

'Annexure-G' 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.genuspower.com		
5	Email-ID	cs@genus.in		
6	Financial year reported	2021-22		
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	The Company is engaged in manufacturing and providing metering products & solutions. 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 & Gas Meter; (ii) Smart Metering Solutions & Services; 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	Location	Number of plants	Number of sales / marketing offices
		National	5	76
		International	0	1
10	Markets served by the Company-Local/State/National/International	National (No. of States)	: 26	
		International (No. of Countries)	: 17	

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1	Paid-up capital (INR)	Rs. 2,575.13 lakhs
2	Total turnover (INR)	Rs. 68,506.74 lakhs
3	Total profit after taxes (INR)	Rs. 2,582.08 lakhs
4	Total spending on corporate social responsibility (CSR) as percentage of profit after tax (%)	2.17% (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	Please refer to the 'Annual Report on CSR Activities'

SECTION C: OTHER DETAILS OF THE COMPANY

1	Does the Company have any Subsidiary Company/ Companies?	Yes
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)	1
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 has acquired product certifications from BIS for ISI Mark, STQC for S Mark for its entire range of metering products and has established NABL accredited test labs at all plant locations & at R&D center. Genus is also a CMMI level 3 company and is accredited with various international certifications such as KEMA, SGS, STS, ZIGBEE, UL, DLMS and more. The Company has additionally received BIS certification for its entire range of Smart Energy Meter and Gas Meter.
- 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.genuspowers.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 is it published?	The Company publishes the business responsibility report annually in the annual report and at its website. The hyperlink for viewing this report is https://genuspowers.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, 2021	0	14
No. of complaints were received in the FY 22	5	161
No. of complaints were successfully resolved in the FY 22	5	158
No. of customer complaints pending as on March 31, 2022	0	17*
% of complaints resolved	100%	90%

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

The Stakeholders' Relationship Committee (SRC) oversees the redressal of complaints and that they are redressed in an effective and timely manner. There are no investor's complaints pending unresolved at the end of FY 22 except as mentioned above.

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

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

The Company provides smart metering solutions (single phase, three phase and CT operated) and services which include metering communications, controls and automation software. Its products and services are an ideal fit for advanced metering infrastructure systems which are intended for load management, multi-rate/Time-of-Use, and anti-theft metering. It records energy distribution & consumption on a real-time basis and then communicates precise information for analysis. It gives complete visibility of energy consumption behavior and thereby allows consumers to manage their energy use and reduce carbon emissions, which benefits both - the economy and the environment. Genus smart meters work as a key point of smart grid technologies that focuses on sinking global greenhouse emissions. Genus Net-meters are also enabling increased amounts of renewable energy integration into the grid.

The Company's 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'), ensures incorporation of social or environmental impacts and compliances, while designing the products.

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. However, the Company constantly works on projects to reduce the resource (energy, water, raw material, etc.) consumption.

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

The Company's smart metering solutions truly help the customers in controlling their energy consumption. Its smart meters measure and analyse the energy consumption pattern of the consumer 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. This helps them in reduction of transmission and distribution losses of DISCOMs. In the FY 22, 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 based on adoption of multiple sourcing strategies. In order to thwart the risk of delayed deliveries of some critical components like micro controllers, multi-layer ceramic capacitors (MLCCS) & chip resistors following global shortages, the company has signed long-term strategic supply agreements with some key manufacturers & distribution partners. A dedicated function, 'Production, Planning & Control' (PPC) ensures efficient operations in order to bring about the desired manufacturing results in terms of quality, quantity, timely deliveries, and cost. The Company has developed complete forward and backward integration facilities to carry out manufacturing of sub-parts / assemblies in-house. Adoption of Kraljic Matrix has further improved supply-chain management of the company. The Company has also provisioned for safety stock of critical items having longer lead time during this severe shortage crisis period to ensure timely delivery to some extent.

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 the 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 retaining the criteria for selection of goods and services i.e., sustainability, reliability and price. In FY 22, the Company organised/arranged various online training programs/seminars/meets/Kaizens 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 continued to provide 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 and its 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	1,142 (On-roll) (as on March 31, 2022)
3.2	Please indicate the total number of employees hired on temporary/contractual/casual basis	1,358 (as on March 31, 2022)
3.3	Please indicate the number of permanent women employees	71 (as on March 31, 2022)

3.4	Please indicate the number of permanent employees with disabilities	03 (as on March 31, 2022)			
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	: 70%		
		(b) Permanent Women Employees	: 30%		
		(c) Casual/Temporary/Contractual Employees	: 20%		
		(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 continued to give its preference to small and local vendors and manufacturers around its plant's proximity and region, particularly promoted by entrepreneurs from socially backward communities. The Company has 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. The Company shares its policies and processes with all stakeholders and has 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 complaints from any stakeholder regarding human rights during FY 22.

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. It has acquired product certifications from BIS for ISI Mark, STQC for S Mark for its entire range of metering products and has established NABL accredited test labs at all plant locations & at R&D Center. Genus is also a CMMI level 3 company and is accredited with various international certifications such as KEMA, SGS, STS, ZIGBEE, UL, DLMS and more.
6.4	Does the company have any projects 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 up to 979 KWp in FY 22 and is planning to raise it up to 1439 KWp during FY 23. In FY 22, 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 a hyperlink for web pages 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 (ii) Indian Electrical and Electronics Manufacturers Association (iii) Federation of Indian Chambers of Commerce and Industry Federation of Rajasthan Trade and Industry
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)	Yes. The Company has made representations to chambers and associations connected with the Company on various matters for improvement of regulatory policies to build a better, competitive and sustainable business environment.

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 truly support inclusive growth and equitable development. Since inception, the Company is following the idea of "SERVING SOCIETY THROUGH INDUSTRY". It is committed towards people and society at large for bringing positive changes to the lives of mankind. In FY 22, the Company primarily channelised its CSR initiatives through Todi Agro Foundation, Jaipur. The Company's initiatives were focused on providing education including special education and employment enhancing vocational skills especially for economic empowerment of women, farmers, rural and tribal youth. Please refer to the annual report on CSR annexed to directors' report, for further details.
8.2	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?	The programs/projects are undertaken through an internal team as well as in partnership with reputed and experienced Trust / foundation / organisation / external NGO, duly registered with the MCA. Please refer to the annual report on CSR annexed to directors' report, for further details.
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?	In FY 22, the Company spent Rs. 225.73 lakhs towards community development or its social responsibilities. Please refer to the annual report on CSR annexed to directors' report, for further details.
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 has trained staff members, who are responsible to ensure that the community development initiative under the CSR programs is successfully adopted by the community. They regularly assess and determine the results achieved and the benefits to the community through internal tracking mechanisms, periodical reports, follow-up field visits, telephonic and email communications, etc. Please refer to the annual report on CSR annexed to directors' report, for further details.

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 at the end of the financial year.	10% (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 at 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?	No

For and on behalf of the Board of Directors

Ishwar Chand Agarwal

Chairman

DIN: 00011152

Jaipur, 03 August, 2022