development opportunities, and fair and competitive compensation and benefits.

We also understand that our suppliers and partners play an essential role in our value chain, and we are committed to working with them to ensure that they also promote the well-being of their employees. We work closely with our suppliers to ensure that they meet our ethical and social standards, and we provide them with the necessary support and resources to achieve this goal.

Promoting the well-being of all our employees, including those in our value chains, is not only a moral imperative, but it also helps to create a positive and productive work culture, which in turn can lead to increased employee engagement, productivity, and profitability.

A) ESSENTIAL INDICATORS:
1. A) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	160	160	100%	160	100%	-	-	-	-	-	-
Female	18	18	100%	18	100%	18	100%	-	-	18	100%
Total	178	178	100%	178	100%	18	10.11%	-	-	18	10.11%
Other than Permanent employees											
Male	25	25	100%	25	100%	-	-	-	-	-	-
Female	4	4	100%	4	100%	4	100%	-	-	4	100%
Total	29	29	100%	29	100%	4	13.79%	-	-	4	13.79%

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	259	259	100%	259	100%	-	-	-	-	259	100%
Female	36	36	100%	36	100%	36	100%	-	-	36	100%
Total	295	295	100%	295	100%	36	100%	-	-	295	100%
Other than Permanent employees											
Male	725	725	100%	-	-	-	-	-	-	-	-
Female	225	225	100%	-	-	225	100%	-	-	225	100%
Total	950	950	100%	-	-	225	100%	-	-	225	100%

2. Details of retirement benefits, for Current and Previous Financial Year:

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others –						
a) Superannuation	100%	100%	-	NIL	NIL	-
b) Mediclaim/GMC	100%	100%	-	100%	100%	-

3. Accessibility of workplaces:

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

Yes, the offices are accessible to all its employees including differently abled employees. The employees are consulted to improve and manage the mobility needs of people with disabilities.

Buildings, rooms, toilets, and recreational areas are securely accessible. This is to ensure that differently abled employees can move around the building with ease and access the same amenities as other employees. The Company has also put in place various safety measures, such as handrails and ramps, to ensure the safety and comfort of all employees.

Our vicinity comprises of paths and exclusive walkways with easy stairs and lifts. This makes it easier for differently abled employees or with other mobility issues to access the public spaces. It also creates a more inclusive environment for everyone, as the paths and walkways are designed to be accessible to all.

Additionally, there is no restriction on personal vehicles inside the factory.

4. Equal Opportunity Policy:

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

In line with the Human Rights policy, we are an equal opportunity employer. The Company's policy promotes mutual respect by creating an inclusive and equal opportunity workplace that prohibits discrimination and harassment such as race, colour, religion, disability, gender, sexual orientation, age, or any other legally protected status.

The Policy can be accessed at the given link:

<https://www.sjsindia.com/investors.html#policies>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

Business Responsibility and Sustainability Report (Contd.)

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company is committed to providing an inclusive and supportive work environment for all employees. As part of this commitment, we have established a grievance redressal mechanism to address any concerns or issues that employees may have. Upon receipt of a grievance, our internal grievance committee will review the matter and utilize an escalation matrix to determine the most appropriate course of action. This matrix outlines a set of steps that are designed to facilitate the resolution of the grievance, taking into consideration various factors such as the severity of the grievance, the seniority of the involved parties, and the timeline for resolution. Our escalation process comprises several stages, including: A. Informal Discussion with Supervisor: The first stage of our escalation process involves encouraging employees to speak with their manager before filing a formal grievance. This informal discussion can often help to bridge communication gaps and allow for issues to be resolved quickly and effectively. B. Formal Written Grievance: If the informal discussion is not successful in resolving the grievance, employees can file a formal written grievance. We have developed a grievance form that employees can use to document their concerns. C. Evaluation of Grievance: Once a formal grievance has been received, the grievance committee will evaluate the matter and determine the appropriate course of action. This can include mediation or other forms of conflict resolution. D. Conduct a Formal Investigation: In some cases, a formal investigation may be necessary to gather additional information or evidence. This may involve interviewing witnesses and gathering documents in order to arrive at a fair and impartial resolution. Upon conclusion of the investigation, the grievance committee will work towards creating a resolution that is fair and equitable for all parties involved. Our aim is to ensure that grievances are resolved in a timely and impartial manner, and that employees feel supported and valued throughout the process.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the entity:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	178	NIL	-	171	NIL	-
Male	160	NIL	-	155	NIL	-
Female	18	NIL	-	16	NIL	-
Total Permanent Workers	295	NIL	-	300	NIL	-
Male	259	NIL	-	264	NIL	-
Female	36	NIL	-	36	NIL	-

The Company's staff and labour force do not possess any acknowledged associations or union affiliations. We maintain the belief that each individual should receive equitable and respectful treatment, regardless of their affiliations or absence thereof. We endeavour to cultivate an all-encompassing environment that encourages cooperation and novelty. We pledge to guarantee that all our staff and labour force are provided with just and unbiased prospects and perks.

