

## BUSINESS RESPONSIBILITY REPORT

### Section A: General Information about the Company

Sl. No	General Information	Details
1	Corporate Identity Number (CIN) of the Company	L29142TN1992PLC021997
2	Name of the Company	IGARASHI MOTORS INDIA LIMITED
3	Registered address	Plot No. B-12 to B-15, Phase-II, MEPZ-SEZ, Tambaram, Chennai – 600 045
4	Website	www.igarashimotors.com
5	E-mail id	investorservices@igarashimotors.co.in
6	Financial Year Reported	2019-20
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	Electric Micro Motors – 2710 Stamping and Motor Components – 2591
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	Electric Micro Motors Stamping and Motor Components
9	Total number of locations where business activity is undertaken by the Company	One location, Chennai, Tamil Nadu
a	Number of International Locations (Provide details of major 5)	Nil
b	Number of National Locations	One location, Chennai, Tamil Nadu
10	Markets served by the Company: Local/State/National/International	India, USA, Europe, China and Asia

### Section B: Financial Details of the Company

Sl. No	Particulars	Amount
1	Paid up Capital (₹)	314,750,480
2	Total Turnover (₹ in Lakhs)	54,607
3	Total profit after taxes (₹ in Lakhs)	2,990
4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	2
5	List of activities in which expenditure in 4 above has been incurred	Promoting Civic Learning among children Cancer Awareness Project Health and Medical Support Prime Ministers National Relief Fund (PMNRF)

### Section C: Other Details

Sl. No	Other Details	Details
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%]	All our customers are Global Tier I and as per our understanding & information, all of them have their own BR initiatives.

## Section D: BR Information

### 1. Details of Director/Directors Responsible for BR

#### a. Details of the Director/Directors responsible for implementation of the BR policy/policies

DIN	00012643
Name	Mr. R Chandrasekaran
Designation	Managing Director

#### b. Details of the BR head

DIN (if applicable)	00012643
Name	Mr. R Chandrasekaran
Designation	Managing Director
Telephone Number	+91 - 44 - 42298199
e-mail id	investorservices@igarashimotors.co.in

#### List of Principles:

Principle - 1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
Principle - 2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
Principle - 3	Businesses should promote the wellbeing of all employees
Principle - 4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
Principle - 5	Businesses should respect and promote human rights
Principle - 6	Business should respect, protect, and make efforts to restore the environment
Principle - 7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner
Principle - 8	Businesses should support inclusive growth and equitable development
Principle - 9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

### 2. Principle - Wise (As per National Voluntary Guidelines) Business Responsibility Policy/Policies (Reply in Y/N)

Sl. No	Question	Principle (Yes/No)								
		1	2	3	4	5	6	7	8	9
1	Do you have 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? (The policies conformance to the spirit of international standards like ISO 9000, ISO 14000, OHSAS 18000, SA 8000, UNGC guidelines and ILO principles and meet the regulatory requirements such as Clause 49 of listing agreement, Sarbanes Oxley Act etc. The policies reflect IMIL commitment to improve the quality of life of the communities it serves and practice of returning to society what it earns)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Does the company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	N	Y	Y	Y	N	N	Y	Y	Y
5	Has the policy been formally communicated to all relevant internal and external stakeholders?	The policies have been communicated to all its internal stakeholders and external stakeholders based on their relevance.								

Sl. No	Question	Principle (Yes/No)								
		1	2	3	4	5	6	7	8	9
6	Does the company have in-house structure to implement the policy/policies	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	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
8	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Yes, the Company has an internal persons to evaluated the workings of this Policy								

2 A. If answer to Sl. No 1 against any principle, is 'No', Please explain why:

(Tick Up to 2 Options)

Sl. No	Question	Principle (Yes/No)								
		1	2	3	4	5	6	7	8	9
1	The Company has not understood the Principles	-	-	-	-	-	-	-	-	-
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:

Your Company's Board of Directors reviews the performance on quarterly basis. The action points emerged from the discussion at the meetings is reviewed in the subsequent meeting for their closure.

- b. Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

Your Company is among top 1000 listed entities (by Market Capitalization as on March 31, 2019), your Company has hosted Business Responsibility Report on the Company's website: [www.igarashimotors.com](http://www.igarashimotors.com) as part of green initiative under Regulation 34(2)(f) of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015.

