

**Date:** 18<sup>th</sup> September, 2024

<p><b>To</b>  <b>Surveillance Department</b>  <b>National Stock Exchange of India Limited</b>  <b>Exchange Plaza, Bandra Kurla Complex,</b>  <b>Bandra East, Mumbai – 400051, India</b></p>	<p><b>To</b>  <b>Listing Compliance Department</b>  <b>BSE Limited,</b>  <b>P J Towers, Dalal Street, Mumbai -400001,</b>  <b>India</b></p>
---	---

**Subject: Clarification /Confirmation on news item appearing in “Media/Publication”**

Dear Sir/Madam,

This is in reference to clarification sought by the Exchanges on 17<sup>th</sup> September, 2024, on the article published in [www.thehindubusinessline.com](http://www.thehindubusinessline.com) “**Strike at SJS Enterprises Bengaluru factory following alleged termination of 192 workers**”.

We would like to inform you that a small group of the workers of the Company are currently involved in a protest outside the premises of the Company. With reference to your specific queries, our response is as under:

<b>Sl No</b>	<b>Exchange Query</b>	<b>Company Response</b>
a)	Whether such negotiations/events were taking place? If so, you are advised to provide the said information along with the sequence of events in chronological order from the start of negotiations/events till date.	<p>We would like to inform your good office that a protest is being carried out by a small group of workers, however the report on” termination of 192 workers” is factually incorrect.</p> <p><b><u>The background is as under:</u></b></p> <ol style="list-style-type: none"> <li>1. The management has taken disciplinary action against some of the workers for their serious acts of misconduct under the certified Standing Orders of the Company. The management has terminated 4 workers after following due process of law and suspended 8 workers pending enquiry, and issued show cause notice cum charge sheet to 5 workers. Presently, the disciplinary proceedings are under progress.</li> <li>2. We would like to inform you that a small group of 174 workers started boycotting food in the fully subsidised canteen of the Company during lunch/dinner breaks since April’2024, to protest against the termination/suspensions of these workers. The management has repeatedly counselled these workers that boycott of food is detrimental to their health and dangerous for safety at the work place. These workers have not abided by this advice and over the past few months there has been instances of many workers falling sick and even fainting,</li> </ol>



		<p>necessitating the company to rush them to hospitals for emergency medical treatment. As a result, to ensure safety at the work place the management took a decision to insist no such agitating workers be allowed to continue their duties unless they give a personal undertaking that they would take proper food and be physically fit to discharge their duties in a safe manner.</p> <p>3. The management while taking the above decision, duly informed the Labour Secretary - Government of Karnataka and currently the subject matter is pending in conciliation before the State Additional Labour Commissioner – IR Karnataka.</p> <p>4. The management has repeatedly asked these protesting workers in the presence of additional labour commissioner - IR Karnataka office to report for duty by providing these personal undertakings of good conduct during conciliation meetings under the aegis of the labour department. The conciliation process is still ongoing and under progress.</p> <p>5. We would like to state that the Company remains committed to adhere the best practices and maintaining the cordial relationship with its workers.</p>
<p>b)</p>	<p>Whether you/company are aware of any information that has not been announced to the Exchanges which could explain the movement in the trading, if any? Further, you are advised to provide the said information and the reasons for not disclosing the same to the Exchange earlier as required under regulation 30 of the SEBI (LODR) Regulations, 2015.</p>	<p>We would like to confirm that the management/company are not aware of any such information that has not been announced to the Exchanges which could explain the movement in the trading</p> <p>We would also like to emphasize that we have been consistently providing the necessary information/disclosure that affects the operation/performance of the company, including any price-sensitive information, to all the Stock Exchanges in terms of Regulation 30 of the SEBI (LODR) Regulations, 2015</p>
<p>c)</p>	<p>The material impact of this article on the Company.</p>	<p>Our operations are running smoothly to full capacity without any disruption.</p> <p><b>There is no material impact of the captioned media news.</b></p>

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

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

Sy No 26/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 29425110

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

ISO 14001 ISO 45001  
ISO 9001 IATF 16949  
Certified

CIN: L51909KA2005PLC036601

www.sjsindia.com



Creating Possibilities

We hope this clarifies the situation. Please feel free to contact us should you require any further information.

Thank you.

**Yours sincerely,**

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

---

**Thabraz Hushain W.**

**Company Secretary and Compliance Officer**

**Membership No.: A51119**