

# BUSINESS RESPONSIBILITY REPORT

[See Regulation 34(2)(f)]

## SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1	Corporate Identity Number (CIN) of the Company	L51909KA2005PLC036601
2	Name of the Company	S.J.S. Enterprises Limited
3	Registered Address	Sy No 28/P16 of Agra village and Sy No 85/P6 of B.M Kaval Village Kengeri Hobli Bangalore 560082
4	Website	www.sjsindia.com
5	E-mail id	compliance@sjsindia.com
6	Financial Year reported	April 1, 2021 to March 31, 2022
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	Automotive Ancillary and Consumer Durables
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	Product Description Our product offerings include decals and body graphics, 2D and 3D dials and 3D lux badges and overlays
9	Total number of locations where business activity is undertaken by the Company:	
	a. Number of International Locations (Provide details of major 5)	Nil
	b. Number of National Locations	Details of locations are included in the Corporate Governance Report which forms an integral part of the Annual Report
10	Markets served by the Company – Local/State/National/International	National & International markets

## SECTION B: FINANCIAL DETAILS OF THE COMPANY

1	Paid up Capital (INR)	304,379,040
2	Total Turnover (INR)	2,678.85 million
3	Total profit after taxes (INR)	518.61 million
4	Total Spending on Corporate Social Responsibility (CSR) as 2% of average net profit as per Section 198 of the Companies Act, 2013 percentage of profit after tax (%)	
5	List of activities in which expenditure in 4 above has been incurred: -	Our CSR spend covers following areas:
		i) Promoting healthcare/ preventive healthcare for the underprivileged
		ii) Rural Development Projects
		iii) Promoting inclusive education and sports
		iv) Sanitation
		For more details please refer the Annual Report on CSR activities of the Company which is enclosed to Directors' Report as Annexure – C.

## SECTION C: OTHER DETAILS

- Does the Company have any Subsidiary Company/ Companies:**  
Yes – Exotech Plastics Private Limited
- Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s):**  
Yes, the Subsidiary Company is encouraged to participate in the Business Responsibility initiatives of the Company.

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**3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]:**

Business Responsibility initiatives are limited to operations of the Company. The other entities do not participate in the BR initiatives of the Company.

### SECTION D: BR INFORMATION

**1. Details of Director/Directors responsible for BR**

**(a) Details of the Director/Directors responsible for implementation of the BR policy/policies:**

1. DIN Number: 01029851
2. Name: Sanjay Thapar
3. Designation: CEO & Executive Director

**(b) Details of the BR head:**

No.	Particulars	Details
1.	DIN Number	01029851
2.	Name	Sanjay Thapar
3.	Designation	CEO & Executive Director
4.	Telephone number	080 - 61940777
5.	e-mail id	sanjay@sjsindia.com

**2. The operating principles adopted by the Company supplement the requirements under the National Voluntary Guidelines (NVGs)**

The nine (9) principles outlined in National Voluntary Guidelines are as follows:

- P1 - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 - Businesses should promote the well-being of all employees
- P4 - Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 - Businesses should respect and promote human rights
- P6 - Businesses should respect, protect and make efforts to restore the environment
- P7 - Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 - Businesses should support inclusive growth and equitable development
- P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner

(a) Details of compliance with NVGs (Reply in Y/N)

No. Questions	P1 TO P9
1. Do you have a policy/ policies for....	Yes
2. Has the policy being formulated in consultation with the relevant stakeholders?	The policy(ies) has/have been framed keeping in mind the interests of the stakeholders at large.
3. Does the policy conform to any national / international standards? If yes, specify? (50 words)	All policies conform to national/ international standards wherever applicable.
4. Has the policy being approved by the Board? Is yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	The policies were either approved or noted from time to time and its Implementation carried out by the management.
5. Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes
6. Indicate the link for the policy to be viewed online?	All mandatory policies are available at Company's website at <a href="http://www.sjsindia.com">www.sjsindia.com</a> . And other policies which are internal to the company are available on Company's intranet.
7. Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes
8. Does the company have in-house structure to implement the policy/ policies.	Yes
9. Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Yes
10. Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	No

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

No. Questions	P1 to P9
1. The company has not understood the Principles	NA
2. The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles	NA
3. The company does not have financial or manpower resources available for the task	NA
4. It is planned to be done within next 6 months	NA
5. It is planned to be done within the next 1 year	✓
6. Any other reason (please specify)	NA

**3. Governance related to BR**

**(a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year:**

The Board will assess the BR performance of the Company annually.

The equity shares of the Company having been listed on the BSE Limited and the National Stock Exchange of India Limited w.e.f. 15<sup>th</sup> November 2021, this is the first BR Report based on the annual assessment of the BR performance of the Company by the Board for FY 2021-22.

