

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L30007MH2004PLC148165				
2	Name of the Listed Entity	Syrma SGS Technology Limited				
3	Year of incorporation	2004				
4	Registered office address	Unit No. 601, 6th Floor, Floral Deck Plaza, MIDC, Andheri (East), Mumbai, Maharashtra, India - 400093				
5	Corporate address	Plot No B 27, Phase II, Zone B, MEPZ-SEZ, Tambaram, Chennai, Tamil Nadu, India - 600045				
6	E-mail	<a href="mailto:compliance@syrmasgs.com">compliance@syrmasgs.com</a>				
7	Telephone	(+91) 4471728600				
8	Website	<a href="https://syrmasgs.com/">https://syrmasgs.com/</a>				
9	Financial year for which reporting is being done					
	Financial year for which reporting is being done	<b>Start date</b>		<b>End Date</b>		
	Current Financial Year	1	4	2022	31	3 2023
	Previous Financial Year	1	4	2021	31	3 2022
	Prior to Previous Financial year	1	4	2020	31	3 2021
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited ('NSE'), BSE Limited ('BSE')				
11	Paid-up Capital (In Rs)	Rs. 176,77,78,420				
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>					
	Name	Mr. Rahul Sinnarkar, Company Secretary and Compliance Officer (CS & CO)				
	Contact	<a href="mailto:compliance@syrmasgs.com">compliance@syrmasgs.com</a>				
	E mail	(+91) 1244628817				
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated Basis				

Note

### II. Products/services

14 Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Computer, electronic, Communication and scientific measuring & control equipment	100%

**Note**

15 Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Printed Circuits Board Assembly (PCBA), loading of components onto printed circuit boards; PCBA Box Builds	26104	75.00%
2	Manufacture of electronic capacitors, resistors, chokes, coils, transformers (electronic) and similar components	26101	22.00%
3	Manufacture of other electronic components n.e.c	26109	2.36%

**Note****III. Operations**

16 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	12	5	17
International	0	2	2

**Note**

National Plants - Tamil Nadu (4), Haryana (4), Himachal Pradesh (2), Karnataka (2),

National Offices - Mumbai, Delhi, Bangalore, Chennai, Gurgaon

International Offices - USA, Germany

**17 Markets served by the entity****A Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	24

**B What is the contribution of exports as a percentage of the total turnover of the entity?**

31% (\*on Consolidated basis)

**C A brief on types of customers**

Our company serves National and International B2B customers in the industrial, consumer electronics, healthcare, automotive, computer, medical, and railways business segments.

**IV. Employees****18 Details as at the end of Financial Year****A. Employees and workers (including differently abled)**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>EMPLOYEES</b>								
1	Permanent (D)	895	732	82%	163	18%	0	0
2	Other than permanent (E)	100	86	86%	14	14%	0	0
3	<b>Total employees (D + E)</b>	<b>995</b>	<b>818</b>	<b>82%</b>	<b>177</b>	<b>18%</b>	<b>0</b>	<b>0</b>

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>WORKERS</b>								
1	Permanent (D)	157	90	57%	67	43%	0	0%
2	Other than permanent (E)	6964	3317	48%	3647	52%	0	0%
3	<b>Total workers (D + E)</b>	<b>7121</b>	<b>3407</b>	<b>48%</b>	<b>3714</b>	<b>52%</b>	<b>0</b>	<b>0%</b>

**B. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1	Permanent (D)	1	1	100%	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>								
1	Permanent (F)	1	0	0%	1	100%	0	0%
2	Other than Permanent (G)	0	0	0%	0	0%	0	0%
3	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**Note**

**19 Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10.00%
Key Management Personnel	3	0	0.00%

**20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

S. No.	Particulars	Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in previous FY (2020-21)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
1	Permanent (D)	4.7	2.75	0	1.55	1.5	1	0	1	1.55	1.65	0	1.2
2	Other than Permanent (E)	0.4	0.25	0	0.4	2.15	0.5	0	2.9	3.75	0.95	0	3.25

