

**Date:** 21<sup>st</sup> March, 2025

<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra – Kurla Complex, Bandra (E), Mumbai -400 051	<b>BSE Limited</b> Corporate Relationship Department, 2nd Floor, New Trading Wing, Rotunda Building, P.J. Towers, Dalal Street, Mumbai – 400 001
<b>Symbol:</b> SJS	<b>Scrip Code:</b> 543387

**ISIN:** INE284S01014

**Subject: Disclosure of Legal Proceedings Involving Workmen and Management of SJS Enterprises Limited under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Dear Sir/Madam,

In continuation of our intimation dated 18<sup>th</sup> September 2024, we wish to update you on the outcome of the legal proceedings involving the Workmen of SJS Enterprises Limited (“**Workmen**”) and the Management of SJS Enterprises Limited (“**the Company/Management**”) under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

**1. Case Background:** A petition was filed by a section of workmen of SJS Enterprises Limited against the Management before the Honourable High Court of Karnataka (“**High Court**”) on 04<sup>th</sup> February, 2025, pertaining to disciplinary proceedings initiated by the Company.

**2. Judgment Update:** The Honourable High Court of Karnataka pronounced its judgment on 10<sup>th</sup> March 2025 (*Note: The company received the judgment copy on 20<sup>th</sup> March, 2025*), wherein:

- a. The High Court upheld the Management’s authority to address indiscipline/misconduct in accordance with labour laws and internal policies.
- b. The High Court deemed it unnecessary to mandate a separate undertaking from the workmen, as its directives suffice to ensure compliance with disciplinary procedures.
- c. The High Court has directed the Management to admit 164 workmen back to duty, subject to their adherence to:
  - Workplace discipline and safety protocols, including diligence in consuming food;

- Assurance that reinstatement will not disrupt the Company's day-to-day operations or business activities.
- d. The Workmen have agreed to these terms. Accordingly, the Management has commenced phased reinstatement as follows as per the High Court Order:
  - 55 Workmen have already reported for duty on 20<sup>th</sup> March, 2025
  - 55 Workmen will be reinstated on 24<sup>th</sup> March 2025.
  - The remaining 54 Workmen will be reinstated on 2<sup>nd</sup> April 2025.

**3. Impact:** The judgment reinforces the Company's operational autonomy while ensuring compliance with labour regulations. The phased reinstatement is structured to ensure seamless integration, and no material financial impact is anticipated.

The Company remains committed to upholding legal and governance standards and will disclose further material developments, if any.

Thank you.

**Yours sincerely,**

**For S.J.S. Enterprises Limited**

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**Thabraz Hushain W.**  
**Company Secretary and Compliance Officer**  
**Membership No.: A51119**