



Confederation of Indian Industry  
125 Years - Since 1895



CII-ITC Centre of Excellence  
for Sustainable Development



# WINNER BOOKLET



15<sup>th</sup> CII-ITC  
SUSTAINABILITY  
AWARDS  
2020

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Excellence in Sustainable Business



## About the Trophy

The trophy reflects the need for unity in this world. To sustain the environment, a broad-based alliance between industry and society is required globally. As a result, sustainable development has become a priority for businesses around the world.

The responsibility towards environment rests on our shoulders, as it signifies in the design of trophy. The figure cradling the globe reflects the need for unity and responsibility when pursuing economic growth, while the leaves surrounding it represent both growth and the environment.

The figure's arms are raised to the sky, symbolising the future that we must confront daily. Metal has been chosen as the material for its properties of lustre, beauty, smooth finish and malleability, and because it is a recyclable material - thereby sustainable from a lifecycle perspective. After all, the world is an inheritance that we will leave for the generations to come. It is a legacy that we have borrowed from them.

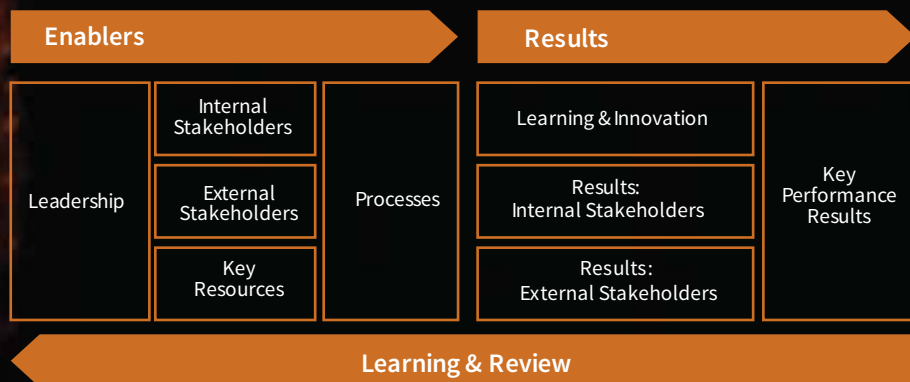


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# ASSESSMENT METHODOLOGY

The Awards adhere to a transparent and rigorous assessment process based on the Sustainability Excellence Assessment Model, developed using the following frameworks:



The assessment is conducted over a period of six months by a pool of CII-certified Sustainability Assessors from diverse professional backgrounds that spend approximately 1,000 man-hours per application. The results of each assessment is reviewed by a preeminent Jury, comprising of former bureaucrats, representatives of government, civil society and academia at two stages before arriving at the final decision.

Methodology is adapted from the internationally acclaimed European Foundation for Quality Management (EFQM) approach wherein equal weight is assigned to 'Enablers' and 'Results,' indicating a cause-effect relationship.

Assessment is based on around 250 indicators which cover 15 aspects of sustainability. The assessment has been made more comprehensive to include aspects such as Business Ethics, Employee Development, Human Rights and Biodiversity.

For companies that do not qualify the preliminary stage, no feedback report is provided to the applicants.

Feedback report is provided to the applicants in two phases. For companies that do not qualify for site visits, feedback reports are provided after desk assessments are over. This will be around November 2020.

For companies that qualify for site visits, feedback reports are provided after the end of the Awards cycle. This will be around December 2020.



## AWARD CATEGORIES

### Corporate Excellence

This Award recognises comprehensive efforts companies make in excelling at sustainable business. It expects companies to integrate sustainability into governance, strategy, business processes and demonstrate through results that sustainability is making an impact on its business and relevant stakeholders



## Aditya Birla Fashion and Retail Ltd.



**Aditya Birla Fashion and Retail Limited (ABFRL) is India's first billion-dollar pure-play fashion powerhouse with an elegant bouquet of leading fashion brands and retail formats. ABFRL brings together the learnings and businesses of two renowned Indian fashion icons, Madura Fashion & Lifestyle and Pantaloons creating a synergistic core that will act as the nucleus of the future fashion businesses of the Aditya Birla Group. As a fashion conglomerate, ABFRL has a strong network of 3,031 brand stores across the country. It is present across 25,000 multi-brand outlets and 6,000+ point of sales in department stores across India.**

- The organisation publishes a Sustainability Report in accordance with GRI Standards, and SEBI guidelines on Business Responsibility Reporting. This report is externally assured in line with international standards such as AA1000 and ISAE 3000. ABFRL carries out materiality assessment through stakeholder interactions and deems them as material issues when the conditions i.e. impact to business and importance to stakeholders, are met. The top 5 material issues identified are – responsible procurement, energy management, water management, sustainable products and circular economy.
- The organisation conducts LCA for its products and services in accordance with ISO14040:2006 and ISO14044:2006 and through eco-resin technology, they have been able to manufacture stronger fibres, flexible bonding, white retention, non-iron performance, and durable wear. This has also helped achieve 60% reduction in energy, a 60% reduction in waste-water generated, and 70% reduction in emissions produced. 100% of sites are certified with ISO 14001, renewable energy as a percentage of energy consumption is 68.92% and recycled/reused water as a percentage of total water consumption is 81.70%. Through their streamlined waste management approach, the organisation continues to ensure 'Zero Waste to Landfill' across all their own facilities.
- The organisation has identified and mapped internal as well as external stakeholders and has a structured and strategic approach in place to engage and communicate with material stakeholders. As part of the ABG community initiatives, they have also identified disadvantaged and vulnerable stakeholders including people with disability, scheduled caste/ scheduled tribes, sexual minority, children and elderly people. The Stakeholder Engagement Policy is publicly available and the organisation monitors customer satisfaction levels via Net Promoter System programme called Mission Happiness. The Net Promoter Score is tracked, termed as "Happiness Index". With respect to the regulators/government, the organisation ensures that its governance framework incorporates the amendments introduced from time to time in various laws applicable to them and complied with, on or before the relevant due dates.
- Health and safety risk is identified through hazard identification and risk assessment and there is a robust assessment mechanism to identify the gaps. Fire risk has been reduced by implementing robust assessment and internal audits. To ensure safety, the organisation has a dedicated Business Review Council (BRC) at the Board level, that oversees the overall implementation of safety policies and reviews its performance quarterly. The percentage of employees who attended health and safety trainings is 80.00 % and 42.00 % of all workers including contract workers. The organisation has an emergency preparedness response comprising training on use of equipment, training on first aid, mock drills and appointment of an emergency response team. There has been no fatalities w.r.t workers or employees in the reporting period.