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	160	160	100%	160	100%	155	155	100%	155	100%
Female	18	18	100%	18	100%	16	16	100%	16	100%
Total	178	178	100%	178	100%	171	171	100%	171	100%
Workers										
Male	259	259	100%	259	100%	264	264	100%	264	100%
Female	36	36	100%	36	100%	36	36	100%	36	100%
Total	295	295	100%	295	100%	300	300	100%	300	100%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Staff & Admin)**						
Male	160	12	7.5%	155	29	18.7%
Female	18	0	0	16	2	12.5%
Total	178	12	7.5%	171	31	18.1%
Workers**						
Male	259	5	1.93%	264	7	2.7%
Female	36	0	0%	36	0	0
Total	295	0	0%	300	7	2.7%

**For the purpose of performance and career development, only permanent employees and workers are considered.

10. Health and safety management system:

S. no	Particulars	Response
1.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Yes, the Company has implemented a management system for occupational health and safety. The coverage of such system includes –</p> <ol style="list-style-type: none"> 1) Pre-employment and Annual Medical Check-up: These check-ups help to identify health risks that may be present in their workforce, as well as to ensure that the employees have the necessary physical fitness to perform their job duties. 2) Training on Environment and Employee Health and safety: This training is essential to ensure that employees are aware of the risks associated with working in a particular environment, and to ensure that they take the necessary precautions to keep themselves and their colleagues safe. 3) The Company has incorporated important components of an effective fire safety program which includes training on Fire hydrant System, Smoke Detectors, Sprinkler System, Fire Extinguisher, Safe Assembly Point, and Emergency Exits. 4) Work permit system prior to work: This system ensures that all employees are properly trained and certified to work in the factory. It also ensures that the employer is adhering to safety regulations, such as providing a safe workplace, adequate safety equipment, and appropriate procedures for hazardous tasks.

Business Responsibility and Sustainability Report (Contd.)

S. no	Particulars	Response
		<p>5) Safety Committee: This committee will be responsible for ensuring compliance with safety regulations, conducting safety audits and inspections, and creating and implementing safety programs to reduce the risk of injury to workers.</p> <p>6) Emergency Preparedness/Mock Drill: This drill is designed to ensure that employees are familiar with emergency procedures, such as evacuation routes, in case of an emergency. It also tests the effectiveness of existing safety protocols and identifies any areas for improvement.</p> <p>7) Near Miss Report and Incident Investigation System: This system is designed to identify and analyse potential and actual accidents and incidents in order to anticipate and prevent future incidents. It allows employees to report near misses or incidents and have them investigated so that the causes can be identified, and corrective measures taken to reduce the risk of similar incidents occurring in the future.</p> <p>8) Visitor Management system and Safety Guide: Such a system helps to identify who is on site, as well as to ensure that visitors are aware of the safety protocols in place and are following them. It also allows the Company to keep track of visitors and any potential hazards they may be exposed to and take the necessary steps to protect them.</p> <p>9) Safety Audits: Safety audits help to identify potential hazards and risks in the workplace, and to determine the necessary measures to prevent accidents, injuries, and illnesses. They also help to ensure that the necessary safety equipment and procedures are in place and are being followed.</p>
2.	<p>What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>The identification of work-related hazards and assessment of risks is a critical process to ensure the safety and well-being of employees in any organization. The specific processes used may vary depending on the industry, organization, and local regulations, but generally include the following steps:</p> <p>The observance of work safety analysis, Hazard Identification and Risk Assessment (HIRA), standard operating procedure, and operational control plan helps to monitor routine activities.</p> <p>To ensure the health and safety of personnel, equipment, and materials involved, non-routine activities are supervised using a seven-type work permit system. The seven types of work permit cover various types of hazardous activities, including:</p> <ol style="list-style-type: none"> 1) Hot work Operations 2) Cold work activities 3) Electrical installation and maintenance 4) Working at heights 5) Electromechanical services 6) Confined space entry 7) Heavy lifting operations <p>This system ensures that every non-routine activity is evaluated and planned, with appropriate safety measures in place before work can begin. By strictly adhering to this system, the Company can minimize the risks associated with non-routine activities, preventing accidents and injuries.</p>
3.	<p>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes, to ensure a safe and healthy work environment, we are actively monitoring and addressing workplace hazards through a variety of forums. These forums allow us to gather feedback from workers and identify potential safety risks.</p> <p>The forums that we use to monitor and gather input from workers include Safety Patrols, Workplace Inspections, Pictorial PPE Displays, Identification of Unsafe Conditions and Unsafe Acts, Safety Audits (including Gemba and Departmental Audits), Monthly Safety Audits, On-the-Job Training on Safety, Safety Committee Meetings, and Mock Drills and Emergency Preparedness Training.</p> <p>Through these various forums, we are able to gather feedback and identify potential safety hazards. We then take proactive steps to address these hazards and ensure that our workers have the necessary knowledge and tools to work safely. This includes providing fire fighting and first aid training, as well as ongoing safety training to help workers identify and avoid potential safety risks.</p> <p>Overall, our commitment to safety is a top priority, and we will continue to work to ensure that all of our workers are able to work in a safe and healthy environment.</p>
4.	<p>Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes.</p>