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**

**21 Holding, Subsidiary and Associate Companies (including joint ventures)**

S. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	SGS Tekniks Manufacturing Private Limited	Subsidiary	100	Yes
2	Perfect ID India Private Limited	Subsidiary	100	Yes
3	Syrma SGS Technology and Engineering Services Limited	Subsidiary	100	Yes

S. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
4	Syrma SGS Design and Manufacturing Private Limited	Subsidiary	100	Yes
5	Syrma SGS Electronics Private Limited	Subsidiary	100	Yes
6	Syrma SGS Technology Inc. (USA)	Foreign Subsidiary	100	Yes
7	SGS Infosystems Private Limited*	Subsidiary	99.68	Yes
8	SGS Solutions GmbH*	Foreign Subsidiary	66	Yes

## VI. CSR Details

### 22 CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	10,197,200,000
(iii) Net worth (in Rs.)	5,720,500,000

**Note** The above figures are on consolidated basis for FY22.

## VII. Transparency and Disclosures Compliances

### 23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

S. No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY(23)			FY(22)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1.	Investors	Yes Whistleblower Policy: <a href="https://syrmasgs.com/investors#corporate-governance/">https://syrmasgs.com/investors#corporate-governance/</a>	689	0	Company got listed on 26, Aug, 2022.	0	0	
2.	Employees and Workers	Yes Whistle Blower Policy: <a href="https://syrmasgs.com/investors#corporate-governance/">https://syrmasgs.com/investors#corporate-governance/</a>	0	0		0	0	
3.	Customers	Yes Whistle Blower Policy: <a href="https://syrmasgs.com/investors#corporate-governance/">https://syrmasgs.com/investors#corporate-governance/</a>	0	0		0	0	
4.	Value Chain Partners	Yes Whistle Blower Policy: <a href="https://syrmasgs.com/investors#corporate-governance/">https://syrmasgs.com/investors#corporate-governance/</a>	0	0		0	0	

Note Nil

## 24 Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emissions	Opportunity	Carbon footprint assessment done for Scope 1 & 2, initiatives for GHG reduction in place.	Initiatives such as sourcing Green Energy, Energy Conservation measures in place for reduction of emission intensity.	
2	E-Waste Management	Opportunity	E waste tracking and disposal to authorized agencies in place.	Waste management procedure in place	
3	Energy Management	Opportunity	Energy measurement & tracking in place and is used for improving efficiency.	Energy Saving initiatives.	
4	Civil Disturbances & Social Unrest	Risk	Civil Disturbances & Social Unrest protection in place	HED policy in place	
5	Raw Material Sourcing	Risk	Supply Chain constraints.	Alternate Supplier Sources	
6	Natural Disasters	Risk	Emergency response procedures in place.	Emergency response & Business continuity plan in place.	

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																		
<b>Policy and management processes</b>																											
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																		
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																		
c. Web Link of the Policies, if available	<a href="https://syrmasgs.com/investors/#corporate-governance/">https://syrmasgs.com/investors/#corporate-governance/</a>																										
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																		
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																		
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Syrma SGS conforms to the standards - i) ANSI/ESD S20.20, ii) IATF 16949, iii) ISO 9001, iv) ISO 14001, v) ISO 13485, vi) ISO 45001, vii) EN 9100, viii), ISMS 27000 / 27701, ix) ESD 20:20, x) IEC 61340-5-1																										
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has recently got listed and is under process of tracking the required goals and targets.																										
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																											
<b>Governance, leadership and oversight</b>																											
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We place sustainability at the core of our business strategy, by employing a holistic approach that integrates ESG (Environmental, Social and Governance) programmes across all operational areas. Our commitment to corporate governance excellence ensures regulatory compliance and fosters transparency and effective communication.  While Syrma SGS aim is to achieve net zero on a long term, our short term ESG Goals are as follows:																										
	<table border="1"> <thead> <tr> <th>ESG Targets</th> <th>Linked to SDG</th> </tr> </thead> <tbody> <tr> <td>Sign up for SBTi goal in the next 24 months, by FY 25</td> <td>12,17</td> </tr> <tr> <td>Reduce GHG emissions intensity by 25 % (5 %yoy) in the next 5 years by FY28</td> <td>13</td> </tr> <tr> <td>Increase energy consumption from renewable sources to 50 % (10 % yoy) by FY 28</td> <td>7</td> </tr> <tr> <td>Baselining of Scope 3 emissions by FY 24</td> <td>13</td> </tr> <tr> <td>Increase sustainable sourcing to 50 % by FY28 (10 % yoy)</td> <td>17</td> </tr> <tr> <td>Maintain diversity ratio (women employment) of &gt; 50 %</td> <td>5,10</td> </tr> <tr> <td>Conduct product life cycle assessment for top 2 products by FY24</td> <td>12</td> </tr> <tr> <td>Conduct regular ESG training to cover 80 % of entire work force</td> <td>12</td> </tr> </tbody> </table>								ESG Targets	Linked to SDG	Sign up for SBTi goal in the next 24 months, by FY 25	12,17	Reduce GHG emissions intensity by 25 % (5 %yoy) in the next 5 years by FY28	13	Increase energy consumption from renewable sources to 50 % (10 % yoy) by FY 28	7	Baselining of Scope 3 emissions by FY 24	13	Increase sustainable sourcing to 50 % by FY28 (10 % yoy)	17	Maintain diversity ratio (women employment) of > 50 %	5,10	Conduct product life cycle assessment for top 2 products by FY24	12	Conduct regular ESG training to cover 80 % of entire work force	12	
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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director																										
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes, headed by Managing Director																										