## Dr. Reddy's Laboratories Ltd.



**Dr. Reddy's Laboratories Ltd. is an integrated pharmaceutical company, committed to providing affordable and innovative medicines for healthier lives. Through three businesses-Pharmaceutical Services & Active Ingredients, Global Generics and Proprietary Products, Dr. Reddy's offers a portfolio of products and services including APIs, custom pharmaceutical services, generics, biosimilars and differentiated formulations.**

- The organisation believes that learning is key for the development of people and the subsequent achievement of business results in line with the Vision. For Technical training, investment is close to 32 hours per employee and for sales & marketing team it is close to 70+ hours. There is a 9-month leadership development programme for high-potential mid-management women through a blend of premier classroom training, mentorship, case studies and field visits. In the current year, People Development Week (PDW) conducted, aimed at increasing employee connect with the organisation and inspire thinking, saw nearly 200 learning sessions across the globe and over 18,021 employees participated.
- Risks are addressed through risk maps and mitigation plans to deal with them. In case of any adverse climatic events, if there's a disruption in production from any particular plant, the organisation uses back up support infrastructure established at multiple sites required to fulfil the demand, to manufacture top runner products. Regarding significant risk of breaches of data security or other cyber-attacks, data integrity, confidentiality and data privacy requirements are incorporated into legal contracts and there is a heavy investment in the protection of data and information technology.
- The organisation rolled out "My Safety Index" (MSI), a balanced score card to track Safety and Health performance of the unit. As a result, there has been significant reduction in LTIFR and Near Miss incidents. The Corporate Safety & Sustainability Council provides direction, approves business level strategies, policies, SHE standards, and conducts periodic reviews. There is a standard direction to identify, evaluate SH&E risks and reduce them by strengthening the existing controls, incorporating additional controls for activities, at applicable to all manufacturing sites. 75.00 % of the employees and 100% of workers including contract workers attended health and safety trainings.
- The organisation has been researching in the area of green chemistry to evolve chemical processes in the manufacturing of pharma products to simplify the steps, optimise manual interventions, reduce waste generation, minimise use of toxic solvents and practice proactive eliminating of hazardous materials. There is a Sustainable Packaging Council, a cross functional team which puts in synergized efforts to co-create alternatives towards sustainable products and packaging. The organisation invested Rs.1541 Cr. in R&D, which has led to multiple breakthroughs and innovations in products and processes.
- The organisation is committed to green sourcing and 100% of raw materials are sourced sustainably and 59% are recycled. Recycled water as a percentage of total water consumption is 50.10%, emission intensity has been reduced by 23% , solar energy consumption for the year is around 65.96 million kwh, thereby avoided carbon emission by 54,084 tonnes of CO<sub>2</sub>e and achieved 72% water neutrality.

## Corporate Excellence

### Commendation for Significant Achievement



## Genpact India Pvt. Ltd.



**Genpact is a global professional services firm that makes business transformation real. It drives digital-led innovation and digitally-enabled intelligent operations for clients, guided by their experience running thousands of processes primarily for Global Fortune 500 companies**

- The organisation assess its risks through risk maps sensitivity and stress testing and other tools like Online Risk Management Solution on Archer platform. Risk Management is headed by a CRO - Vice President and is governed by a cross functional Risk Council and the process is reviewed by the Board every six months. Phishing and spear phishing assessments are conducted to assess the organisation's vigilance towards any potential cyber-attack. Fraud risk assessments and mystery shopping assignments are conducted on fraud prone areas to assess the effectiveness of existing processes and anti-fraud controls. Once in 2 years a risk culture assessment is conducted to identify areas for focus that can be included in the risk management strategy for the coming year.
- The organisation commits to OHS through ISO 14001 & OHSAS 18001 and has a formal policy approved by the Board. 100% of the workforce, including contract workers attended health and safety trainings in the past year. Installing automatic kitchen fire suppression across pan-India locations brought down the kitchen fire RPN value to a very minimal level.
- The organisation has a policy on environment management describing the approach to climate change, energy use, water consumption, resource efficiency, and waste management and all offices are ISO 14001 certified. It is committed to green sourcing and 100% of raw material is sourced sustainably. Recycled/reused water as a percentage of total water consumption is 75.00 %. Zero single use plastic campaign has been launched by the CEO. Under this initiative all the single use plastic like plastic spoons, straws, plastic cups and plates, plastic water bottles etc from cafeteria has been removed and switched to biodegradable options like wooden spoon, bagasse/ paper cups and plates, paper, straw, glass water bottles etc. Water audit has been Initiated to identify hot spots for water saving opportunities and installed water aerators to reduce water wastage. Recycled water is being reused for cooling tower, flushing and horticulture. They have also installed food composting machines to recycle the food waste at office premises.
- Sustainability reporting is in accordance with GRI G4 Guidelines / GRI Standard and externally assured in line with international standards such as AA1000 and ISAE 3000. The organisation conducts materiality analysis and key material aspects are data security and confidentiality, regulatory compliances, talent management and business growth and profitability.



HINDUSTAN ZINC  
Zinc & Silver of India

## Hindustan Zinc Ltd.



**Hindustan Zinc Limited (HZL) is an integrated mining and resources producer of zinc, lead, silver and cadmium. It is a subsidiary of Vedanta Resources PLC. HZL is the world's second largest zinc producer.**

- The organisation commits to OHS in accordance with OHSAS 18001 standards for managing OH&S risks, with HIRA in place for all activities and for every significant risk, appropriate control measures are implemented as per the control measures hierarchy i.e. elimination, substitution, engineering, administration & PPE. The organisation established the Safety Innovation Cell for implementing global best practices, innovative engineering solutions & automation to become a benchmark in safe work practices. They have partnered with DuPont to deliver cultural transformation in safety and a zero-harm workplace. This journey named Aarohan, has been instrumental in developing a culture which results in reducing lost time injuries and increasing leading indicators by many folds. Overall, through various systematic programmes and initiatives HZL observed significant reduction of LTIFR.
- The organisation reports sustainability issues in accordance with GRI G4 Guidelines / GRI Standards, SEBI guidelines on business responsibility reporting as well as IIRC's framework and this is externally assured in line with international standards such as AA1000 and ISAE 3000. The organisation conducts materiality analysis and the 7-step process includes prioritizing stakeholders' views, involving senior management in the materiality determination process and extending the materiality assessment process across the value chain.
- The organisation conducts LCA for 100% of its products in accordance with ISO14040:2006 and ISO14044:2006. HZL is committed to green sourcing and 100% raw materials are sourced sustainably. Recycled/reused water as percentage of total water consumption is 39.34% and the entire water is recycled and reused and none is disposed. HZL has installed a waste heat recovery boiler of 35.4 MW capacity as a source of renewable energy and also has 273.5 MW wind farms in five states across India. During the year, 3,14,776 MT of waste from smelters was utilized in road construction and 77,608 MT utilized in the cement industry. HZL's Central R&D Laboratory (CRDL) worked with wastes generated from Pyro-smelting, Hydro-smelting and Captive Power Plant and found a suitable raw mix design to cast paver blocks using these waste materials.
- There is a detailed Risk Management framework embedded in critical business activities, functions and processes and there is a senior person responsible for risk management besides the CEO/CFO/Audit Committee head. The organisation uses risk maps, sensitivity and stress testing as well as a digitised RMS platform to assess risks. W.r.t water scarcity-risks, Dry Tailing has been done across sites to help reduce water consumption and rainfall and dam water levels monitoring is done on a real time basis. As regards-business discontinuity due to outbreak of pandemics, HZL benchmarked contingency SOPs and BCP deployment and periodic mock drills as well as Force majeure notices sent to the top vendors, non-essential work suspended / deferred to minimize cost, top contracts renegotiated to bring down the fixed cost and Rake movement planned for FG and concentrate.