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
		Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Lost Time Injury Frequency Rate (LTIFR) (per one Mn- person hours worked)	Employee	NIL		NIL	
	Worker	0.00042		0.00048	
Total recordable work- related injuries	Employee	NIL		NIL	
	Worker	7		8	
No. of fatalities	Employee	NIL		NIL	
	Worker	NIL		NIL	
High consequence work – related injury or ill- health (excluding fatalities)	Employee	NIL		NIL	
	Worker	NIL		NIL	

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace. The Company emphasizes on the importance of maintaining a safe and healthy workplace for all its employees. The entity takes the health and safety of its employees as a top priority and has implemented various measures to ensure a safe and healthy work environment.

The Company has successfully implemented safety calendars incorporating RED/GREEN indicators to indicate the incidence of accidents within a specific month. This implementation is intended to visually illustrate the safety condition of each worksite and empower employees to actively track their advancement towards attaining a zero-accident objective. The utilization of RED/GREEN indicators facilitates a swift and unequivocal evaluation of accident frequency and the efficacy of safety endeavors.

The machines are equipped with sensors designed to mitigate the risk of danger. These sensors detect changes in the environment, such as sudden temperature or pressure drops, and alert the machine to shut down to prevent potential damage. This proactive measure ensures optimal machine performance while maintaining safety standards.

To adhere to safety protocols, flammable chemicals are stored separately within the warehouse to mitigate potential risks. Moreover, parameters have been established and implemented to ensure strict control over chemical release and keep them within permissible limits. These parameters require keeping chemicals away from ignition sources, strong air currents, and combustible materials and storing and handling them to meet specific safety requirements.

The Company implements various measures to improve the health and safety of its employees, including yearly planning to identify areas of improvement, regular inspection of the shop floor to assess machinery, equipment, tools, and working conditions, and awareness training on EHS. Incidents are investigated and reported to management, while unsafe conditions and acts are identified and evaluated for hazards and risk assessment. The Company also ensures a reliable firefighting system, forms first aid and firefighting committees, implements workplace safety programs, mandates the use of personal protective safety equipment (PPE), and conducts annual medical examinations to ensure employee health.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

We are pleased to report, our employees and workers have not lodged any grievances concerning their working conditions and health and safety. This attests to our dedication to providing a secure and healthy working atmosphere for our staff. We will persist in giving priority to the welfare of our employees and upholding the utmost standards of safety and health.

Business Responsibility and Sustainability Report (Contd.)

14. Assessments for the year:

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

15. Corrective Actions:

<p>Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.</p>	<p>In order to address any safety-related incidents and significant risks or concerns identified through health and safety assessments, we have implemented a structured root cause analysis format for detailed investigations and the formulation of corrective action plans. This procedure is followed at all locations and includes the following measures:</p> <ol style="list-style-type: none"> 1. Establishment of safety committees and works committees. 2. Recognition of employees who have made notable contributions to safety through the Best Safety Kaizen award. 3. Identification and reporting of unsafe conditions and unsafe acts. 4. Installation of fire extinguishers in every department. 5. Display boards promoting awareness about personal protective equipment (PPE) and fire safety classes throughout the plant.
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PRINCIPLE 4 BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

<p>Describe the processes for identifying key stakeholder groups of the entity</p>	<p>The Company has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Shareholder meets Email Stock Exchange (SE) Intimations investor/analysts meet/ conference calls annual report, quarterly results media releases and Company website Notice Newspaper advertisements 	Quarterly, Half yearly and annually	<p>1) Share price appreciation, dividends, profitability and financial stability:</p> <p>a) Purpose: Evaluate financial performance and stability for potential growth.</p> <p>b) Key topics raised: Share price trends, dividend history, profitability ratios, financial statements, and market conditions</p> <p>c) Concerns raised: Volatility in share prices, non- payment of dividend and financial risks.</p> <p>2) Queries/suggestions/ assurance / complaints etc:</p> <p>a) Purpose: Address shareholder queries, suggestions, complaints, and provide assurance.</p> <p>b) Key topics raised: Shareholder queries, suggestions, assurances, and concerns.</p>
Customers	No	<ul style="list-style-type: none"> Partnering with them in their journey from products to services. One-on-one interaction. Customer satisfaction survey. Feedback surveys and calls post redressal of complaints. Customer service helpline. Email, Telephone and physical and VC Meetings 	Daily	<p>1) Queries/suggestions/ assurance/complaints:</p> <p>a) Purpose: Address customer queries, suggestions, complaints, and provide assurance.</p> <p>b) Key topics: Customer service, complaint handling, feedback mechanisms.</p> <p>c) Concerns: Supply chain and quality related concerns.</p> <p>2) Understanding the customers' requirements:</p> <p>a) Purpose: Understand customer requirements to improve products and services.</p> <p>b) Key topics: Customer needs analysis, market research, product development.</p>