Accordingly, in the coming years, the Board shall monitor and assess the BR initiatives and BR performance of the Company annually and the BR report based on the said assessment will form a part of the Annual Report of the respective year.

**(b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?**

This being the first Business Responsibility Report of the Company, will be placed on the website of the Company at [www.sjsindia.com](http://www.sjsindia.com) and going forward, will be published on a yearly basis along with the respective financial year's Annual Report.

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### SECTION E: PRINCIPLE-WISE PERFORMANCE

#### Principle 1: Business should conduct and govern themselves with Ethics, Transparency and Accountability

##### 1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/ Contractors/NGOs /Others?

The policy extends to our subsidiary and their units, and is largely applicable to the internal stakeholders of the Company. Some of the key principles of business responsibility of the Company, to the extent possible, have been made applicable to suppliers / vendors / service providers etc.

##### 2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

The Company handles complaints / notices received from the respective stakeholders with seriousness and resolves the complaints within the reasonable time and / or within time permitted under the statutory regulations.

During the financial year, a total of 53 investors/ shareholders complaints were received. All these complaints pertained to refund of Initial Public Offer ("IPO") application money and allied matters. These complaints were addressed within reasonable time. As of the end of the financial year, there are no pending investor complaints as all of them were resolved.

During the financial year, the Company has neither received any complaints which required investigation under the Company's whistle blower policy nor any complaints pertaining to sexual harassment under the relevant Act and as covered under POSH policy i.e. Care and Dignity Policy of the Company.

#### Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

##### 1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities:

The Company manufactures various products viz. decals and body graphics, 2D and 3D dials and 3D lux badges and overlays.

All these products are supplied to leading global OEMs / Tier I suppliers in the automotive and consumer appliance segments. These products conform to stringent international standards of environment and sustainability.

All the products pass through stringent tests of quality standards as specified by the customers, at the in-house testing center. The Company also adheres to International Organisation for Standardization (ISO) certifications guidelines. The Company has various certifications in place i.e. ISO 14001:2015 for Environment Management systems, ISO 45001:2018 for Occupational Health and Safety, ISO 9001:2015 & IATF 16949:2016 for Quality Management systems.

##### 2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional)

The Company manufactures multiple products making optimal use of resources and is LEED Gold certified (Leadership in Energy Efficiency and Environment Design).

##### 3. Does the company have procedures in place for sustainable sourcing (including transportation)?

##### (a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

Yes, The Company has certified procedures in place for sustainable sourcing:

1. Selection of Suppliers: All the raw material suppliers of the Company shall conform to certification of ISO 45001: for Occupational Health and Safety, ISO 9001: & IATF 16949: for Quality Management systems.
2. Supplier Evaluation: Company has a supplier evaluation check sheet and in order to qualify as a supplier of the Company, one should score atleast 80%, in that evaluation. The check sheet contains questionnaire related to Quality Standards, Ethics, Environment protection etc. During the evaluation, high importance for standards for safety, health and environmental practices are demanded from the suppliers, including logistics transporters.

3. The Company uses ROSH (Restriction of Hazardous Substances) certified raw material for all the products and therefore, usage of hazardous materials are avoided as defined under ROSH regulations.
4. The Company sources most of its raw materials sustainably.

**4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?**

**(a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?**

Yes, the Company procures various goods and services from local and small vendors as per their capacity. The Company regularly undertakes initiatives to support its vendors in the entire supply chain and gives preference to local and small vendors i.e. MSME registered vendors if they meet the Company's requirements with respect to quality standards, high standards for safety, health and environmental practices etc.

The Company conducts frequent vendor audits and vendor shall conform to the aspects mentioned in material safety data sheet and the Company regularly provides support and guidance with this respect to the vendor.

**5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.**

The Company has in place, standard of procedures and process control for waste water recycling/treatment along with effluent treatment through the Effluent Treatment Plant and Sewage Treatment Plant. The Company also recycles the scrap waste generated during the manufacturing processes and most of the scrap generated is recycled in downstream processes. The waste, which cannot be reused is disposed off in an effective manner in compliance with applicable statutory laws. A couple of vendors have been employed, who are certified and registered with Karnataka Pollution Board for disposal of effluents.