## Mahindra Holidays & Resorts India Ltd.



**Mahindra Holidays & Resorts India Ltd. (MHRIL), a part of Leisure and Hospitality sector of the Mahindra Group. Started in 1996, the company's flagship brand 'Club Mahindra', today has over 250,000 members, who can holiday at 100+ resorts in India and abroad.**

- The organisation commits to OHS through a formal policy approved by the Board and the ultimate responsibility for Health & Safety lies with a Board member. There are 25 safety processes with check sheets for Health & Safety risks which are monitored with a robust audit methodology in place in each of the locations, results checked accordingly and risk mitigation plans improved suitably. To reduce fire risk, the organisation installed improved infrastructure for modern fire safety equipment, and kitchen fire suppression system in the new resorts at Virajpet & Naldhera. To improve electrical safety, LOTO equipment has been installed & training provided to the team to control electrical risks.
- The organisation has an 'Environmental Policy' which addresses biodiversity and ecosystem services. Every resort, follows the policy and The Mahindra Way Sustainability Framework of MHRIL and ensures they roll out initiatives basis that. Adopting a nature based design resulted in avoidance of installation cost of 6.13 crore, operation cost of Rs.17.40 crore, and maintenance cost of Rs.2 crore for space cooling amounting to Rs.25.53 crore. Protection & maintenance of floral diversity in the resort area has reduced costs that would have been incurred on space cooling. Continued care & even extension of the 20,735 plantations done will sustain these benefits in coming years.
- MHRIL recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The organisation has a well-defined policy with multiple check points to address drawback of incentives in case of non-adherence to product & process guidelines in the sales process. The organisation publicly discloses the ratio between fixed and performance based compensation. The business performance is evaluated using a Balanced Score Card (BSC) while individual performance is evaluated on Key Result Areas. The Board carries out an annual evaluation of its own performance and the performance of individual Directors, as well as evaluation of committees of the Board as stipulated under the law. There is also a succession planning process in place.
- The Mahindra Way Sustainability Framework has more than twenty processes and results for various parameters of environmental performance, which is reviewed by the top management on a quarterly basis. W.r.t emission reduction, diesel hot water generators were replaced with heat pumps, solar lights and solar power, LED lights were installed. In case of water use, flow restrictors, recycle and re use of water, waterless urinals, equalisation of pressure and dual flush systems have been put in place. There is a zero waste to landfill programme with the use of approved third-party vendors for treating waste.



## NTPC Ltd.



NTPC Limited is an Indian public-sector undertaking, engaged in the business of generation of electricity and allied activities. NTPC's core business is generation and sale of electricity to state-owned power distribution companies and State Electricity Boards in India. The total installed capacity of the organisation is 49943 MW (including JVs) with its own 18 coal-based and 7 gas-based stations and 6 coal based, and 1 gas based in JV/ Subsidiary Companies, located across the country. Nine Joint Venture stations are coal based and there are 11 Solar PV projects.

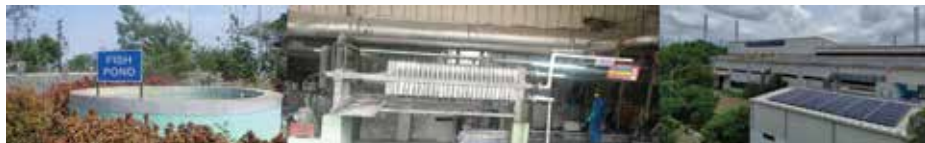
- The organisation has a senior person responsible for risk management besides the CEO/CFO/audit committee head and the board reviews the risk management process every six months. Along with risk maps and sensitivity analysis i done for sustaining efficient plant operations, inadequate fuel supply, and delay in the execution of projects, NTPC has deployed online risk evaluation, analysis and management which covers all the Business Units.
- The organisation has a comprehensive process to identify training needs (derived from diverse sources through a nine-pronged extensive TNA process) and development and periodically reviews the initiatives and performance. NTPC promotes Learning and Development (L&D) among employees by offering internal training courses, funding support for external training or education and providing sabbatical periods with guaranteed return to employment. In the year 2019-20, 180 TD staff members, Power Management Institute, had delivered a total of 1,00000 plus learning hours to employees, giving an average of about 5700 plus learning hours per TD staff member. CEO and Board members have identified Learning as one of the core values.
- NTPC has 2 women directors on the Board and an internal as well as external performance evaluation of the Board is conducted annually. There is a board level Corporate Social Responsibility and Sustainability Committee. Sustainability is covered in mission and vision statements by mentioning energizing India's growth, economical, environment friendly, efficient and reliable power. Moreover, NTPC has developed its specific sustainability strategy "Brighter Plan 2032".
- The organisation reports sustainability issues in accordance with GRI Standards, SEBI guidelines on Business Responsibility Reporting, TCFD based reporting and IIRC's Framework. The Sustainability Report is externally assured in line with international standards such as AA1000 and ISAE 3000 and the assurance statement is publicly available

## Corporate Excellence

### Commendation for Significant Achievement



## Tata AutoComp GY Batteries Pvt. Ltd.



**TATA Green Batteries are a product of TATA AutoComp GY Batteries Pvt. Ltd. (TGY), a joint venture between TATA AutoComp Systems Ltd, India's leading auto component manufacturer and GS Yuasa International, Japan, one of the world's largest automotive battery manufacturers. These batteries are a combination of TATA AutoComp's extensive experience in the Automotive Industry and GS Yuasa International's superior technological know-how. With a low top-up requirement and being 90% recyclable, Tata Green Batteries allow a hassle-free battery running experience.**