Business Responsibility and Sustainability Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> • Supplier meets. • One-on-one interactions. • Email, Telephone and physical and VC Meetings 	Fortnightly	<p>1) Supplier Feedback Mechanism:</p> <p>a) Purpose: To gather feedback and input from suppliers regarding their experiences, challenges, and suggestions for improvement.</p> <p>b) Key topics: Supplier relationships, contract terms, payment processes, and communication channels.</p> <p>2) Supplier Performance Evaluation:</p> <p>a) Purpose: To assess the performance of suppliers and provide feedback on areas of improvement.</p> <p>b) Key topics: Quality of goods/services, timeliness, adherence to contractual obligations, and compliance with ethical standards.</p> <p>3) Supplier Capacity Building:</p> <p>a) Purpose: To provide support and resources to suppliers to enhance their capabilities and meet the company's requirements.</p> <p>b) Key topics: Training programs, supplier development initiatives, and sharing best practices.</p> <p>4) Collaborative Innovation:</p> <p>a) Purpose: To foster innovation and collaboration between the company and suppliers to drive mutual growth and development.</p> <p>b) Key topics: Joint research and development projects, co-creation of new products/services, and sharing market insights.</p> <p>5) Ethical and Sustainable Practices:</p> <p>a) Purpose: To ensure suppliers adhere to ethical and sustainable practices in their operations.</p> <p>b) Key topics: Compliance with labor standards, environmental regulations, and responsible sourcing.</p>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee and Workers	No	<ul style="list-style-type: none"> Personalised learning and development programmes. Regular performance review and feedback. One-on-one engagement, townhall meetings. Employee engagement surveys. Programmes catered around overall wellbeing. Intranet Portal. Casual interaction and daily games post lunch Emails, Notice Board, Meetings 	Daily	<p>1) Hearing of all employee concerns:</p> <p>a) Purpose: To provide an open forum for employees to voice their concerns and improve company culture.</p> <p>b) Key topics: Employee concerns, communication, and feedback mechanisms.</p> <p>2) Conducting meetings:</p> <p>a) Purpose: To facilitate communication and decision-making within the organization.</p> <p>b) Key topics: Meeting agenda, participation, and outcomes.</p> <p>3) Suggestion Schemes:</p> <p>a) Purpose: To encourage employees to contribute innovative ideas and improve company operations.</p> <p>b) Key topics: Suggestion submission process, evaluation criteria, and implementation strategies.</p> <p>4) Conducting enquiries:</p> <p>a) Purpose: To investigate and resolve issues within the organization.</p> <p>b) Key topics: Enquiry process, documentation, and communication with stakeholders.</p>
Government and Regulators	No	<ul style="list-style-type: none"> E-mails and letters. Conferences. Industry forums. Regulatory filings. Meetings with officials. Representations. 	On periodical basis as provided under relevant legislations	<p>1) In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment:</p> <p>a) Purpose: Ensure compliance with applicable laws, adapt to regulatory changes, stay informed of industry concerns, invest in employee skills.</p> <p>b) Key topics: Regulatory compliance, industry trends, workforce development, employment policies, and skill-building initiatives.</p>
Community	Yes	<ul style="list-style-type: none"> Collaboration with non-governmental organisations (NGOs). Field visits. CSR and sustainability initiatives. Skill development. One-on-one interactions. 	Periodically	<p>a) Purpose: Develop and implement sustainable CSR initiatives related to water and natural resource management, community development, education/skill development, and livelihood support.</p> <p>b) Key topics: Water and natural resource management, community development, education/skill development, livelihood support, and sustainability reporting.</p>

