

## 'ANNEXURE-G' TO DIRECTORS' REPORT

### BUSINESS RESPONSIBILITY REPORT

[Regulation 34(2)(f)] of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

#### SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. Corporate Identity Number (CIN) of the Company: L65990MH1983PLC029197
2. Name of the Company: GENESYS INTERNATIONAL CORPORATION LIMITED
3. Registered address: 73-A SDF IISEEPZ ANDHERI EAST MUMBAI MH 400096 IN
4. Website: www.igenesys.com
5. E-mail id: [investors@igenesys.com](mailto:investors@igenesys.com)
6. Financial Year reported: **2021-22**
7. Sector(s) that the Company is engaged in (industrial activity code-wise):

Sl. No.	NIC Code	Particulars
1	7110	Architectural and engineering activities and related technical consultancy

8. List three key products/services that the Company manufactures/provides :
  - 8.1.1. 3D Digital Twin
  - 8.1.2. LiDAR Engineering
  - 8.1.3. Geospatial Engineering
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: Registered Office : Mumbai,  
Technical centre : Jaipur, Delhi
10. Markets served by the Company – **Local, State, National and International: National and International**

#### SECTION B: FINANCIAL DETAILS OF THE COMPANY (as on 31st March, 2022)

1. Paid up Capital (INR): ₹ **1568.14 lakhs**
2. Total Turnover (INR): ₹ **11,962.92 lakhs**
3. Total profit/loss after taxes (INR): ₹ **(8,437.95)lakhs**

Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%): NIL

the Company shall transfer the prescribed amount as specified in Schedule VII of the Companies Act, 2013 on due date.

4. List of activities in which expenditure in 4 above has been incurred:

the Company shall transfer the prescribed amount as specified in Schedule VII of the Companies Act, 2013 on due date.

#### SECTION C: OTHER DETAILS

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): **The Company defines the Code of Conduct and Business Ethics which is also applicable to its subsidiaries**
3. **Number of such subsidiary companies: Two**

4. 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%]:

**Other entities viz. suppliers, distributors of the Company are the independent entities and do not participate in the Company's BR initiatives of the Company**

**SECTION D: BR INFORMATION**

1. Details of Director/Directors responsible for  
a. implementation of the BR Policy/Policies:

1. DIN Number: 00400366
2. Name: **Mr. Sajid Malik**
3. Designation: **Chairman and Managing Director**

- b. Details of the BR head:

Sl. No.	Particulars	Details
1.	DIN Number	00400366
2.	Name	<b>Mr. Sajid Malik</b>
3.	Designation	<b>Chairman and Managing Director</b>
4.	Telephone Number	022 44884488
5.	E-mail	<a href="mailto:investors@igenesys.com">investors@igenesys.com</a>

2. Principle-wise (as per NVGs) BR Policy/ Policies (Reply in Y/N) Principle:

<b>P1</b>	Governance with Ethics, Transparency and Accountability	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
<b>P2</b>	Providing Sustainable and safe Services	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
<b>P3</b>	Respect and Promote Employees Well-being	Businesses should promote the well-being of all employees.
<b>P4</b>	Stakeholder Engagement	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
<b>P5</b>	Respect and Promote Human Rights	Businesses should respect and promote human rights.
<b>P6</b>	Protect and restore Environmental	Businesses should respect, protect, and make efforts to restore the environment.
<b>P7</b>	Responsible and transparent in influencing public and regulatory	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
<b>P8</b>	Inclusive Growth & Equitable Development	Businesses should support inclusive growth and equitable development.
<b>P9</b>	Providing Value to Customers	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine (9) areas of Business Responsibility as referred above:

# GENESYS INTERNATIONAL CORPORATION LIMITED

Details of Compliance (Y: Yes, 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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
		Wherever applicable, policy conforms to relevant national/international standards. All policies are framed based on applicable laws, business needs and industry practices / standards.								
4	Has the policy being approved by the Board? Is 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	Y	Y	Y	Y	Y	Y	Y	Y
		All the policies are hosted on website under head Company Policies, link for the same: <a href="https://www.igenesys.com/investor.php">https://www.igenesys.com/investor.php</a>								
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?	All the policies of Company are reviewed / evaluated internally from time to time and updated wherever required.								