**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicators**

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	During the year, the Board of Directors, KPMs and Management Team were actively engaged in various programmes/trainings pertaining to business, regulatory, ESG, safety, etc.		100%
Employees other than BoD and KMPs	248	ISO 14001, 9001, 45001, IATF 16949, Waste Management, Road Safety awareness, Quality Circles, POSH, & QC Tools, APQP & PPAP,	87.5%
Workers	1664	Fire Fighting, First aid, Manpower management, Managerial Skills, Interpersonal Skills, Emerging Leaders, Effective Leadership	88%

**Note**

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

<b>Monetary</b>	
Penalty/ Fine	Nil
Settlement	Nil
Compounding Fee	Nil
<b>Non- Monetary</b>	
Imprisonment	Nil
Punishment	Nil

**Note**

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed: NIL

**Note**

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes

If yes, provide details in brief Provide a web-link to the policy, if available

<https://www.syrmasgs.com/investor-relations/codes-and-policies/>



5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY23	FY22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest: NIL

	FY23		FY22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

None

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY23	FY22	Details of improvements in environmental and social impacts
R&D	1.25 cr	0.80 cr	EV chargers, batteries, motor controllers
Capex	1.65 cr	0.64 cr	Provision of STP, fire suppression system, fume exhaust system

**Note :** The above are prudent approximate workings in absolute numbers.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes

b. If yes, what percentage of inputs were sourced sustainably?

The company is in the process of baselining scope 3 emissions.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) **Plastics (including packaging)**

Since Syrma SGS Technology Limited is services company (B2B business), we manufacture as per customer design and the company has no control on the end of life of the products sold to customers.

(b) **E-waste**

We have taken adequate steps to improve waste management practices across our operations.

(c) **Hazardous waste**

Hazardous waste gets disposed of through pollution board certified vendors.

(d) **other waste**

Our endeavor is to reduce quantity of all types of waste by using sustainable methods up to the extent possible and continue to manage the disposal of the waste through certified vendors.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). : Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? **Yes**

If not, provide steps taken to address the same.

## PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

### Essential Indicators

#### 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	732	685	94%	732	100%	0	0%	309	42%	424	58%
Female	163	152	93%	163	100%	157	96%	0	0%	49	30%
Other	0	0			0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>895</b>	<b>837</b>	<b>94%</b>	<b>895</b>	<b>100%</b>	<b>157</b>	<b>18%</b>	<b>0</b>	<b>0%</b>	<b>473</b>	<b>53%</b>
<b>Other than permanent employees</b>											
Male	86	13	15%	86	100%	0	0%	0	0%	86	100%
Female	14	1	7%	14	100%	14	100%	0	0%	14	100%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>100</b>	<b>14</b>	<b>14%</b>	<b>100</b>	<b>100%</b>	<b>14</b>	<b>14%</b>	<b>0</b>	<b>0%</b>	<b>100</b>	<b>100%</b>