Business Responsibility and Sustainability Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	<ul style="list-style-type: none"> Board Meetings - Engage with Board members through regular board meetings, either in person or virtually, to discuss company performance, strategy, and challenges. Meetings usually happen on a regular basis, such as quarterly. Board Committees - Engage with Board committee members, such as Audit, CSR, NRC, SRC, and Risk Management committees, for more focused updates and discussions on specific areas of the company's operations. Board Reports - Provide regular reports to the Board on company performance and progress towards strategic goals. Reports may include financial updates, key performance indicators, or other relevant information. Informal Updates - Provide informal updates to Board members on an ongoing basis through channels such as emails, phone calls, or meetings outside of regular Board meetings. 	Quarterly and on any event/need basis.	1) Company's business operations, planning, strategies etc: <ol style="list-style-type: none"> Purpose: To review the company's current business operations, planning and strategies, and identify opportunities for improvement. Key topics: Business model, operational efficiency, market analysis, growth strategies, risk management, and financial performance.
Contractors	No	<ul style="list-style-type: none"> Emails. Need based meetings. Periodical Reports 	Periodically	Purpose: Manage the contractor relationship for quality performance and contractual compliance. Key Topics: Contractual Agreements, Performance Evaluation, Fair and Timely Payment, Quality and Performance.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Subsidiary	No	<ul style="list-style-type: none"> • Emails. • Need based meetings. • Periodical Reports. 	Quarterly and Requirement basis.	<p>1) Strategic Alignment:</p> <p>a) Purpose: To align the subsidiary company's goals and strategies with the overall objectives of the Company.</p> <p>b) Key topics: Business plans, market expansion strategies, product development, and resource allocation.</p> <p>2) Performance Reviews and Reporting:</p> <p>a) Purpose: To review the performance of subsidiary Company, assess key metrics, and ensure transparency in reporting.</p> <p>b) Key topics: Financial performance, operational efficiency, market share, and compliance with regulations.</p> <p>3) Knowledge Sharing and Best Practices:</p> <p>a) Purpose: To facilitate knowledge sharing and exchange of best practices among subsidiary companies and the Company.</p> <p>b) Key topics: Innovation, process optimization, risk management, and market insights.</p>
Bankers	No	<ul style="list-style-type: none"> • Periodical Meetings • Periodical Reports • Emails 	Requirement basis.	<p>1) Understand the banking compliance, maintaining rapport with our bankers, and banking/credit facilities:</p> <p>a) Purpose: Understand banking compliance, maintain rapport with bankers, and manage banking/credit facilities.</p> <p>b) Key topics: Banking regulations, compliance requirements, credit facilities, maintaining relationships with bankers.</p>
Peers	No	<ul style="list-style-type: none"> • Industry events and conferences • Trade associations and industry groups • Market research and analysis • Benchmarking studies 	Requirement basis.	<p>To provide considerations and share insights on global developments:</p> <p>a) Purpose: Provide insights on global developments that may impact the company's operations and strategies</p> <p>b) Key topics: Geopolitical risks, macroeconomic trends, emerging technologies, social and environmental issues, and industry developments.</p>

Business Responsibility and Sustainability Report (Contd.)

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

A) ESSENTIAL INDICATORS:

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	178	178	100%	171	171	100%
Other than permanent	29	29	100%	42	42	100%
Total Employees	207	207	100%	213	213	100%
Workers						
Permanent	295	295	100%	300	300	100%
Other than permanent	950	950	100%	744	744	100%
Total Workers	1,245	1,245	100%	1,044	1,044	100%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	178	NIL	-	178	100%	171	NIL	-	171	100%
Male	160	NIL	-	160	100%	155	NIL	-	155	100%
Female	18	NIL	-	18	100%	16	NIL	-	16	100%
Other than Permanent	29	NIL	-	29	100%	42	NIL	-	42	100%
Male	25	NIL	-	25	100%	40	NIL	-	40	100%
Female	4	NIL	-	4	100%	2	NIL	-	2	100%
Workers										
Permanent	295	NIL	-	295	100%	300	NIL	-	300	100%
Male	259	NIL	-	259	100%	264	NIL	-	264	100%
Female	36	NIL	-	36	100%	36	NIL	-	36	100%
Other than Permanent	950	NIL	-	950	100%	744	NIL	-	744	100%
Male	725	NIL	-	725	100%	571	NIL	-	571	100%
Female	225	NIL	-	225	100%	173	NIL	-	173	100%

3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	₹1.08 Mn	1	₹1.50 Mn
Key Managerial Personnel*	4	₹11.01 Mn	0	-
Employees other than BoD and KMP	158	₹0.67 Mn	18	₹0.63 Mn
Workers	259	₹0.36 Mn	36	₹0.33 Mn

* Comprising Chairman & Managing Director, Wholtime Directors, Chief Financial Officer and Company Secretary.

4. Focal point for addressing human rights:

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

Yes. The Head of HR department oversees the human resource's function. In addition, the Executive Directors are responsible for addressing any human rights issues caused or contributed by the business.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

The internal stakeholders of a business are groups or individuals who work directly within it, such as employees and contractual support staff. They are granted access to a redressal channel as specified in the policy to address any concerns or complaints that they may have.