### Section E: Principle wise Performance

#### Principle -1 Business should conduct and govern themselves with Ethics, Transparency and Accountability

1. Does the policy relating to ethics, bribery and corruption cover only the company?

Does it extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

Igarashi Motors India Limited adopted Whistle Blower Policy in conducting its affairs in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity and ethical behavior in consonance with Code of Conduct.

The Company in order to attain the highest legal and ethical standard has adopted Anti-Corruption Compliance Policy. The policy covers instances pertaining to bribery, kickbacks, or corruption of any kind directly or

through third parties, whether or not explicitly prohibited by this policy or law. The policy applies to all the stakeholders involved in the business environment.

**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**

Stakeholders Complaint Received – 2

Stakeholders Complaint Resolved – 2

Stakeholders Complaint Pending – 0

Percentage of Stakeholders Complaint Resolved – 100%

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

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

Given below is a list of products whose design has incorporated social or environmental concerns:

- a. Electric DC Micro Motors.
- b. Stamping and Motor Components.

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

Steel and copper are the major raw material in all these three products. All the resources used in the production of these products are used efficiently and hence it reduces the impacts on the environment.

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

Your Company working closely with Global Suppliers for reducing wastage and achieving optimum utilization.

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

The Company adopts the latest Tier - I technology in its products to provide high fuel efficiency, better emission control and stronger engine dynamics. During the year 2019-20, the following activities have been taken care :

- i. Additional LED lights installed instead of T5 –TL in which 40% of energy is saved for the same lux requirement. 400 KWh/ month is being saved.
- ii. In-house built BLDC fans installed in canteens and in manufacturing areas in some of our facilities thereby saving 750 KWh / Month

**3. Does the company have procedures in place for sustainable sourcing (including transportation)?**

Yes

**a. If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so**

Your Company, being a major exporter to Global Tier I customers, has to meet the huge demands of the customers by providing timely delivery and international standard quality products, hence to meet the demand

it has to obtain its inputs from global market. As the local suppliers find it difficult to meet the vast quantity and global demands, ~81% of raw material, components, stores and spares are being imported. The Company continuously works with its vendors and suppliers to reduce the environmental impact of sourcing.

**4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?**

Your Company has to sustain the global market competition and to the meet the demands of the Global Tier I customers. In this capacity, many local and small communities including communities surrounding their place of work are encouraged and utilized for their products and services. These local firms are given adequate quality and safety standards, including guidance, to achieve and they are also rewarded for their performance.

**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**

Your Company efficiently uses its raw material and products. In the process of continuous learning and effective usage of resources, 100% of waste materials are being given to identified recycle suppliers.

**Principle – 3 Businesses should promote the wellbeing of all employees**

**1. Please indicate the Total number of employees.**

The total number of employees was 723 as on 31st March, 2020 in the Company.

**2. Please indicate the Total number of employees hired on temporary/contractual/casual basis**

The total contractual/temporary manpower employed was 1063 as on 31st March, 2020 in the Company.

**3. Please indicate the Number of permanent women employees**

There were 317 permanent female employees as on 31st March, 2020 in the Company.

**4. Please indicate the Number of permanent employees with disabilities**

There were no employees with disabilities as on 31st March, 2020

**5. Do you have an employee association that is recognized by management**

No

**6. What percentage of your permanent employees is members of this recognized employee association?**

Not Applicable

**7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year**

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	Nil	Nil
3	Discriminatory Employment	Nil	Nil

**8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?**

Sl. No	Particulars	Percentage
a	Permanent Employees	100%
b	Permanent Women Employees	100%
c	Casual/Temporary/Contractual Employees	100%
d	Employees with Disabilities	Nil

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

**1. Has the company mapped its internal and external stakeholders?**

Yes, the Company has mapped all its internal stakeholders and external stakeholders based on their relevance. Individual Departments within the company have their own roles and responsibilities to be identified with its stakeholders.

**2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?**

Yes.

**3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so:**

Yes, your Company has implemented the following CSR initiatives

**a. Promoting Civic Learning among children:**

Your Company along with Bala Janaagraha (NGO) have promoted civic learning among children’s through webbased online teaching by different faculties (Political Representatives, Corporate Volunteers, Community volunteers etc.) Delivering improved Civic Learning to students in Chennai, Tamil Nadu, then lesson plans aligned to the NCERT curriculum by School Teachers -I Change My City Challenge (ICMC) National Civic Fest in Chennai. ICMC program an opportunity to engage with a civic issue or any other issue that affects them, their school or their community. Civic Learning, in the long run, has the potential to transform India’s cities and towns by creating a generation of change agents who are civically aware and engaged with their Government.

