

'Annexure-L' to the Directors' Report

BUSINESS RESPONSIBILITY REPORT**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-123, Sector-63, Noida, Uttar Pradesh-201307 (India) Tel: +91-120-2581999
4	Website	www.genuspowers.com
5	Email-ID	cs@genus.in
6	Financial year reported	2020-21
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	The company is engaged in manufacturing Electronic Energy Meters. It also undertakes 'Engineering, Construction & Contracts' turnkey projects for the power transmission and distribution sector. As per national industrial classification - Ministry of Statistics and Programme Implementation, industrial activity (code-wise) is as follows:
	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
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	(i) Complete range of electronic Energy Meters (ii) Smart Metering Solutions; and (iii) 'Engineering, Construction & Contracts' projects for the 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): Genus does not have any overseas manufacturing plant. It has a branch office in Singapore. (ii) Number of national locations: Genus has five manufacturing locations at Jaipur, Haridwar and Assam. (Details are given in the corporate governance report). Further, the company has 78 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)	Rs.2,573.59 lakhs
2	Total turnover (INR)	Rs.60,859.73 lakhs
3	Total profit after taxes (INR)	Rs.5,115.64 lakhs
4	Total Spending on corporate social responsibility (CSR) as percentage of profit after tax (%)	3.02% (Based on average net profit of the company for last three financial years)
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	Chief Financial Officer
(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	Y ²	Y ²	Y ²	Y ²	Y ²	Y ²	Y ²	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 'ISO 9001, ISO 14001, ISO 20000, ISO 27001, OHSAS 45001, BIS, NABL, STS, EMC, ISI, S mark, AEO-T1 etc. Genus is also a 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 the website of the company at 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?	The company publishes the business responsibility report annually in the annual report. The hyperlink for viewing this report 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.

- 1.1 **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
- 1.2 **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.**

Particulars	Shareholders Complaints	Customers Complaints
No. of complaints pending as on April 01, 2020 (Opening balance)	0	4
No. of complaints were received in the FY 2020-21 (Add during the year)	1	189
No. of complaints were successfully resolved in the FY 2020-21 (Resolved during the year)	1	179
No. of customer complaints pending as on March 31, 2021 (Closing balance)	0	14*
% of complaints resolved	100%	93%

*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.

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

The company manufactures and deploys 'smart meters & smart metering solutions' across the world, which record energy consumption near real-time and generate accurate bills of consumption apart from communicating accurate information to the consumer for greater clarity of consumption behavior, managing energy use and reducing their energy bills. Thus, Genus products and services play a key role in energy conservation and reducing energy wastage and thereby reducing carbon emissions. It benefits both the economy and the environment.

Genus smart metering solutions as a focal point of smart grid technologies focuses on reducing global greenhouse emissions. Genus Net-meters are increasing amounts of renewable energy integration into the grid.

Further, the company has an 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 ensures all social or environmental impacts and compliances, while designing the products/services/solutions.

Genus truly promotes the environmental sustainability and ecological balance by supporting the mission of green business through its products and solutions.

- 2.2 **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 2020-21.

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

The company's major product/service i.e. smart metering solutions truly help its customers in reducing their energy consumption. The smart meter of the company measures and analyses the energy consumption pattern of the end-user through a two-way communication system between the power utility and the consumer (end-user). It also 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 smart metering and ECC turnkey solution for power transmission and distribution sector offer several technological & commercial advantages such as anti-tamper feature, accurate billing, error reporting, load management analysis, digital display, pre-payment feature, smart grid, smart sub-station etc., to power utilities/discoms. It helps them in reduction of transmission and distribution losses of DISCOMs. In the FY 2020-21, there was a considerable reduction in energy consumption with the use of the company's products/services.

- 2.3 **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.**

The company has adopted a robust inventory management system, which ensures dual sourcing of raw materials for uninterrupted supply of electronics components and accessories used as raw material in the meters. The company has put in place some defined sets of systems/procedures for selection of prospective vendors, which includes environmental impacts, techno commercial analysis, vendor's resources analysis, past track records, etc. All vendors providing goods or services including transportation services have to comply with all relevant laws along with environment, health and safety norms. While attempting sustainable sourcing, the company emphasizes on minimum environmental impacts and carbon reduction. Our integrated inventory management system adheres to international standards, enabling alignment across functional areas and operational aspects. Environmental aspects are governed by the overarching ISO 14001:2015 standards. The company was committed to source most of its inputs sustainably during the year under review.

2.4 **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 continued to give its preference to small and local vendors and manufacturers around its plants proximity and region, while the criteria for selection of goods and services are sustainability, reliability and price. During the FY 2020-21, the company organised/ arranged online training programmes/seminars/meets for small and local enterprises to improve their capacity, quality and compatibility. The company continued to engage local service providers/technicians for marketing and after sales services and thereby raising the scope for employment and standard of living of communities surrounding its place of work. The company also provides technological and other support to the associated local service providers/engineers to improve their capabilities for catering increased demand and thereby creating distinctive long-term relationships with them.

