



## Business Responsibility Report [See Regulation 34(2)(f)]

### SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. Corporate Identity Number (CIN) of the Company: **L72200TN1998PLC061236**
2. Name of the Company: **DATA PATTERNS (INDIA) LIMITED**
3. Registered address: **H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103**
4. Website: **[www.datapatternsindia.com](http://www.datapatternsindia.com)**
5. E-mail id: **[pr@datapatterns.co.in](mailto:pr@datapatterns.co.in)**
6. Financial Year reported: **Financial Year 2021-2022**
7. List three key products/services that the Company manufactures/provides (as in balance sheet):

The Company is engaged in design, development, manufacture and sale of Electronic Products for Defence and Aerospace requirements. Following are the few products of Data Patterns.

- a. **Radar and radar parts**
  - b. **Electronic Warfare suits**
  - c. **Avionics**
8. Total number of locations where business activity is undertaken by the Company. Data Patterns has its operations only in one location in Chennai, Tamil Nadu, India.
- (a) Number of International Locations (Provide details of major 5) - **None**
- (b) Number of National Locations: **ONE**
9. Markets served by the Company – **Data Patterns serves largely Indian Market. It has few International customers also.**

## SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. Paid up Capital (Rs.) - **Rs. 10.38 Crores- divided into 5,18,86,650 equity shares of Rs. 2/- each.**
2. Total Turnover (Rs.) - **Rs. 310.85 Crores**
3. Total profit after taxes (Rs.) - **Rs. 93.97 Crores**
4. Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)  
– **Data Patterns has spent Rs. 0.76 Crores on CSR during FY 2021-22 which works out to 0.81% of Profit After Tax for FY 2021-22.**
5. List of activities in which expenditure in 4 above has been incurred:

**(a) Education**

**(b) Social Welfare and**

**(c) Healthcare**

## SECTION C: OTHER 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%] : **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

<b>DIN</b>	00643456	00647472
<b>Name</b>	Mr. Srinivasagopalan Rangarajan	Ms. Rekha Murthy Rangarajan
<b>Designation</b>	Chairman and Managing Director	Whole Time Director

(b) Details of the BR head

<b>DIN</b>	00643456
<b>Name</b>	Mr. Srinivasagopalan Rangarajan
<b>Designation</b>	Chairman and Managing Director
<b>Telephone No</b>	044-47414000
<b>Email</b>	<a href="mailto:pr@datapatterns.co.in">pr@datapatterns.co.in</a>

2. Principle-wise (as per NVGs) BR Policy/policies

a) **Details of compliance (Reply in Y/N):** Yes

[Details shared below]

No.	Question	P1 – Code of conduct & Ethics	P2 – Product and Life cycle	P3 – Employees and their welfare	P4 – Stakeholders	P5 – Human rights	P6 – Environment	P7 – Policy Advocacy	P8 – Inclusive growth	P9 – Customers
1	Do you have a policy / policies for...	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
2	Has the policy being formulated in consultation with the relevant stakeholders?	Yes	Yes	Yes	Yes	Yes	Yes	Not applicable	Yes	Yes
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)	Our code of conduct and business ethics covers all aspects confirming to the standards	We follow international standards for our product designs	Our employee related policies are in compliance to all labour law provisions	Yes	Yes	Yes	Not applicable	Yes	Yes
4	Has the policy being approved by the Board? If yes, has it been signed by MD / Owner / CEO / appropriate Board Director?	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	Not applicable	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.	All compulsory policies are formulated through Board/respective Committee. General policies are formulated by internal team.

5	Does the Company have a specified committee of the Board / Director / Official to oversee the implementation of the policy?	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	Not applicable	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also	The Committee which is responsible for formulating the policy has the responsibility for overseeing its implementation also
6	Indicate the link for the policy to be viewed online?	<a href="http://www.datapatternsindia.com">www.datapatternsindia.com</a>						Not applicable	<a href="http://www.datapatternsindia.com">www.datapatternsindia.com</a>	
7	Has the policy been formally communicated to all relevant internal / external stakeholders?	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website	Not applicable	All the policies are uploaded on Company's website	All the policies are uploaded on Company's website
8	Does the company have in-house structure to implement the policy / policies	Yes	Yes	Yes	Yes	Yes	Yes	Not applicable	Yes	Yes
9	Does the Company have a grievance	Yes	Yes	Yes	Yes	Yes	Yes	Not applicable	Yes	Yes

	redressal mechanism related to the policy / policies to address stakeholder's grievances related to the policy / policies?									
10	Has the company carried out independent audit / evaluation of the working of this policy by an internal / external agency?	Not yet	Not yet	Not yet	Not yet	Not yet	Not yet	Not applicable	Not yet	Not yet

**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**

No.	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	-	-	-	-	-	-	-	-	-

1. **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: **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 BR report forms part of the Annual Report of the Company which is published annually and it can be viewed on [www.datapatternsindia.com](http://www.datapatternsindia.com)**

## SECTION E: PRINCIPLE-WISE PERFORMANCE

### Principle 1 - Ethics, Transparency & Accountability

1. 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 Code of Conduct of the company covers our employees and all stakeholders including suppliers, contractors and business partners.**

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.