- The organisation commits to OHS through the British Safety Council, ISO 45001 and has a formal policy approved by board. Hazard Identification and Risk Assessment (HIRA) is carried out along with a safety walk by all supervisors and above, in all plants. Health and safety risks are communicated to employees via a public address system, displays & posters, tool box talk, Safety Committee meetings and a video system at the canteen. 100% of all workers including contract workers have attended health and safety trainings in the past financial year.
- The organisation has an individual Skill matrix for all the employees to identify training needs and the effectiveness of training is evaluated in three to six months. 80%-90% of all employees were trained for an average of 1,532 hours and the amount spent was approximately INR 16,50,000. The board/top management monitor/reviews the effectiveness of employee development practices on a regular basis and the organisation has a succession planning process in place.
- The organisation has a policy on environment management and 100% of its sites are certified with ISO 14001. They are committed to green sourcing and 80% of the raw material is sustainably sourced. Recycled/reused water as a percentage of total water consumption is 100.00 %. W.r.t reduced energy consumption, there is installation of advanced pollution control system on all stacks and improved suction quality, there is a reduction in waste by using filter press, all old tubes and bulbs have been replaced by LED lamps and high efficiency pumps are being used and water use has been reduced by Feruls and flow reducers. Process improvement has been done through installation of a filtration system to collect lead from waste water at the pasting department.
- The organisation has a code of conduct/ethics policy that applies to employees, joint ventures, suppliers, contractors, NGOs and subsidiaries. 100% of the employees attended the Code of Conduct/Ethics policy detailed course. There is a confidential or anonymous whistle-blowing mechanism, which is available to internal as well as external stakeholders.

## **AWARD CATEGORIES**

### **Domain Excellence**

#### **Environment Management**

The Award recognises companies that have employed innovative approaches, including policy and practice, to reduce their environmental impact and achieved exemplary results.

#### **Corporate Social Responsibility**

The Award recognises companies that have positively impacted both business and society by taking a strategic approach to CSR through collaborative programmes with government and civil society into their sourcing, procurement and distribution channels.

#### **Biodiversity**

The Award recognises companies for implementing measures for conservation and sustainable management of biodiversity and ecosystem services in the value chain.



## **Kings International Ltd.**



**Established in 1995, Kings International Limited has made a name for itself in the list of top suppliers of Leather Wallets, Pet Products in India. The supplier company is located in Kanpur, Uttar Pradesh and is one of the leading sellers of listed products.**

- The organisation does a vegetable tanning process' from ethically sourced raw hides producing eco-friendly, bio-degradable, breathable Green leather which is REACH Compliant. The development of BIO-LEATHER which is made from organically produced chemicals is Chrome-free & Metal-free. The leather is produced from re-cycled treated waste water and has successfully gained the same physical quality parameters comparable to the leather produced from fresh water which is a technological breakthrough.
- The organisation has installed rain water harvesting mechanism as the initiative for water conservation, thereby returning the bore well water consumed, back to the environment & society. There is an environmental management system in place integrated into multidisciplinary company-wide risk management process audited by Leather Working Group (LWG) of UK for environmental protocol. The organisation has already successfully completed the trials / tests of processing leather by using recycled waste water with the technical support of CLRI & administrative support from SOLIDARIDAD. This recycling & reuse of waste water will not only reduce fresh water intake from the bore-well up to 40KL per day, but would also put an end to the discharge of any waste water into the CETP or any water body.
- The organisation has started using fresh/green hides to eliminated the use of salt for the preservation of raw hide which ultimately reduced the presence of TDS in the effluent. Each of the tanning drums are connected with AQUAMAT dosing system which delivers the accurate required quantity of fresh water into the tanning drums. Target to complete the installation of 201.6 kWh solar plant was completed in January 2019 which which is equivalent to 40% of the company's energy needs and has led to a saving of Rs 5000 to 7000 per day on the electricity bill.
- The organisation voluntarily carries out biodiversity conservation activities including nature conservation activities in the campus and the surrounding areas of the factory premises and pond adopted as per the CGWA guidelines. The organisation conducts impact assessment at operation sites. Leather products of the organisation are bio-degradable, breathable & recyclable so there is no significant business impact on biodiversity.
- The organisation has set the annual targets for environmental progress and health & safety of its workers. Targets like medical health check-up for the relevant work and health check-up for all the employees, especially considering COVID-19 guidelines. Emergency preparedness plan for fire, electrical, chemical, mechanical emergencies and natural disasters are in place and the workers are periodically trained for it.



## **Nestlé India Ltd.**



**Nestlé is the world's largest food and beverage company. Having more than 2000 brands ranging from global icons to local favourites, and are present in 191 countries around the world. As the world's largest food and beverage company, driven by a simple aim: enhancing quality of life and contributing to a healthier future.**

- The organisation conducts LCA for its products with the Nestlé Guiding standard in an alignment with ISO14040:2006 & ISO14044:2006 and the coverage is 100 %. There is a unique technology, Addition of dry ingredients & agglomeration in spray dryers wherein the ingredients can be added to the spray drier without prior dissolution in liquid. This has increased throughputs by 15-20% and hence energy consumption has also reduced to a great extent. The filling & packing lines are completely automated with high speed & low Energy consumption machines. The organisation has taken the lead in plastics' management, building recyclability in the product design by introducing practices such as conversion of laminate structures for major brand – Maggi.
- The organisation is committed to green sourcing and 67% of raw materials are sourced sustainably. Nestlé achieved an overall reduction of energy usage per tonne of product by 12% since 2016, with an average annual energy usage of 3.2 million GJ. During this period, ~190 energy saving initiatives were taken across manufacturing sites leading to energy savings of ~294,000 GJ. The organisation undertakes ~ 30-40 projects every year to reduce water usage rate within manufacturing units including recycling of process water and extracting water from liquid raw milk.
- To reduce water use, there is usage of Evaporator Condensate after passing through cow water RO unit, Improving the recovery of RO plant, Evaporator Condensate reusing and installation of milk condensate recovery RO and coffee process water optimization. Since 2016, there have been ~109 water saving initiatives across manufacturing sites leading reduction in water savings of ~ 400,000 M3.
- To reduce hazardous/non-hazardous waste, there is disposal of the boiler bottom ash to the brick manufacturing unit and reducing the land fill, recycling of plant floor sweeping and waste after segregation at source & recycle (vermicomposting & reuse), lab sample waste is segregated, plastic (polythene) is sent for recycling and organic waste is sent for vermicomposting.
- Nestlé is taking leadership in reducing the environmental impact of products and has committed to make 100% of packaging recyclable or reusable by 2025. In 2019, Institute of Packaging Sciences was launched dedicated to the discovery and development of functional, safe and environmentally friendly packaging solutions. In order to reduce the overall environmental impact, the organisation is gradually moving towards direct invoicing wherein intermediaries no longer exist and also has partly direct invoicing.



