

Business Responsibility Report

[Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Amendment) Regulations, 2015 dated December 22, 2015]

SECTION A: GENERAL INFORMATION OF THE COMPANY

1	Corporate Identification Number (CIN) of the Company	L51909UP1992PLC051997								
2	Name of the Company	Genus Power Infrastructures Limited								
3	Registered Address	G-14, Sector-63, Noida, Uttar Pradesh-201307 (India) Tel.: +91-120-4227116								
4	Website	www.genuspower.com								
5	Email id	cs@genus.in								
6	Financial Year reported	2019-20								
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	<p>The Company is engaged in manufacturing of Electronic Energy Meters. It also undertakes 'Engineering, Construction & Contracts' for power transmission and distribution sector. As per National Industrial Classification – Ministry of Statistics and Programme Implementation, industrial activity code-wise is as follows:</p> <table border="1"> <thead> <tr> <th>Industrial Group</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Group 265</td> <td>Manufacture of measuring, testing, navigating and control equipment</td> </tr> <tr> <td>Group 422</td> <td>Construction of utility projects</td> </tr> <tr> <td>Group 432</td> <td>Electrical, plumbing and other construction installation activities</td> </tr> </tbody> </table>	Industrial Group	Description	Group 265	Manufacture of measuring, testing, navigating and control equipment	Group 422	Construction of utility projects	Group 432	Electrical, plumbing and other construction installation activities
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Group 265	Manufacture of measuring, testing, navigating and control equipment									
Group 422	Construction of utility projects									
Group 432	Electrical, plumbing and other construction installation activities									
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	(i) Smart Metering Solutions; and (ii) 'Engineering, Construction & Contracts' projects for power transmission and distribution sector.								
9	Total number of locations where business activity is undertaken by the Company	(i) Number of International Locations (Provide details of major 5): The Company does not have any overseas manufacturing plant. (ii) Number of National Locations: Genus has five manufacturing locations at Jaipur, Haridwar and Assam. (Details are given in Corporate Governance Report). Further, the Company has 110 domestic locations, across India, where it has sales and/or marketing offices.								
10	Markets served by the Company – Local/State/National/International	National and International								

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1	Paid-up Capital (INR)	2573.59 Lakhs
2	Total Turnover (INR)	106039.85 Lakhs
3	Total profit after taxes (INR)	9366.70 Lakhs
4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	2.66%
5	List of activities in which expenditure in 4 above has been Incurred	Refer 'Annual Report on CSR Activities'

SECTION C: OTHER DETAILS OF THE COMPANY

1	Does the Company have any Subsidiary Company/ Companies?	No
2	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)	Not Applicable
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%]	No

SECTION D: BR INFORMATION**1. Details of Director/Directors responsible for BR**

(a) Details of the Director/Director responsible for implementation of the BR policy/policies		
(i)	DIN Number	00011127
(ii)	Name	Mr. Rajendra Kumar Agarwal
(iii)	Designation	Managing Director and CEO
(b) Details of the BR head		
(i)	DIN Number	N.A.
(ii)	Name	Mr. Nathulal Nama
(iii)	Designation	CFO
(iv)	Telephone number	+91-141-7102400
(v)	e-mail id	nL.nama@genus.in

2. Principle-wise (as per NVGs) BR Policy/policies

Principle No.	NVG Principle	Reference Document
P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	<ul style="list-style-type: none"> • Mission & Values • Code of Business Ethics and Responsibility • Code of Conduct • Safety, Health & Environment Policy • Policy for Determining Materiality of Events • 'Code of Fair Disclosure of Unpublished Price Sensitive Information' and 'Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and their Immediate Relatives'
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	<ul style="list-style-type: none"> • Code of Business Ethics and Responsibility • Mission & Values • Quality Policy • Safety, Health & Environment Policy
P3	Businesses should promote the well-being of all employees	<ul style="list-style-type: none"> • Code of Conduct • Mission & Values • Whistle Blower Policy and Vigil Mechanism • Safety, Health & Environment Policy • Prevention of Sexual Harassment Policy
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Code of Conduct • Code of Business Ethics and Responsibility
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Prevention of Sexual Harassment Policy • Safety, Health & Environment Policy • Whistle Blower Policy and Vigil Mechanism • Mission & Values • Code of Business Ethics and Responsibility
P6	Businesses should respect, protect, and make efforts to restore the environment	<ul style="list-style-type: none"> • Code of Business Ethics and Responsibility • Corporate Social Responsibility Policy • Safety, Health & Environment Policy • Quality Policy
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	<ul style="list-style-type: none"> • Mission & Values • Code of Business Ethics and Responsibility • Code of Conduct
P8	Businesses should support inclusive growth and equitable development	<ul style="list-style-type: none"> • Mission & Values • Code of Business Ethics and Responsibility • Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<ul style="list-style-type: none"> • Mission & Values • Code of Business Ethics and Responsibility • Quality Policy