#### b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	90	36	40%	90	100%	0	0%	24	27%	66	73%
Female	68	38	56%	68	100%	64	94%	0	0%	38	56%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>158</b>	<b>74</b>	<b>47%</b>	<b>158</b>	<b>100%</b>	<b>64</b>	<b>41%</b>	<b>0</b>	<b>0%</b>	<b>104</b>	<b>66%</b>
<b>Other than permanent workers</b>											
Male	3317	949	29%	3077	93%	0	0%	744	22%	2573	78%
Female	3647	2590	71%	3552	97%	3552	97%	0	0%	1206	33%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>6964</b>	<b>3539</b>	<b>51%</b>	<b>6629</b>	<b>95%</b>	<b>3552</b>	<b>51%</b>	<b>744</b>	<b>11%</b>	<b>3779</b>	<b>54%</b>

### Note

#### 2. Details of retirement benefits

##### Retirement Benefits

Sr.	Name Of Benefits	Details Of Other Retirement benefits					
		FY23			FY22		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	17.50%	92%	Yes	20%	95%	Yes
4	Others – please specify	93%	62%	Yes	92%	38%	Yes

### Note

#### 3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

The company also ensures that such facilities/access is made available whenever the need arises.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

Yes

If so, provide a web-link to the policy.

<https://www.syrmasgs.com/investor-relations/codes-and-policies/>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	10	100%	11	100%
Other	0	0	0	0
<b>Total</b>	<b>10</b>	<b>100%</b>	<b>11</b>	<b>100%</b>

**Description :** Paternity leave policy is applicable from Mar 2023.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?**

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a whistle blower and Protection policy in place which provides guidance to raise a complaint in case of any concerns. There is a dedicated team under the direct touch initiative to address the complaints.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

**Note**

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY23			FY22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (B / A)
<b>Total Permanent Employees</b>	<b>895</b>	<b>0</b>	<b>0%</b>	<b>661</b>	<b>0</b>	<b>0%</b>
Male	732	0	0%	551	0	0%
Female	163	0	0%	110	0	0%
Other	0	0	0%	0	0	0%
<b>Total Permanent Workers</b>	<b>157</b>	<b>0</b>	<b>0%</b>	<b>164</b>	<b>0</b>	<b>0%</b>
Male	90	0	0%	94	0	0%
Female	67	0	0%	70	0	0%
Other	0	0	0%	0	0	0%

**Note****8. Details of training given to employees and workers:**

Category	FY23					FY22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. w(F)	% (F/D)
<b>Employees</b>										
Male	818	590	72%	540	66%	606	438	72%	415	
Female	177	164	93%	161	91%	122	102	84%	96	
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>995</b>	<b>754</b>	<b>76%</b>	<b>701</b>	<b>70%</b>	<b>728</b>	<b>540</b>	<b>74%</b>	<b>557</b>	
<b>Workers</b>										
Male	3407	1812	53%	1561	46%	1343	581	43%	729	54%
Female	3714	1118	30%	2464	66%	3733	762	20%	781	21%
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>7121</b>	<b>2930</b>	<b>41%</b>	<b>4025</b>	<b>57%</b>	<b>5076</b>	<b>1343</b>	<b>26%</b>	<b>1510</b>	<b>30%</b>

**Note****9. Details of performance and career development reviews of employees and worker:**

Category	FY23			FY22		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
<b>Employees</b>						
Male	818	630	77%	606	509	84%
Female	177	154	87%	122	115	94%
Other	0	0		0	0	
<b>Total</b>	<b>995</b>	<b>784</b>	<b>79%</b>	<b>728</b>	<b>624</b>	<b>86%</b>
<b>Workers</b>						
Male	3407	977	29%	1343	729	54%
Female	3714	2787	75%	3733	3239	87%
Other	0	0	0	0	0	
<b>Total</b>	<b>7121</b>	<b>3764</b>	<b>53%</b>	<b>5076</b>	<b>3968</b>	<b>78%</b>

**Note****10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes

If yes, the coverage such system?