## **Avaada Energy Pvt. Ltd.; Avaada Solar Energy Pvt. Ltd.**



**Avaada is committed to deliver clean and sustainable energy for all. As a team, they possess the expertise cultivated over years of building and operating some of the largest solar and wind projects in India. AVAADA is now on the way to innovate and create new paradigms in Clean-tech. It has built India's largest portfolio of solar power projects, aggregating to ~1 GW capacities. Its track-record vouches for delivering path-breaking solar and wind power solutions in terms of technology, capacity, quality, execution speed and total cost of ownership.**

- The organisation has an environment management system in place and the highest level of direct responsibility for environmental management lies with a Board member. Avaada has adopted an Environmental and Social Management System (ESMS) as per IFC-Performance Standards, ADB Safeguard Policy Statement and other best national and international practices. The organisation is committed to green sourcing and 80% of the raw materials are sourced sustainably.
- Emergency Preparedness and Response Plan applies to all phases of the project and is designed to minimize the potential for accidents and emergency situations. The onsite emergency plan (OSEP) is used as a guideline for employees, workers, contractors, sub-contractors, visitors etc., for prompt rescue operations, medical treatment, coordination and communication among various internal & external members. The anticipated emergencies are demarcated on the basis of their nature into natural environmental calamities or man-made calamities arising out of processes or instruments. Emergency control plan and organisational charts have been displayed at all strategic locations at the site, elements of OSEP, procedures for handling emergencies and responsibilities are duly defined.
- 100% of energy consumed is renewable energy. The control of periphery lighting configured in SCADA, which helps in use of aux power in consumption efficiently, resulted in a reduction in power consumption by 3-5%. The organisation also planted around 16000 trees at the project site and around 21000 trees distributed among communities under 'Hug A Tree' campaign which have a great potential to sequester carbon in coming years and thereby further taking activities of the site towards becoming carbon neutral.
- Ensuring sustainable sourcing and optimum usage of water at the solar site is a key priority for the organisation. Avaada has developed and implemented rainwater harvesting system cum drainage plans for project sites. With the rainwater harvesting structure and wet cleaning of modules, the assessment unit is 1.5 times water positive. and with RWH structure and robotic dry-cleaning, the assessment unit is 100% water positive.

## Environment Management Commendation for Significant Achievement



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### Harihar Polyfibers, Harihar Grasim Industries Ltd.



**The Harihar unit was the first manufacturing plant in India to use indigenous wood resources with in-house technology. It manufactures VSF and rayon grade pulp, the raw material for VSF. To make the process more sustainable, the unit produces rayon pulp with an innovative oxygen bleaching process that reduces the use of chlorine.**

- The organisation conducts LCA for 100% of its products/services accordance with ISO14040:2006 and ISO14044:2006. The wood used is from certified forests which ensures that negative impacts on local populations is avoided. Wood certifications uphold indigenous peoples' rights of ownership and use of land and resources. At the end-of-life, the products do not harm the environment as they are certified for biodegradability (in soil, water or marine environment) and compostibility. The organisation relies on third party certifications to determine the safety of the products and has the international parameter, OEKO-TEX Standard 100, which is one of the most important certificates certifying the safety of the product.
- The organisation has a robust sustainable product development mechanism to develop sustainable products thereby committing to enhanced product responsibility and customer satisfaction. This is demonstrated by having close collaborations with think tanks like IIT, NITI Aayog etc, Mission Happiness & proactive plant visits by customers as well as use of NPS (Net Promoter system) to ascertain customer satisfaction.
- The organisation is committed to green sourcing and 100% of raw materials are sustainably sourced. Renewable energy as a percentage of total energy consumed is 87%. To reduce emissions, alkali recovery (98%) is done through closed-loop cycle and helps in reducing the chemical consumption which in turn reduces emission to the environment and its negative impact and reused for cooking. For water reduction, there has been installation of Hot Stock Screening and Oxygen Delignification (ODL) plant for water saving as well as reducing load on ETP. This initiative has led to a 28 % water reduction and load on ETP.
- There is increased resource efficiency due to bio-methanation of problematic pre-hydrolysate liquor, generating methane gas (biogas) to replace a substantial quantity of furnace oil in the lime kiln. The pre-hydrolysate liquor generated in the process has 80k COD, used to produce biogas by the bio-methanation process. The generated biogas is then used to replace the fossils fuel i.e. furnace oil. Reduction of waste is done by converting Lignin sludge that is generated in the ETP process, which is organic, into vermicompost.



## JSW Cement Ltd.; Nandyal Works



**Nandyal Plant, located at Bilakalaguduru village in Kurnool district, Andhra Pradesh is a state-of-the-art-technology cement production unit. The core objective of this plant is to produce green and environment-friendly cement (Portland Slag Cement) by utilizing all the Blast Furnace Slag generated by JSW Steel Ltd. The plant is notably environment friendly and also one of the most energy-efficient cement plants in India. By using Blast Furnace Slag as raw material, the plant has dramatically reduced its consumption of limestone**

- The organisation has taken initiatives in the areas of process improvement and innovation. Installed carbon black feeding system which has helped in consuming 6540 tonnes of carbon black in place of fossil fuels such as coal. By this initiative they have saved ~ 10145 tonnes of CO2 emissions, ~ 5194 tonnes of equivalent coal and ~ INR 53 Lakh. The organisation has increased the utilization of alternative fuels in the cement kiln.
- During the year, ~ 36519 tonnes of waste was co-processed in the cement kiln in an environment friendly manner. Different waste streams constitute mainly pharmaceutical or bulk drugs industries which is hazardous waste, rice husk and carbon black. The organisation reduced 28504 tonnes of CO2 emissions by utilizing industrial wastes in place of traditional fuels and saved ~ INR 755 lakh. Hot air coming from the cooler & coal mill was used in slag grinding mill thus, avoiding burning of coal for drying of slag. ~ 8285 tonnes of coal have been saved, avoided ~ 23777 tonnes of CO2 emissions and saved ~ INR 830 lakh.
- The company has recycled more than 95 % of waste over the years. They have invested in environment-friendly green cement that uses blast furnace slag from steel plants to produce cement variants like Portland Slag Cement (PSC) and Ground Granulated Blast Furnace Slag (GGBS) as verified by the Environment Product Declaration (EPD).
- JSW Cement has the certification to Environmental Management System ISO 14001:2015 and commitment to the sustainable use of resources. To reduce emissions, the organisation implemented various energy efficiency measures such as LED fittings, five-star rating ACs, water spray system, optimal utilization of cooling tower fans etc. By these initiatives they have saved ~ 638173 units of electricity, saved ~ 587 tonnes of CO2 emissions and monetary savings of ~ INR 41 lakh. There is increased resource efficiency due to utilization of fly ash in the cement manufacturing process thus reducing the consumption of natural resources such as limestone, fuel, electricity, water etc. 6066 tonnes of limestone, have been saved, avoided 3477 tonnes of CO2 emissions and saved ~ INR 45 lakh from the fuel as well as electricity cost
- The organisation is committed to sustainable sourcing. Major raw materials are limestone, BFS and gypsum which are sourced from suppliers who have the best environmental practices in their operations. Limestone and BFS constitute approx. 95% of raw materials and limestone is sourced from captive limestone mines which is mined as per best practices with approved mining plans by IBM. BFS is a waste by-product sourced from JSW Steel, which deploys best available technology while producing steel.