The policy's objective is to establish an accessible and secure process for employees to report any incidents of discrimination, harassment, or other human rights violations that may occur in the workplace. The grievance mechanism is effectively communicated to all employees to ensure that they are informed of the process and their rights to report any violations.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

7. Prevention of discrimination and harassment cases:

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

To prevent harassment in the workplace, the company has established a mechanism that consists of various policies, procedures, and guidelines. The mechanism includes a code of conduct that outlines the company's expectations for appropriate workplace behaviour and provides guidance on identifying and addressing harassment.

The company has also established a confidential reporting system that allows employees to report any incidents of harassment without fear of retaliation. These reports are thoroughly investigated, and corrective action is taken where necessary. Additionally, the company provides regular training to all employees on identifying and preventing harassment in the workplace.

To ensure compliance with its harassment prevention policies, the company conducts regular audits and assessments of its workplace culture and practices. These assessments help identify areas for improvement and ensure that the company is taking all necessary steps to prevent harassment.

Business Responsibility and Sustainability Report (Contd.)

8. Human rights requirements forming part of your business agreements and contracts:

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

Yes, the Human rights related requirement are covered as a part of supplier/Dealer/Vendor onboarding process. This requires suppliers and dealers to comply with applicable laws, labour standards, environmental regulations, and uphold human rights and principles of ethics and integrity in their operations.

9. Assessments for the year:

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

10. Corrective Actions to address significant risks / concerns arising from the assessments:

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

The Company takes its commitment to human rights earnestly and has established a robust framework to address significant risks and concerns related to child labour, forced labour, sexual harassment, discrimination, and wages. This includes regular assessments to identify any potential violations and regular training for employees to promote awareness and prevent such incidents. In the event of any violations being identified, the Company takes prompt and effective corrective action, which may include suspension of work, termination of contracts, or even legal action, as appropriate. Additionally, the Company continuously reviews and strengthens its policies and procedures to ensure that human rights are upheld across all operations.

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers.

PRINCIPLE 6 BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	10,612.35 MJ	18,232.92 MJ
Total fuel consumption (B) (In Kiloliter)	10,042 L	92,099 L
Energy consumption through other sources (C) (Wind and Solar Power)	12,456 MJ	1,800 MJ
Total energy consumption (A+C)	23,068.35 MJ	20,032.92 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	23,068.35/296,19,15,000 =0.0000077	20,032.92/2,678,872,506 = 0.0000074

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: The Company has not conducted any such assessment, evaluation, or assurance by an external agency. The energy consumption details are solely evaluated internally.

During the financial year 2022-23, the Company experienced a notable 15.15% upsurge in its total energy consumption, encompassing electricity usage as well as consumption derived from alternative sources such as wind and solar power. This increase resulted in a corresponding 10.57% rise in total production.

Moreover, the Company is delighted to share a significant accomplishment in the financial year 2022-23, wherein our diesel consumption witnessed a remarkable reduction of 89%. This achievement surpasses our predetermined target of 75%, underscoring our commitment to sustainable practices and resource efficiency.

2. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Does the entity have any sites / facilities identified as DCs under the PAT Scheme of the Government of India? (Y/N)

No, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India:

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	51,267.834	42,787.273
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	7,823.954	9,379.312
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	59,091.788	52,166.585
Total volume of water consumption (in kilolitres)	41,518.858	38,534.3702
Water intensity per rupee of turnover (Water consumed / turnover)	0.000010	0.000014
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No, the Company has not conducted any such assessment, evaluation, or assurance by an external agency. The water withdrawal and consumption details are solely evaluated internally.

4. Mechanism for Zero Liquid Discharge:

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

In its commitment to being a responsible corporate citizen, the Company has mechanisms to treat and recycle all the wastewater generated by their industrial processes. They have installed a state-of-the-art treatment plant that uses a combination of physical, chemical, and biological processes to treat the wastewater. The treated water is then passed through a series of filtration and evaporation processes to remove all the impurities and contaminants, leaving behind only pure and clean water that can be reused within the plant. The remaining solid waste is disposed off in a responsible and environmentally sustainable manner.

The Company has established Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs), the Company endeavours to minimize the quantity of water discharged to the greatest extent possible, in accordance with feasible measures.

There exists a mechanism to treat and recycle all the wastewater generated by the industrial processes. The Company has installed a state-of-the-art treatment plant that uses a combination of physical, chemical, and biological processes to treat the wastewater. The treated water is then passed through a series of filtration and evaporation processes to remove all the impurities and contaminants, leaving behind only pure and clean water that can be reused within the plant. The remaining solid waste is disposed of in a responsible and environmentally sustainable manner.