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

No	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for....	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards? If yes, specify? (50 words) ¹	Y ¹	Y ¹	Y ¹	Y ¹	Y ¹	Y ¹	Y ¹	Y ¹	Y ¹
4	Has the policy being approved by the Board? If yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	Y ²								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the company have in-house structure to implement the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

- The policies are based on NVG-guidelines in addition to conformance to the spirit of national and international standards like SO 9001, ISO 14001, ISO 20000, ISO 27001, OHSAS 45001, BIS, NABL, STS, EMC, ISI, S mark, AEO-T1 etc. The Company is also a proud CMMI level 3 Company and accredited with various national and international certifications such as ISI, KEMA, SGS, STS, ZIGBEE, UL, DLMS and more. The Company has also received BIS certification for its Smart Meters.
- These are internal policies of the Company and are available to relevant stakeholders of the Company. However, the Company's 'Mission & Values' 'CSR Policy', 'Whistle Blower Policy and Vigil Mechanism' 'Code of Conduct for Directors & Senior Management Personnel', 'Policy for Determining Materiality of Events' 'Code of Fair Disclosure of Unpublished Price Sensitive Information' and 'Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and their Immediate Relatives' and several other policies related to corporate governance and stakeholders are available in the investor section at Company's website, 'www.genuspower.com'.

(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	P2	P3	P4	P5	P6	P7	P8	P9
1	The company has not understood the Principles	Not Applicable								
2	The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
3	The company does not have financial or manpower resources available for the task									
4	It is planned to be done within next 6 months									
5	It is planned to be done within the next 1 year									
6	Any other reason (please specify)									

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)	Annually.
(b)	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Yes, the Company publishes the BR report, annually. The BR report for the FY 2019-20 is part of this annual report and can also be accessed at https://genuspower.com/investor-category/investor-information/ .

SECTION E: PRINCIPLE-WISE PERFORMANCE**Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.**

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

Particulars	Shareholders Complaints	Customers Complaints
No. of complaints pending as on April 01, 2019 (Opening Balance)	0	4
No. of complaints were received in the FY 2019-20 (Add during the year)	4	99
No. of complaints were successfully resolved as on March 31, 2020 (Resolved during the year)	4	97
No. of customer complaints pending as on March 31, 2020 (Closing Balance)	0	6*
% of complaints resolved	100%	94%

*Subsequently, most of these pending complaints have been resolved.

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

- List upto 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.**

The Company manufactures 'Smart Meters & Smart Metering Solutions', and also undertakes 'Engineering, Construction and Contracts' for power transmission and distribution sector. These products/services/solutions have no any adverse impact on society or environment. The Company does not use any fossil fuel for manufacturing of its products. The Company is accredited with all major quality and process certifications like ISO 9001, ISO 14001, ISO 20000, ISO 27001, OHSAS 45001, BIS, NABL, STS, EMC, ISI, S mark, AEO-T1, etc. The Company has Type Test certificates and BIS approvals for different rated meters, which is amongst the highest in the country in Electronic Energy Meter Industry. The Company has been awarded with STS (Standard Transfer Specification) certification, which is recognized as the globally accepted open standard for prepayment metering systems, ensuring inter-operability between system components from different manufacturers of prepayment systems. The Company has also received BIS certification for its Smart Meters, the first company in India to do so. The Company has in-house R&D centre (recognized by the Ministry of Science & Technology, Government of India and accredited by National Accreditation Body for Testing Labs 'NABL'), which also ensures all social or environmental impacts and compliances, while designing the products/services/solutions.

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

(a) Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?

The Company does not require electricity or water, heavily while sourcing/producing/distributing its products/services. However, there was reduction of energy and water consumption while sourcing/production/distribution of the Company's products/services in the FY 2019-20.

(b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?

The Company's main product/service i.e. Smart Metering solutions help its customers in a big way in reducing their energy uses. The Company's Smart Meter can measure and analysis the energy consumption pattern of the end-user through a two-way communication system between the power utility and the consumer (end-user), which helps the power utility for better load management and the end-user for managing their energy use during peak time and thereby reduces their energy bills. Further, the Company's ECC turnkey solution offer several technological & commercial advantages such as anti-temper feature, accurate billing, error reporting, load management analysis, digital display, pre-payment feature, smart grid, smart sub-station etc., to power utilities/discoms and thereby helps them in reduction of transmission and distribution losses. In the FY 2019-20, there has been a considerable reduction in energy consumption with the use of the Company's products/services.

- 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.

The Company continues to have a long-lasting relationship with its supplier/vendors. The Company has put in place some defined sets of systems/procedures for selection of prospective vendors, which includes techno commercial analysis, vendor's financial strength, market share, past track record etc. All vendors providing goods or services including transportation services have to comply with all relevant laws along with environment, health and safety norms. The Company confirms that most of its inputs were sourced 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?