## Avaada Energy Pvt. Ltd.; Avaada Solar Energy Pvt. Ltd.



**AVAADA is committed to deliver clean and sustainable energy for all. As a team, they possess the expertise cultivated over years of building and operating some of the largest solar and wind projects in India. AVAADA is now on the way to innovate and create new paradigms in Clean-tech. It has built India's largest portfolio of solar power projects, aggregating to ~1 GW capacities. Its track-record vouches for delivering path-breaking solar and wind power solutions in terms of technology, capacity, quality, execution speed and total cost of ownership.**

- The organisation has a CSR policy in place in line with the Companies Act and has disclosed the same publicly. A Board level committee oversees the implementation of CSR activities and there is an involvement of leadership in planning, reviewing and corrective actions for the projects. The decision-making process has become speedy with top management commitment.
- The organisation has implemented various CSR activities in the areas of education, health, women empowerment, skill development etc. The organisation conducts a formal need assessment by interaction with stakeholders.
- The organisation has conducted an Environment and Social Impact Assessment (ESIA) study before proposing the construction site. The objective was to establish the environmental and social baseline in the study area and to identify any significant issues, to analyze, quantify the impacts, and design project activities keeping in mind environmental & social impacts.
- The organisation has a well-established Grievance Redressal Mechanism (GRM) process to address complaints from the community. A Grievance Redressal Mechanism (GRM) logbook is maintained to register complaints from the community for reporting and resolution of any grievance.
- Stakeholder engagement and participation have been viewed as a continuous process involving an understanding of public needs and to assess and evaluate developmental programmes where needs are investigated and solved.
- More than 30000 people have been impacted through various healthcare support programmes in this reporting period of 2019-20. In the education programme, 1235 school students have been positively impacted, 153 women have received their stitching & embroidery certification after completing their training and 76 youth are digitally empowered in the reporting period.
- The organisation has set up a Skill Training Center for rural women where they can get training for stitching & embroidery which opens up a source of income. Also, after completing their training, the organisation linked them to the local market, stitching center where they could get jobs and earn their livelihood. Approximately 1000 women have completed stitching training from the center in various locations.



## Cairn Oil & Gas, Vedanta Ltd.



Cairn Oil & Gas, Vedanta Limited, is the largest private sector producer of crude oil in India, currently producing from assets in Rajasthan, Andhra Pradesh and Gujarat. Mangala, Bhagyam and Aishwarya fields, the three major discoveries in the Rajasthan block, cumulatively have hydrocarbons reserves of approximately 2.2 billion barrels of oil equivalent. Cairn is an exploration and production leader, and its exploration strategy is based on a portfolio of high reward prospects across the risk spectrum. It believes in investing in advanced geological and geophysical technologies to enhance the probability of exploration success, and monetise its hydrocarbon resources.

- The organisation has laid down the Standard Operating Procedure (SOP) in sync with the CSR policy for conceptualizing, implementing and monitoring impact of CSR programmes in existing as well as new areas.
- The organisation has a long-term CSR plan for 5 years. Long term programmes are developed under select focus areas to address the critical indicators identified through theory of change exercise; along with exploring partnership with government programmes. In the key focus areas, the organisation has partnered with ICDS (Ministry of Women & Child Development, Govt. of India) as well as National Health Mission & Health Department (Govt. of Rajasthan).
- As on date, 50 Nandghars have been constructed and are operational in Barmer district (Rajasthan) benefiting ~1200 children and ~500 women in providing supplementary nutrition, pre-schooling, and health services to pregnant and lactating mothers. 10 Mobile Health Vans (MHVs) have been running in Rajasthan (6 MHVs) and Gujarat (4 MHVs) providing basic medical services to 1.9 lakh community members in FY 2019-20. A total of 244 villages have been covered across Rajasthan and Gujarat on a weekly basis and regular awareness sessions and multi-specialty health camps are conducted for the masses.
- Impact of Barmer Unnati (Agriculture & NRM) programme can be seen in increased household income by INR 29,662 per annum by introducing different agricultural techniques, resources and practices to farmers and the SROI for this project is 2.5. The Dairy Development Project has increased household income by Rs.13,844 per annum through enhancing quality and productivity of milch animals and strengthening the supply chain for dairy and SROI value for this project is 3.7.
- The organisation has provided curative healthcare through a specialist doctors in the District Hospital which serves a population of 26,000. Total number of annual treatments undertaken at the District Hospital was 5,23,943. Overall, from 2014 to 2019, there has been an increase of 39 per cent in the number of patients served. This clearly highlights the impact generated due to presence of specialized doctors at the hospital.



## NTPC Ltd.



NTPC Limited is an Indian public-sector undertaking, engaged in the business of generation of electricity and allied activities. NTPC's core business is generation and sale of electricity to state-owned power distribution companies and State Electricity Boards in India. The total installed capacity of the organisation is 49943 MW (including JVs) with its own 18 coal-based and 7 gas-based stations and 6 coal based, and 1 gas based in JV/ Subsidiary Companies, located across the country. Also 1 Hydro based station and 1 Wind based station. 9 Joint Venture stations are coal based and 11 are Solar PV projects.