- The liquid from the Sewage Treatment Plant (STP) undergoes processing in the STP plant, where it is converted into sludge, and the treated water is repurposed for flushing toilets and gardening purposes.
- The liquid from the Effluent Treatment Plant (ETP) is treated in the ETP plant, resulting in the production of ETP sludge, which is then disposed of in an environmentally responsible manner by appointing authorized vendors.

By adopting a Zero Liquid Discharge mechanism, the Company has been able to reduce its dependence on freshwater sources, minimize its impact on the environment, and ensure that all the wastewater generated is treated and recycled in a responsible and sustainable manner.

Business Responsibility and Sustainability Report (Contd.)

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	NIL	NIL	NIL
SOx	NIL	NIL	NIL
Particulate matter (PM)	NIL	NIL	NIL
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others – please specify	NIL	NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: The Company has not conducted any such assessment, evaluation, or assurance by an external agency.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	26,912.56	246,825.32
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,240,385	3,849,172
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.00071	0.00134
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	2,267,298	4,095,997

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

We are pleased to report a significant reduction in emissions during FY 2022-23, with a notable decrease of approximately 50% compared to FY 2021-22. This achievement showcases our commitment to environmental sustainability and highlights our ongoing efforts to minimize our carbon footprint.

Further, the Company has not conducted any such assessment, evaluation, or assurance by an external agency. The details are solely evaluated internally.

7. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. We are pleased to announce a noteworthy reduction in emissions for the financial year 2022-23, demonstrating a remarkable decrease of approximately 50% compared to the preceding financial year 2021-22. This achievement serves as a testament to our unwavering commitment to environmental sustainability and exemplifies our ongoing efforts to mitigate our carbon footprint.

The organization has made substantial strides in fulfilling its energy requirements for manufacturing operations by leveraging renewable solar energy. A significant proportion of the electricity consumed throughout the year, approximately 25%, was supplied by rooftop solar panels and a solar park situated within the factory premises.

Furthermore, to bolster our renewable energy endeavours, the organization has installed a total capacity of 1.9 MW in its solar plant. Furthermore, it has entered into power supply and off-take agreements to ensure the provision of solar power, with a capacity of up to 2 MW or 3,000,000 units per year.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	654.9	564.41
E-waste (B)	0.48	0
Bio-medical waste (C)	0.0025	0.0022
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3.48	0.913
Total (A+ B + C + D + E + F + G + H)	658.8625	565.3252
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		Due to the inherent nature of our business operations, the Company has limited opportunities within this particular domain.
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		The Company abstains from engaging in any practices such as incineration or landfilling for waste disposal. Instead, waste disposal is strictly directed through an approved vendor designated by the Karnataka State Pollution Control Board (KSPCB).
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

The Company has not conducted any independent assessment/ evaluation by an external agency.

9. Waste management practices adopted in the establishment:

Briefly describe the waste management practices adopted in your establishments.	The Company has implemented a waste management system that ensures proper handling, segregation, transportation, and disposal of different types of wastes, thus promoting environmental sustainability and the safety of the workers involved in waste management.
Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	<p>A color-coding system exists for the purpose of categorizing various types of wastes. The colour red is employed to denote hazardous waste, green is designated for biodegradable waste, yellow is utilized for adhesive waste, and blue is assigned to plastic waste. This system aids in the convenient identification and segregation of different waste types, thereby facilitating effective disposal.</p> <p>The safety of workers is crucial in waste management, as they are exposed to various hazards while handling waste. Hence the provision of safety Personal Protective Equipment (PPE) is given to the workers who handle waste.</p> <p>An authorized vendor has been identified for receiving scraps and waste. This ensures that the waste is collected and handled by a responsible and authorized vendor.</p> <p>Waste disposal is routed through an approved vendor by KSPCB (Karnataka State Pollution Control Board)</p> <p>Separate transportation facility for waste disposal purposes. This ensures that the waste is transported in a safe and organized manner and is disposed of in an environmentally responsible manner.</p> <p>The Company identifies and monitors waste categories beyond the four-color-coded categories. These categories include E-waste, aluminium waste, roll storage waste, and metal scraps, and require specialized handling and disposal techniques.</p>

Business Responsibility and Sustainability Report (Contd.)

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not have any offices or operational sites in the vicinity of any ecologically sensitive area.

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

Considering the nature of the Company's operations, the requirement of conducting an Environmental Impact Assessment (EIA) as mandated by The Ministry of Environment, Forests and Climate Change (MoEFCC) does not apply to the Company.

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

Yes, the Company is fully compliant with all the applicable environmental laws/regulations/ guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

- 1. A) Affiliations with trade and industry chambers/ associations:**

Number of affiliations with trade and industry chambers/ associations.