**We have not received any complaints related to ethics, bribery or corruption from any stakeholders in the last financial year.**

### Principle 2 - Product Lifecycle Sustainability

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

**Data Patterns is engaged in design and development of Electronic products for Defence and Aerospace requirements, a niche product portfolio not used widely by common consumers.**

2. 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**

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

**Not applicable**

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

**We generally club our material requirements to take advantage economies of scale and thus reduce the transport costs.**



4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?

(a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

**Considering the quality requirements of our end products, we need to procure our material from only authorized sources. However, wherever possible, we encourage local vendors, giving them repeat orders.**

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.

**No recycling is possible on our products.**

### **Principle – 3: Employee wellbeing**

1. Please indicate the Total number of employees - **662**
2. Please indicate the Total number of employees hired on temporary / contractual / casual basis - **227**
3. Please indicate the Number of permanent women employees - **67**
4. Please indicate the Number of permanent employees with disabilities - **NIL**
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 – **No complaints were received during FY 2021-22**

1. What percentage of your under mentioned employees were given safety & skill up-gradation

No.	Category	No. of Complaints filed during the financial year	No. of complaints pending as one end of the financial year
1	Child labour / forced labour / involuntary labour	NIL	Not applicable
2	Sexual harassment	NIL	Not applicable
3	Discriminatory employment	NIL	Not applicable

training in the last year?

(a) Permanent Employees – 95%

(b) Permanent Women Employees – 93%

(c) Casual / Temporary / Contractual Employees – 78%

(d) Employees with Disabilities – Not applicable

#### Principle 4: Stakeholder Engagement

1. Has the company mapped its internal and external stakeholders? Yes / No - **Yes**
2. Out of the above, has the company identified the disadvantaged, vulnerable and marginalized stakeholders – **Yes we have identified disadvantaged, vulnerable and marginalized stakeholders and planned to initiate necessary measures to protect their interests in the Company.**
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. – **We are in the process of initiating required engagements to protect the interest of marginalized stakeholders.**

#### Principle 5: Human Rights

1. Does the policy of the Company on human rights cover only the company or extended to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others? – **Our policy covers mainly the internal stakeholders.**
2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management? – **No stakeholders' complaints were re-**

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

**We have a well-defined Environment, Occupational, Health and Safety policy in place covering all stakeholders.**

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.

**Environment has always been a focus area for the Company. We try to address applicable the global environmental concerns in our products and processes. We have just started on this path and are sure that with continuous improvement in the processes and policies we will strive to achieve full Environment compliance.**

3. Does the company identify and assess potential environmental risks? Y/N

**As part of our AS9100 and ISMS certification processes we do a risk assessment on all our processes. Such assessed risks are audited both during our internal audit cycles and during the surveillance audit by the certification agency.**

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?

**No we do not have any projects/programs under Clean Development Mechanism.**

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

**Our manufacturing processes doesn't generate much of effluents requiring treatment processes.**

**We are in the process of installing solar panels for captive generation of renewable and clean energy thus reduce the energy consumption.**

6. 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.

**NIL**

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:

(a) **Confederation of Indian Industries (CII)**

(b) **Society of Indian Defence Manufacturers**

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)

**We participate in different forums and voice our views on the policies concerning the industry.**

#### **Principle 8: Equitable Development**

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

**Company is focuses on equitable development through NGOs through its Corporate Social Responsibility (CSR) initiatives.**

**Company has focused on health, education and community development.**

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

**Programs participated by the Company are through the NGOs, such as, CANKIDS, Anandam, V-Excel Educational Trust, Vivekanada Educational Trust, etc.**

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

**We have started our community development initiatives only during financial year 2021-22 and hence it is too early to have an impact study.**

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

**During the financial year 2021-22 we have spent Rs. 0.76 Cr on community development initiatives, details of which are available as part of our Annual Report.**

5. Have you taken steps to ensure that this community development initiative is successfully

## **Principle 9: Value to the Customers**

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

**Data Patterns interacts with its customers frequently to resolve the issues and hence there are no pending complaints.**

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)

**Our products are for specific customers and not for common usage 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. If so, provide details thereof, in about 50 words or so.

**No. There are no complaints filed against the Company by any customers.**

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

**Our internal service support team carry out a customer feedback/satisfaction survey periodically to understand and address the issues if any.**