- The CSR policy specifies the focus areas of NTPC's CSR activities, which are Education, Health, Sanitation and Drinking Water. To align with the changing business environment, global practices and regulatory framework, NTPC revised its CSR policy in 2010, 2015, 2016 and 2019.
- NTPC's business case for CSR is a syncretic model, wherein it recognizes the interdependence between business and society. NTPC believes that business should add value to the community and society, reduce disparity, promote inclusive growth, and make the marginalized and downtrodden sections of society a part of India's growth story.
- As a member of UN Global Compact since 2001, NTPC is committed to work towards Global Compact's vision of a sustainable and inclusive economy, which delivers lasting benefits to people and communities. NTPC has engaged an external agency for due diligence of implementation partners.
- The key impact of Agriculture Project of NTPC is increased farmers income by 50% to 300% in the last few years and the other impacts of the project are increased household income, no out-migration in search of work, reduction in agricultural distress and complementing Government of India's target of doubling farmers income by 2022.
- NTPC's revival of Karsada Mechanized Solid Waste Plant in Varanasi has led to its jumping from 428th to 29th rank in Swachh Sarvekshan Rankings.
- NTPC conducts periodic social impact evaluation through external agencies and its CSR work is also audited by NTPC's internal audit team as per the policy for audit of CSR/ CD activities. During annual internal audit process, the audit teams also interact with the local community to assess the feedback on performance related to CSR.
- Assets handed over to the Village Panchayats or Self-Help Groups are operated on a self-sustaining basis by charging a nominal fee. NTPC incorporates long-term (3 or more years) maintenance contracts for assets like Solar Street Lights, RO Water Plants etc. For sanitation related infrastructure like public/individual toilets, behaviour change is the key to sustainability.



## Schneider Electric IT Business India Pvt. Ltd.



**At Schneider Electric, IT Division, core business has always been focused on delivering the highest level of availability to critical technologies, systems and processes. Achieved this through their award winning, industry leading and highest quality products and solutions, including UPS, Cooling, Rack Systems, DCIM and Services. Its mission is to empower the digital transformation of their customers by ensuring their critical network, systems, and processes remain highly available and resilient.**

- The organisation has a well-defined CSR management protocol which includes clearly defined focus areas, alignment with parent company guidelines and projects customized to suit to local conditions. There is an involvement of leadership in CSR decision making as well in the implementation process and, a structured review mechanism of CSR projects makes the entire process robust.
- The focus areas of the company are Skill Training and the Centre of Excellence and Entrepreneurship programme. These are high potential focus areas and are aligned to the organisation's business strategy and also linked to UNSDGs and the Government agenda such as 'Skilling India'. The initiatives, such as providing sustainable electricity to farmers and for rural electrification are the need of the hour in the country and it also contributes to zero carbon emission.
- In the Skill Building Project, unemployed youth trained were , in 2016 - 15256, in 2017 - 17205 in 2018 – 20258, in 2019 – 21612 and in 2020 there was a target of training 22000 youth. Since the inception in 2009, the company has trained more than 1,25,000 youth from financially challenged backgrounds. Net SROI for the Skill Development Programme is 5.59.
- Since the inception of the Rural Electrification programme, the organisation has reached out to over 46,000 households across 900 villages benefiting over 2,30,000 lives. Net SROI for Rural Electrification programme is from -0.07 to 9.37 for different geographies and different types of solutions offered.
- Since the inception of the Conserve My Planet Programme, the organisation has reached to over 72,300 students across 793 schools in 10 cities and sensitized them with respect to energy and environment conservation.
- Most of the CSR projects are measurable in nature and its outcomes have been clearly mentioned. The organisation has also done third-party assessment of CSR initiatives, impact assessments and SROI studies etc.
- The organisation has a well-defined system for internal stakeholder or employee engagement process. An on-line tool and two days' paid leave for employees are some of the best practices in employee volunteering.



## Sterlite Technologies Ltd.



Established in 2000, headquartered in Pune- India Sterlite Technologies Limited(STL) is a digital technology multinational company having offices in India, China, US, SEA, Europe and MEA. The company specializes in optical fiber and cables, hyper-scale network design and deployment and network software and offer bespoke integrated solutions for global data networks of CSPs, Telcos and OTTs.

- The organisation has a well-defined CSR policy. The policy clearly defines roles & responsibilities, focus areas, CSR structure, framework and modalities. The organisation has a robust process of identifying CSR focus areas and identified programmes are linked with its vision. The output, outcome and impact of the CSR programmes are measured.
- The Jeevan Jyoti Women Empowerment programme has enabled 700+ women through self-help groups. It is helping women to get training and financial support through various institutions. Various women from the region have started their own businesses and have become financially independent with support of the programme and MAVIM, a nodal agency of the Government of Maharashtra, Maharashtra State Board of Vocational Education. The CSR focus areas are linked with SDGs.
- STL through its own offerings like Garv, Smart City Solutions and Hyperscale Network Deployment, connected over 7.5 million people and 4.5 million homes, across 4000+ villages, protected biodiversity through sensors and BUILT green products with better durability ensuring lesser use of resources and replacements.
- In FY 19-20, the Medical Mobile Unit reached out to 15695 tribals in Silvassa. Since 2006-20, the programme has impacted over 229,000 lives across 36 remote villages in the region. Today, these communities can access quality healthcare at their doorsteps and are aware of preventive measures to avoid illnesses.
- The Pragyan Project has benefitted over 7000 students and 450 teachers across 100 government schools in semi-urban and rural Rajasthan. Learning is now fun for these children from lower income families who earlier did not have access to visual learning aids which were privy to only students in private schools
- In FY 19-20, STL impacted over 400,000+ lives reaching a cumulative number of over 1.32 million beneficiaries.
- In FY 19-20, the organisation partnered with World Bank to leverage their technical know-how to recycle wastewater up to a usable degree basis programmes in other countries and implemented this in Aurangabad to facilitate ground water recharging along with water conservation and afforestation.
- Every CSR activity/programme designed at STL is for period of 3-5 years and is embedded with a clearly defined exit plan. In FY 20-21, STL will be publicly announcing its CSR goals for 2025 of impacting 5 million lives, doing 5 million plantations and replenishing 5 million cubic meters of water.



## Bharat Aluminium Co. Ltd.



Bharat Aluminium Company Ltd. (BALCO) has been closely associated with the Indian Aluminium Industry since its inception, playing a pivotal role in making Aluminium a leading metal with numerous uses. BALCO is the first in India to have a captive power plant of capacity 270 MW, which was further expanded to 1010 MW in the year 2016. It is playing a crucial role in introducing Aluminium as a potential alternative to other metals like steel in construction, and copper in power transmission industry. First integrated Aluminium Industry and first to set up the widest Hot Rolling Mill.