**Principle 3: Businesses should promote the wellbeing of all employees**

1. Please indicate the Total number of employees:	1257
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis.	733
3. Please indicate the Number of permanent women employees.	55
4. Please indicate the Number of permanent employees with disabilities	02
5. Do you have an employee association that is recognized by management?	Not applicable
6. What percentage of your permanent employees is members of this recognized employee association?	Not applicable

**7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.**

No.	Category	No of complaints filed during the financial year	No of complaints pending as on end of the financial year
1.	Child labour/forced labour/involuntary labour	Nil	Nil
2.	Sexual harassment	Nil	Nil
3.	Discriminatory employment	Nil	Nil

**8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?**

a. Permanent Employees:	100%
b. Permanent Women Employees:	100%
c. Casual / Temporary / Contractual Employees:	100%
d. Employees with Disabilities:	100%

**Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized**

**1. Has the company mapped its internal and external stakeholders? Yes/No**

Yes

**2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders.**

Yes

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**3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.**

The Company has engaged itself in special initiatives with the disadvantaged, vulnerable and marginalized stakeholders especially those situated in and around the plant location through its CSR activities. These initiatives are in the areas of preventive healthcare, education, sanitary, rural development etc.

**Principle 5: Businesses should respect and promote human rights**

**1. Does the policy of the company on human rights cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?**

The principles of human rights covered under the Company's code of conduct is applicable to all the employees of the Company and its Subsidiary, to the extent possible, applicable to suppliers / vendors / service providers etc.

**2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?**

No complaint was received pertaining to human rights violation for financial year ended 31<sup>st</sup> March 2022.

**Principle 6: Business should respect, protect, and make efforts to restore the environment**

**1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.**

The policy extends to our subsidiary and their unit and, to the extent possible, applicable to suppliers / vendors / service providers etc.

**2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.**

Yes, the Company is compliant with environment, health and safety management systems and is IATF and ISO certified.

The Company sources a significant portion of its electricity requirements for the manufacturing facility through renewal solar energy from the rooftop solar power panels which accounts to around 20% to 25% of electricity requirements.

The manufacturing facility is LEED Gold rated by the U.S. Green Building Council. The Bengaluru facility is certified for international quality and environmental management systems such as IATF 16949:2016, ISO 9001:2015 and ISO 45001:2018.

**3. Does the company identify and assess potential environmental risks? Y/N**

Yes.

The Company has been practicing environmental management, health and safety through proactive initiatives for protecting environment including pollution prevention and resource conservation and to provide safe work environment to all employees.

The Company identifies the risks that can impact the business operations and has established, implemented and maintained a process for the elimination of hazards and reduction of OH&S risks using the following hierarchy of controls:

- a) eliminate the hazard;
- b) substitute with less hazardous processes, operations, materials or equipment;
- c) use engineering controls and reorganization of work;
- d) use administrative controls, including training;
- e) use adequate personal protective equipment.

Our Bengaluru facility is certified for international quality and environmental management systems such as IATF 16949:2016, ISO 9001:2015 and ISO 45001:2018, that helps us in developing mitigation strategies and take appropriate actions.

**4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**

No.

**5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.**

Yes, as mentioned in the point no. 2

**6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?**

Yes, the emissions/waste generated by the Company are within the permissible limits as indicated by State Pollution Control Board.

**7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**

No show cause/ legal notice from CPCB/ SPCB is pending as of 31<sup>st</sup> March 2022.

**Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner**

**1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**

The Company is a member of many trade/chamber/ associations. Some of them are:

1. Confederation of Indian Industry
2. Indo America Chamber of Commerce
3. The Plastic Export Promotion Council
4. The Automotive Component Manufacturers Association
5. Quality Circle Forum of India
6. The Society of Indian Automobile Manufacturers

**2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)**

Yes, wherever necessary.

**Principle 8: Businesses should support inclusive growth and equitable development**

**1. Does the company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.**

The Company takes up programs/ initiatives/ projects in pursuit of the principle of inclusive growth and equitable development in pursuance of its Corporate Social Responsibility (CSR) Policy. Detailed information about the specified programs and initiatives undertaken during FY 2021-22 in pursuit of the CSR policy has been given as Annexure - C to the Directors' Report.

**2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organization?**

The Company's Social Responsibility projects are implemented through an internal team as well as through implementation agency.

**3. Have you done any impact assessment of your initiative?**

No.

**4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.**

Please refer Annual Report on CSR activities has been given as Annexure - C to the Directors' Report.

**5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.**

Initiatives are identified based on the requirement of the community in such a way that the benefits reach the Community - Please refer Annual Report on CSR activities has been given as Annexure - C to the Directors' Report.

**Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner**

**1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.**

There were no customer complaints/consumer cases pending as on 31<sup>st</sup> March 2022.

**2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information)**

The information is displayed on products as required by applicable laws and customers' requirement.

**3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.**

There have been no cases relating to unfair trade practices, irresponsible advertising and/or anti-competitive behaviour against the Company.

**4. Did your company carry out any consumer survey/ consumer satisfaction trends?**

Yes. Customers feedback and opinions are collected on regular basis and corrective actions are taken.