2.5 **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 disposal certificates from the vendors.

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

3.1	Please indicate the Total number of employees	1,125 (On-roll) as on March 31, 2021			
3.2	Please indicate the Total number of employees hired on temporary/contractual/casual basis	1,395 (as on March 31, 2021)			
3.3	Please indicate the Number of permanent women employees	93 (as on March 31, 2021)			
3.4	Please indicate the Number of permanent employees with disabilities	03 (as on March 31, 2021)			
3.5	Do you have an employee association that is recognized by management	No			
3.6	What percentage of your permanent employees is members of this recognized employee association	Not Applicable			
3.7	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 at 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
3.8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?	(a)	Permanent Employees	: 65%	
		(b)	Permanent Women Employees	: 30%	
		(c)	Casual/Temporary/Contractual Employees	: 25%	
		(d)	Employees with Disabilities	: 1%	

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

4.1	Has the company mapped its internal and external stakeholders? Yes/No	Yes
4.2	Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?	Yes
4.3	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 gave preference to small and local vendors and manufacturers around its plant's proximity and region, particularly promoted by entrepreneurs from socially backward communities. We have put in place defined process & structure to ensure that our business is responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized, and all their concerns are addressed. We shared our policies and processes with all stakeholders and have provided opportunities to raise concerns or queries, or report instances of actual or perceived violations of our codes/policies.

Principle 5: Businesses should respect and promote human rights

5.1	Does the policy of the company on human rights cover only the company or extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	The company's 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).
5.2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	The company has not received complaint from any stakeholder regarding human rights during the FY 2020-21.

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

6.1	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.
6.2	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/ ".
6.3	Does the company identify and assess potential environmental risks? Y/N	The company has assessed that its products/services do not have any adverse impact on the environment. The company does not use any fossil fuel for manufacturing of its products. Further, 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.
6.4	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 deployed solar power systems of capacity upto 919 kWp. In the FY 2020-21, 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 an environmental compliance report, when required, with the regulatory authority.
6.5	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/ ".
6.6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Yes
6.7	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.

7.1	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)
7.2	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 believe that it is our responsibility to help make a better business environment for all and thus it has advocated the followings through above associations for the advancement or improvement of public good: (i) Power T&D 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

8.1	Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.	The company's CSR policy and initiatives fully support inclusive growth and equitable development. Following the idea of "SERVING SOCIETY THROUGH INDUSTRY" since inception, Genus is committed towards people and society at large for bringing positive changes to the lives of mankind. Genus certainly believes in sharing the profits not only with its members but also with the society around it. Genus always gives preference to inclusive growth and equitable development, for spending the amount earmarked for corporate social responsibility activities. During FY 2020-21, the company's initiatives were focused towards achieving the following objectives: <ul style="list-style-type: none"> • Providing technical education to needy youth and other deprived classes of the society in order to develop skilled, dynamic and market-ready talent for the world at large and not just for domestic needs. • Carrying out awareness campaigns/ programmes or public outreach campaigns on Covid-19 including preventive health care and sanitisation and disaster management. • Promoting education including special education and employment enhancing vocational skills. • Distribution of hand sanitizer, face mask and gloves, and sanitization of premises, automation, etc., to prevent spread of Covid-19. • Supporting 'Ekal Vidyalaya' for providing education, spreading awareness on health and hygiene to tribal and other deprived children in rural area.
8.2	Are the programmes/projects undertaken through in-house team/ own foundation/ external NGO/ government structures/ any other organization?	The programmes/projects are undertaken through an internal team as well as in partnership with reputed and experienced Trust / foundation / organisation / external NGO.
8.3	Have you done any impact assessment of your initiative?	The company has conducted in-house assessments of impact of its CSR Initiatives.
8.4	What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?	During the financial year ended on March 31, 2021, the company spent Rs.300.36 lakhs towards community development or the company's social responsibilities. The details of the projects undertaken are given in the annual report on CSR and are annexed to directors' report.
8.5	Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.	The company's CSR department having trained staff is responsible to ensure that the community development initiative under the CSR programs is successfully adopted by the community. It assesses and determines the outcomes achieved and the benefits to the community through internal tracking mechanisms, periodical reports, follow-up field visits, telephonic and email communications, etc. The CSR team also encourages regular feedback from the beneficiaries for improvement in the ongoing initiatives and also for development of new programs as per the needs.

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

9.1	What percentage of customer complaints/consumer cases are pending as on the end of financial year.	07% (Subsequently, most of these pending complaints have been resolved)
9.2	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
9.3	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.
9.4	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, 2021