70%

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

- ISO Assessment 45001:2018 (OHAS)

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY23	FY22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

1. The organization has conducted ISO 45001:2018 (OHAS) assessment at all the plants.
2. Regular safety walks and mock Fire Drills are conducted at the plants by Safety Officer at a regular frequency.
3. The organization has established first aid centres across plants.
4. The organization also conducts health checkups for its employees and workers while onboarding and health camps/check ups are also organized at a plant level periodically.

13. Number of Complaints on the following made by employees and workers:

Category	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	20	0	Nil	13	0	Nil
Health & Safety	3	0	Nil	4	0	Nil

Note

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

Note : All plants are certified under ISO 450001

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Nil incident. Constantly updating and assessing the risk management

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. We have recognized both, internal stakeholder which includes employees and workers, and external stakeholder which includes Communities, Investors, Shareholders, Customers. The company reaches out to various identified stakeholder groups through one on one calls with investors and supply partners, questionnaire dissemination with the employees and gauges their view.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.					
Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Communities	Yes	On site community meetings	Periodic	CSR Initiatives
2	Investors (other than Shareholders)	No	Investor Calls / Investor Conferences / Investor In-Person Meetings, Emails	Periodic	Performance Updates
3	Shareholders	No	Annual General Meeting, Emails	Annual	Performance Updates
4	Employees and Workers	No	Townhall Meets, Workshops, Trainings, Awareness Sessions	Regular	Employees Engagement, Team Bonding, Employee Health & Safety
5	Customers	No	Email, sms, advertisement, website, social media, participation in exhibitions	Periodic	Offers, Intent of Business
6	Value Chain Partners	No	Participation in Exhibitions & Industrial forums, Vendor meet, Emails	Annual, Periodic	Process refresh, engagement

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 23			FY 22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	895	895	100%	662	662	100%
Other than permanent	100	100	100%	66	66	100%
Total Employees	995	995	100%	728	728	100%
<b>Workers</b>						
Permanent	157	157	100%	165	165	100%
Other than permanent	6964	6964	100%	4911	4911	100%
Total Workers	7121	7121	100%	5076	5076	100%

## 2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY23					FY22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	732	61	8.33%	671	91.67%	552	48	8.70%	504	91.30%
Female	163	6	3.68%	157	96.32%	110	3	2.73%	107	97.27%
Other	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	86	6	6.98%	80	93.02%	54	0	0.00%	54	100.00%
Female	14	1	7.14%	13	92.86%	12	0	0.00%	12	100.00%
Other	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	90	10	11.11%	80	88.89%	94	19	20.21%	75	79.79%
Female	67	7	10.45%	60	89.55%	71	10	14.08%	61	85.92%
Other	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	3317	1897	57.19%	1420	42.81%	1249	291	23.30%	958	76.70%
Female	3647	742	20.35%	2905	79.65%	3662	135	3.69%	3527	96.31%
Other	0	0	0	0	0	0	0	0	0	0

## 3. Details of remuneration/salary/wages, in the following format:

	Male		Female		Number	Median remuneration/salary/wages of respective category
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category		
Board of Directors (BoD)	9	11,22,000	1	11,80,000	0	0
Key Managerial Personnel	3	1,80,51,730	0	0	0	0
Employees other than BoD and KMP	320	6,33,525	252	6,20,482	0	0
Workers	24	18754	30	26111	0	0

**Note:** 1. For BoD, the remuneration includes sitting fees and commission. 2. Form KMP, the remuneration considered is including ESOP perks. 3. The above table is considered on average standalone figures.

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, the company has a policy to deal with human rights issues.

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Guidance on human rights issues is covered as a part of its HRD manual and policies. The Company has a Whistle Blower and Protection Policy that allows and encourages its stakeholders to raise concerns about the violations against the Code of Conduct.