Currently, the Company is a member of 6 associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry	National
2.	Indo America Chamber of Commerce	National
3.	The Plastic Export Promotion Council	National
4.	The Automotive Component Manufacturers Association	National
5.	Quality Circle Forum of India	National
6.	The Society of Indian Automobile Manufacturers	National

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

Name of authority	Brief of the case	Corrective action taken
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The Company has not engaged in any anti-competitive conduct.

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

A) ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
This section is not applicable to the Company as there were no projects that required SIA to be undertaken under Law					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).						

3. Community redressal mechanism:

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

Grievance Redressal Mechanism (GRM) is an important aspect of assuring our strong relation with the community as it provides us social license the to operate and execute the community initiative projects. As part of our grievance redressal mechanism, we have deployed our local employees who regularly visit the community and interact with people to gauge and address community concerns.

Receiving and redressing grievances of the community typically involves a multi-step process that begins with establishing channels for individuals or groups to voice their concerns and ends with addressing and resolving those grievances in a fair and timely manner. The following are mechanisms that are employed to receive and redress grievances of the community:

The Company through local panchayath on regular basis identifies the needs of the local community and fulfils their requirements through various CSR initiatives and the Company's representatives on regular basis visits the local community to get feedback and monitor the CSR projects. This helps to ensure that the Company is aware of the needs of the local community and that their CSR initiatives are meeting those needs. It also allows them to develop a better understanding of the community, which can help them create more effective CSR initiatives in the future.

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

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	NIL	NIL
Sourced directly from within the district and neighbouring districts	NIL	NIL

PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER


The Company's commitment to engaging with and providing value to our consumers in a responsible manner is an essential part of our business strategy. We believe that by doing so, we can build trust and loyalty with our customers and contribute to a sustainable future for all.

As a responsible business, we recognize the importance of engaging with and providing value to our consumers in a responsible manner. We aim to ensure that our products and services meet the needs of our customers while minimizing any negative impacts on society and the environment.

Business Responsibility and Sustainability Report (Contd.)

To achieve this, we strive to understand the needs and preferences of our customers and engage with them through various channels to provide the best possible experience. We also aim to provide accurate and transparent information about our products and services, including their safety, quality, and environmental impact.

We believe in responsible marketing practices and avoid any form of deceptive advertising or promotion. Our pricing policies are fair and transparent, and we do not engage in any anti-competitive behaviour.

A) ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

A well-established system is in place for dealing with Consumer/Customer feedback. Consumers are provided multiple options to connect with the Company through email, telephone, website, feedback forms, etc.

In addition, the Company's businesses have a dedicated consumer response cell to respond to their queries and receive feedback on products so as to be able to continuously improve upon its products and services.

1. The Company has dedicated consumer complaint procedure (written and approved) and all the complaints are submitted to internal quality check team and the Company has maintained dedicated registers that included mitigation strategies and all related aspects starting from registering the complaint till closing the complaint.
2. The scope of the procedure extends to complaints encountered at Customer Complaint, Customer Rejections, Warranty and Emergency Support for Customer Complaint which helps in realising the objectives.

The Company aims to provide systematic procedures for CAPA areas appropriate to the product and implementing the same where risks are encountered and further systemised for effective planning.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	11	0	All complaints received during this financial year were related to general concerns, and the same has been promptly resolved them with utmost priority	18	0	All complaints received during the financial year 2021-22 were related to general checks and has been promptly resolved with utmost priority.

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	-
Forced recalls	NIL	-

- There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2022-23.

5. Cyber security policy:

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

The Company has implemented a comprehensive framework and adopted policies and mechanisms to ensure robust cyber security. Key among these measures is the establishment of a primary disaster recovery site, which serves as a crucial component of our cyber security infrastructure.

The primary disaster recovery site is designed to provide redundancy and resilience, enabling rapid recovery and restoration of operations in the face of cyber incidents or other unforeseen disasters. It is equipped with state-of-the-art technologies, redundant systems and secure data backups to safeguard enterprise data.

The cyber security policy of the Company is critical for protecting the digital assets from cyber threats. It covers information systems, networks, and data security, roles and responsibilities, and incident response procedures. All employees, contractors, and interns must comply with this policy, which includes protecting confidential data, securing devices, safe email practices, proper password management, secure data transfer, and reporting security breaches. The IT Team installs security measures, provides training, and investigates breaches, while additional measures include device security, reporting stolen equipment, and following policy provisions. The System Administrator implements firewalls, anti-malware, and access authentication systems, and provides regular security training to employees.

The Company's Cyber security policy defines the framework/policy on cyber security and risks related to data privacy.

The policy can be accessed at the given link:

<https://www.sjsindia.com/investors.html#policies>

6. Corrective Actions: No incidents

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

This particular section does not find applicability within the context of the Company since there were no issues relating to the same.