- (b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options) – **NOT APPLICABLE.**

Sl. No	Questions	P 1	P 2	P 3	P 4	P 5	P 5	P 6	P 7	P 8
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	The Managing Director, Whole time Director and assess the BR Performance of the Company 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 has published its Business Responsibility Report in the Annual Report and the same can be accessed on the website of the Company at <a href="http://www.igenesys.com">www.igenesys.com</a> .

**SECTION E: PRINCIPLE-WISE PERFORMANCE:**

**Principle 1: Ethics, Transparency and Accountability**

- 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?

**Yes. The Policy is applicable to the Company and its employees are subjected to the code of conduct containing such principles**

- 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.

**No such complaints received during the financial year.**

**Principle 2: Product Lifecycle Sustainability**

- List up to 3 of your products whose design has incorporated social or environmental concerns, risks and/or opportunities. – **None of the products or services cause any major environmental or social concerns, the Company encourages to reduce any adverse environmental effect due to operations with efficient resources allocation and economical consumption.**
- For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional): **Not applicable**
- Does the Company have procedures in place for sustainable sourcing (including transportation)? – **Not applicable**
- Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? – **Yes.**
  - If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

**Yes. Working closely with the local and small vendors across all locations to encourage them.**

- 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 is engaged in providing mapping services therefore process of recycling any product can not be done, therefore this clause is not applicable to the Company.**

**Principle 3: Employees Well being : Details as on 31<sup>st</sup> March , 2022**

- Please indicate the Total number of employees. – 1645 Employees
- Please indicate the Total number of employees hired on temporary/contractual/casual basis: 309
- Please indicate the Number of permanent women employees – 293 women employees

4. Please indicate the Number of permanent employees with disabilities – 2
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? –No
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.

Sl. 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		
3	Discriminatory employment		

8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?  
:NIL
  - a) Permanent Employees
  - b) Permanent Women Employees
  - c) Casual/Temporary/Contractual Employees
  - d) Employees with disabilities

#### Principle 4: Stakeholder Engagement

1. Has the Company mapped its Internal and External Stakeholders? - **Yes, internal stakeholders are the company's employees and external stakeholders are customers, suppliers, service providers and shareholders associated directly or indirectly.**
2. Out of the above, has the Company identified the disadvantaged, vulnerable and marginalized Stakeholders:  
**The Company is committed to an ethical, professional and orderly conduct with its stakeholders as reflected in the policies and practices being followed.**
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 believes that an effective stakeholders engagement is essential for an inclusive and sustainable growth. The Company has deposited the CSR contribution to the prescribed funds.**

#### Principle 5: 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? – **The Company is committed to maintain the highest respect for human rights and follows the practices to protect and safeguard them. The Company's Code of Conduct includes principles on these lines.**
2. How many Stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management? – **NIL**

**Principle 6: Preservation of 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 aspects outlined under this principle are not substantially relevant to the Company given the nature of its business.**

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. – **Not Applicable**
3. Does the Company identify and assess potential environmental risks? Y/N – **Not applicable**
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 is engaged in service sector **hence, this clause is not applicable.**
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. – **Not applicable**
6. Are the Emissions/Waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported? – **Not applicable**
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: Responsible Advocacy**

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-**Maharashtra Chamber of Commerce, Industry and Agriculture.**
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) - **No.**

**Principle 8: Inclusive Growth & 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. The Company has Corporate Social Expenditure (CSR) Policy in line with the requirement of the Companies Act, 2013 (“Act”). The Company, based on the recommendation of the CSR Committee, makes contribution as required under the Act.**

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

**The CSR programmes of the Company are undertaken inhouse and through external NGOs also.**

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

**The Company assess the impact of our CSR initiatives internally on regular basis.**

4. What is your Company’s direct contribution to community development projects- Amount in INR and the details of the projects undertaken?

**Details of the CSR activities undertaken by the Company are provided as Annexure D to the Board's 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.

**Not applicable.**

## **Principle 9**

1. What percentage of customer complaints/consumer cases are pending as on the end of financial year? – **Nil (For FY 2021-22, there are no major customer grievances pending)**
2. Does the Company display product information on the product label, over and above what is mandated as per local laws?

**The Company's is engaged in mapping services and hence, this is not applicable.**

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?: **No**
4. Did your Company carry out any consumer survey/ consumer satisfaction trends? – **No.**

**For and on behalf of  
Genesys International Corporation Limited**

Sajid Malik  
Chairman and Managing Director  
DIN: 00400366

Date:5.09.2022  
Place: Mumbai