6. Number of Complaints on the following made by employees and workers:

Category	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

As part of the HED manual, both the policies - "Whistleblower Policy" and the "Policy on Sexual Harassment" state the mechanisms to prevent retaliation against the complainant. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessments for the year:

Assessment Details NIL

Sr.	Details of other assessments of plant and office	
	Name of other assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Child labour Wages	100%
	Forced/involuntary labour Sexual harassment	100%
	Discrimination at workplace wages	100%
	Others – please specify	None

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Nil



## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY23	FY22
Total electricity consumption (A)	53,373,697	39,553,489
Total fuel consumption (B)	668,303	487,511
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	54,042,000	40,041,000
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	27.0	32.3
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

#### 3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY23	FY22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	20,647	19,196
(iii) Third party water	24,181	10,972
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44,827	30,168
Total volume of water consumption (in kilolitres)	The water is mainly used for domestic consumption and the same is circulated through STP.	
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		
If yes, name of the external agency.		

#### 4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

Water is treated either through captive sewage treatment plants or common sewage treatment plant.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY232	FY23
NOx	Syrma SGS Technology Limited has been successfully monitoring ambient air quality parameters as per the State Pollution Control Board's (SPCB) / Central Pollution Control Board's (CPCB) criteria at all plants. All parameters remained within norms of SPCBs / CPCBs.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency. SGS Labs

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY23	FY22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	1,329	478
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	11,713	8,680
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e/ INR cr.	6.5	7.4
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency. Core CarbonX Solutions

7. Does the entity have any project related to reducing Green House Gas emission?

If Yes, then provide details.

1. Switchover to LED lights
2. Switching to R124A GHG Type based Air Conditioners
3. Solar roof top system
4. Green energy sourcing
5. EV vehicle sourcing

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY23	FY22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	112.43	100.53
E-waste (B)	34.47	21.55
Bio-medical waste (C)	0	
Construction and demolition waste (D)	0	
Battery waste (E)		
Radioactive waste (F)	0	
Other Hazardous waste. Please specify, if any. (G)	35.33	21.78
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal – 43.2 General & Carton – 352.05 Wood – 54.88	Metal – 24.48 General & Carton – 228.33 Wood – 42.57
Total (A+B + C + D + E + F + G + H)	632.36	439.24

Parameter	FY23	FY22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	NA	
(ii) Re-used	NA	
(iii) Other recovery operations	NA	
<b>Total</b>	NA	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	NA	
(ii) Landfilling	NA	
(iii) Other disposal operations	NA	
<b>Total</b>	NA	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Waste management practices are managed in compliance to ISO 14001 standard. The company has got valid certification of ISO 14001.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not applicable as no Greenfield projects was undertaken in the reporting year

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable as no Greenfield projects was undertaken in the reporting year

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

If not, provide details of all such non-compliances, in the following format:

## PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

7

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Electronic Industries Association Of India (ELCINA)	National
2	Confederation of Indian Industry (CII)	National
3	Automotive Industry Action Group (AIAG)	International
4	Indo-American Chamber of Commerce (AICC)	International
5	Electronics and Computer Software Export Promotion Council (ES)	National
6	IPC ( <a href="https://www.ipc.org/">https://www.ipc.org/</a> )	International
7	India Electronics & Semiconductor Association (IESA)	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Sr.	Name of authority	Brief of the case	Corrective action taken
	Nil	Nil	Nil

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Nil

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has a vigil mechanism policy to address the community grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY23	FY22
Directly sourced from MSMEs/ small producers	6%	3.5%
Sourced directly from within the district and neighbouring districts	49%	42%

## PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

#### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Considering Company's B2B business model, Company has no direct linkage to the consumers. For other stakeholders, the Company has Vigil Mechanism framework and for Vendors also a Vendor Code of Conduct which enables them to reach out in case of complaints/feedbacks.

#### 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

As a percentage to total turnover

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Products of the Company contain all relevant information as required under applicable laws.
Safe and responsible usage	
Recycling and/or safe disposal	

#### 3. Number of consumer complaints in respect of the following

Category	FY23			FY22		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						Nil
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

#### 4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes,

If available, provide a web-link of the policy

<https://www.syrmasgs.com/investor-relations/codes-and-policies/>

#### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

NA