The Company gives preference to small and local vendors/manufacturers around its plants proximity and region, particularly promoted by entrepreneurs from socially backward community, while the criteria for selection of goods and services are quality, reliability and price. In the FY 2019-20, Genus conducted various training programmes/seminars/meets for small and local enterprises to improve their capacity, quality and compatibility. The Company continued to engage local service providers/engineers for effective after sales services and thereby raised their scope for employment and their standard of living. The Company's research and development department continued to provide technological support to the associated local service providers/engineers to improve their capacity and capabilities.

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's products or wastes are not suitable for recycling and therefore it does not have any established mechanism to recycle products and waste. However, the Company disposes-off its products and raw material wastes, e.g. plastic boxes/bodies of meters, electronics parts etc., through local scrap vendors after taking a disposal certificates from the vendors.

Principle 3: Businesses should promote the well being of all employees.

1	Please indicate the Total number of employees	1121 (On roll) as on March 31, 2020			
2	Please indicate the Total number of employees hired on temporary/contractual/casual basis	2010 (as on March 31, 2020)			
3	Please indicate the Number of permanent women employees	70 (as on March 31, 2020)			
4	Please indicate the Number of permanent employees with disabilities	03 (as on March 31, 2020)			
5	Do you have an employee association that is recognized by management	No			
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. (The Company does not hire Child labour, forced labour or involuntary labour).	Nil
		2	Sexual harassment	No case reported.	Nil
		3	Discriminatory employment	Nil. (There is no discrimination in the recruitment process of the Company).	Nil
8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?	(a) Permanent Employees : 59% (b) Permanent Women Employees : 40% (c) Casual/Temporary/Contractual Employees : 30% (d) Employees with Disabilities : Nil			

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
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.	Yes. Please refer to the report on CSR initiatives undertaken by the Company annexed to directors' report for details on 'Shiksha Ki Unchi Udaan' program, payment of school fees of vulnerable students, Ekal Vidyalaya, setting up old age homes, technical training program, 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 extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	Genus HR policies, 'Safety, Health & Environment Policy', 'Mission & Values', 'Whistle Blower Policy', 'Code of Business Ethics and Responsibility' and other relevant stakeholders' policies/practices/codes apply across the Genus Group and also extend to its vendors and business partner. These policies/practices/codes cover all individuals working with the Company at all levels and grades including directors, senior management personnel and other employees (including probationary, trainee, retainer, temporary or contractual).
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	No complaint from any stakeholder regarding human rights was received during the FY 2019-20.

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 Company's policy is extended to the entire group. Its associates / joint ventures follow and adopt the practices/policies of the Company. The Company makes sure that it is implemented at all these levels and the Suppliers / Contractors / NGOs dealing with the Company are also encouraged to maintain ethical standards in all their practices.
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 Web-link: " https://genuspower.com/about-us/csr/ ".
3	Does the company identify and assess potential environmental risks? Y/N	Yes
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?	The Company has installed solar power systems of capacity upto 410 KW. In the FY 2019-20, the Company continued to replace its conventional lights with LED/ Solar lights and old AC with higher efficiency models, in line with the National Clean Development Mechanism. The Company files environmental compliance report, if required, with the regulatory authority.
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 Web-link: " https://genuspower.com/about-us/csr/ ".
6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Yes
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.	None

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:	(i) Confederation of Indian Industry (CII) (ii) Indian Electrical and Electronics Manufacturers Association (IEEMA) (iii) Federation of Indian Chambers of Commerce and Industry (FICCI) (iv) Federation of Rajasthan Trade and Industry (FORTI)
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)	The Company has been raising various issues through the above mentioned associations, such as - (i) Power Sector Reforms (ii) Rural Electrification Policy (iii) Industrial Policy for Electronic Items (iv) Electricity Tariff Policy (v) New Government Policy & Programme (vi) Economic Reforms (vii) Inclusive Development Policies

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.	Yes. Please refer to the report on CSR initiatives undertaken by the Company in this annual report.
2	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?	The programmes/projects are undertaken through internal team as well as in partnership with reputed and experienced Trust / foundation / organisation / external NGO.
3	Have you done any impact assessment of your initiative?	Yes
4	What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?	In the FY 2019-20, the Company spent an amount of ₹249.05 lakhs on community development projects/CSR activities. A detailed report on CSR initiatives undertaken by the Company is annexed to 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.	Yes. Initiatives conducted under CSR are tracked to determine the outcomes achieved and the benefits to the community. Internal tracking mechanisms, monthly reports and follow-up field visits, telephonic and email communications are regularly carried out. The Company has engaged highly trained employees to drive and monitor the CSR activities.

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.	06% (Subsequently, most of these pending complaints have been resolved)
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)	Yes
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 the end of financial year. If so, provide details thereof, in about 50 words or so.	No case filed.
4	Did your company carry out any consumer survey/ consumer satisfaction trends?	Yes

For and on behalf of the Board of Directors

Ishwar Chand Agarwal
Chairman
DIN: 00011152
Jaipur, July 29, 2020