**b. Cancer awareness Project:**

Your Company has joined hands with Indian Cancer Society and created cancer awareness programs to remove the fear of cancer from Individuals & Society, start conversations on busting myths, lead people to go for regular check-ups, advise to act promptly if diagnosed, promote healthy life style to prevent the occurrence of cancer.

**c. Multiple Sclerosis Patient Care Project:**

Your Company has joined hands with Multiple Sclerosis Society of India for supporting Multiple Sclerosis patient care support covering rehabilitation care, personal care and general wellness by trained staff.

**d. MEPZMA Helath Center Project:**

Your Company has joined hands with MEPZ Manufacturers Association for re-furbishing Health Center for providing immediate medical health facility, medical services for minor ailments, health check-up and

emergency treatment to the employees working in the SEZ Units located in MEPZ-SEZ, Tambaram, Chennai. This project would improve medical facilities in the MEPZ-SEZ.

**e. Prime Ministers National Relief Fund (PMNRF):**

Your Company has contributed the PMNRF for medical assistance, floods, drought, terrorist violence and other such unforeseen occurrences, with a reserve for emergencies.

**Principle – 5 Businesses should respect and promote human rights**

**1. Does the policy of the company on human rights cover only the company or extend to the Group / Joint Ventures / Suppliers / Contractors / NGO's / others?**

Yes the policy extends to suppliers and contractors also.

**2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?**

The Company did not receive any stakeholder complaint regarding Human Rights in the year 2019-20

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

**1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/others**

The Company has adopted Environment Policy and it extends to all the personnel under the control of the organization.

**2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? If yes, please give hyperlink for webpage etc.**

The Company has taken several initiatives to reduce the consumption of power. Refer Directors Report for details in Conservation of Energy, Technology and Absorption.

**3. Does the company identify and assess potential environmental risks?**

Yes, potential environmental risks are identified as part of the company's risk management policy. The Company regularly reviews its environmental risks and undertakes initiatives to mitigate them.

**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 adopted ISO/TS 16949:2009 certification by DQS UL Management Solutions for their design, development and manufacture.

**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**

The Company has taken several initiatives to reduce the consumption of power by taking initiatives of LED Lighting and BLDC Fans. Refer Directors Report for details in Conservation of Energy, Technology and Absorption.

**6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/ SPCB for the financial year being reported?**

Yes, all the emission/waste generated by the company is within the permissible limits given by CPCB/SPCB.

**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**

There were no show cause/ legal notices received during the year 2019-20

**Principle – 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner**

**1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**

Yes, member of Export Promotion Council for EOUs & SEZs

**2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? 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 Businesses should support inclusive growth and equitable development**

**1. Does the company have specified program/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.**

The Company supports inclusive growth and equitable development through its Corporate Social Responsibility (CSR) programmes. The Company has initiated projects like Janaagraha Centre for Citizenship and Democracy, Indian Cancer Society, Multiple Sclerosis Society of India, MEPZ Manufacturers Association, Prime Ministers National Relief Fund (PMNRF).

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

The CSR programs of the company are run through external NGO and other organizations having experience.

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

The CSR programs and their impacts/ outcomes are monitored and reviewed by the CSR Committee periodically.

**4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.**

- a. Janaagraha Centre for Citizenship & Democracy - ₹25.80 Lakhs
- b. Indian Cancer Society - ₹30.39 Lakhs
- c. Multiple Sclerosis Society of India - ₹5 Lakhs
- d. MEPZ Manufacturers Association - ₹10 Lakhs
- e. PMNRF - ₹131 Lakhs

**5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so**

Yes, Initiatives conducted under CSR are tracked to determine the outcomes achieved and the benefits gained by the community through CSR Committee



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

**1. What percentage of customer complaints/consumer cases are pending as on the end of financial year**

During the year 2019-20 there were no customer complaints or cases pending at the year end.

**2. Does the company display product information on the product label, over and above what is mandated as per local laws?**

Not applicable as the company's product is not directly visible to the end user

**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. If so, provide details thereof, in about 50 words or so**

There were no cases filed by any stakeholder against the company.

**4. Did your company carry out any consumer survey/ consumer satisfaction trends?**

Not Applicable.