- BALCO demonstrates commitment to social responsibility through the diverse programmes which were initiated in 2005, when the CSR Act had not mandated it. It also has a well-articulated CSR policy and Board oversight on CSR activities. The Board level CSR Committee is involved in the conceptualization, implementation and monitoring of its programmes.
- The organisation's CSR endeavour is to evolve and develop appropriate business processes and strategies to achieve a common goal which contributes to the greater good. In order to make projects sustainable and create a feeling of ownership, people from the community are involved right from the beginning of the project and their support is sought in implementation & monitoring. It also ensures contribution (cash/kind) from the beneficiaries wherever possible.
- BALCO has actively involved the Government in all its programmes, leveraging many benefits for the community. This engagement of Government is not only at liaising level but also at partnership level. The Government is also engaged in some of the programmes as a co-donor. The organisation has successfully facilitated access of many existing schemes viz. PMKVY to the community in their selected geographical area.
- Under the livelihood generation project, 289 SHGs have been covered and 1397 women linked with Income generation activities. BALCO has been influential in exploring feasible micro-enterprises to be operated by the tribal SHG women members. The microenterprises contributed towards the economic development of villages as well as the nation with an economic return of 76% of the total returns. The SROI value of the project is 3.29 which represents a healthy sign for these enterprises to create more employment opportunities and a feeling of social cohesion among the women members.
- In the vocational training project, more than 8600 students have been trained, 80% of students placed and they earned an average CTC of Rs 10500, the project provided local source for skill development and employment generation and 8372 families have benefited from this project and the SROI value is 1.15.



## DP World



**Dubai Ports World is an Emirati multinational logistics company based in Dubai, United Arab Emirates. It specialises in cargo logistics, port terminal operations, maritime services and free trade zones. DP World handles 70 million containers that are brought in by around 70,000 vessels annually. This equates to roughly 10% of global container traffic accounted for by their 82 marine and inland terminals present in over 40 countries. Until 2016, DP World was primarily a global ports operator, and since then it has acquired other companies up and down the value chain.**

- DP World has a structured CSR framework in place which is monitored by the Board. The involvement of top management in individual projects are visible at all levels. The CSR committee reviews projects regularly; progress is monitored, and learnings are incorporated in strategies. The CSR committee looks into all CSR projects at the country level. It meets 3 times a year and reports to the Board on the progress of the projects.
- The organisation has education and preventive healthcare as key focus areas, and they monitor trends and allocate resources to address community needs depending upon the urgency and where they can have the greatest impact.
- The organisation conducts materiality assessment to ensure that the focus is on the most important and relevant CSR areas. The materiality process undertaken by the company has been based on the globally accepted sustainability framework.
- Need assessment and impact study of selected CSR projects were undertaken as per organisational needs. All CSR projects are audited internally by Business Units, and externally by a third party.
- CSR projects are well designed, and many have been sustaining for a long time. CSR projects are carried out by engaging both internal as well as external stakeholders at all stages starting from the conception.
- Employees are motivated to participate in CSR projects. Employees volunteer for CSR programmes which are tracked through Business Units' KPI (2 volunteering days/emp/yr). In the Mundra Business Unit, volunteering is reflected in the performance appraisal which is indeed a best practice.
- The Digital Education programme "Kal Ki Kaksha" – is a 3-year focused approach to improve the quality of education for primary and middle school children through digital inclusion. The programme has been reaching out to 8000 students across 40 schools in 4 locations (Mundra, Gujarat, Nhava Sheva, Navi Mumbai, Chennai, Tamil Nadu & Cochin, Kerala) for 2 consecutive years.

## Corporate Social Responsibility Commendation for Significant Achievement



टीएचडीसी इंडिया लिमिटेड  
THDC INDIA LIMITED

CII-ITC  
SUSTAINABILITY  
AWARDS  
2020

Excellence in Sustainable Business

### THDC India Ltd.



**THDC India Limited is a Public Sector Enterprise under the administrative control of the Ministry of Power (MoP), Government of India (GoI) and registered as a Public Limited Company. THDCIL was conferred 'Mini Ratna-Category-I Status in Oct-09 and up-graded to Schedule 'A' PSU in July-10 by the Government of India.**

- The organisation has a robust CSR policy and project implementation framework which ensures that the selection of CSR projects and their implementation is as per the policy framework and that relevant projects are undertaken and completed.
- The organisation has social interventions through a wide range of initiatives across various sectors such as Health & Nutrition, Sanitation and Drinking Water, Education, Livelihood Generation, Skill Development, Rural Development, Women Empowerment and Environment Protection initiatives.
- The organisation has undertaken big infrastructural development projects in the area and spent more than its allocated CSR budget by involving various other agencies for funding the projects to benefit the community as a whole. The organisation has got funding from various Government and other project implementing partners along with beneficiaries to carry out large projects in a sustainable way.
- The organisation conducts baseline/need assessment and impact assessment studies in the areas intended for CSR intervention. It also has a CSR communication strategy in place for regular dialogue and communication with external as well as internal stakeholders regarding the selection and implementation of CSR and sustainability activities
- 40 Telemedicine centers are catering the needs of 200 Gram Sabhas and a population of approximately 1 lakh. A total of 27,067 OPDs have been registered as of April 2020. The project has made medical services accessible in inaccessible areas. The economically poor community is now able to get treatment (including medicines) free of cost in consultation with qualified doctors in the least possible time
- The organisation has set up 83 farm machinery banks which are fulfilling the need of 1245 families directly and 8300 families indirectly. The project has made farm machinery available to marginal farmers and increased the reach of farm mechanization to small and marginal farmers.
- Project 'Farm Machinery Banks' have been established as a cost sharing model mainly by the State Agriculture Department and THDC with a small contribution from SHG members. The sustainability of the project is ensured by necessary contribution by SHG members on utilization of the resources for O&M and required up-gradation. In addition, equipment is rented out to non-SHG members on commercial terms for revenue generation. This approach makes the project financially self-sustaining without the organisation's support.



## **The Ramco Cements Ltd.; Alathiyur Works**



**The Ramco Cements Limited is the flagship company of the Ramco Group, a well-known business group of South India. The main product of the company is Portland cement, manufactured in eight state-of-the-art production facilities that include Integrated Cement plants and Grinding units with a current total production capacity of 16.45 MTPA (out of which Satellite Grinding unit's capacity alone is 4 MTPA). The company is the fifth largest cement producer in the country.**

- The employees of the plant volunteer through a structured process and setup, Ramco Social Service League (RSSL). This improves the efficiency of the process to deliver the results and ensures consistency in employee volunteering.
- The company establishes local committees and enters into an MOU with them for operation and maintenance of the CSR assets created as in case of the RO water project. This ensures the long-term sustainability of these projects.
- Under preventive health care, the organisation has installed RO water units in four villages Thamaraiipoondi, Puthupalayam, Mullukkurichi and Kodukkur which benefits close to a population of 10,000. The organisation has also constructed 70 individual SMART toilets as part of the Community Total Sanitation Programme promoted in partnership with Gramalaya based at Trichy. The maintenance of this facility is handed over to the village toilet committee which was formed to monitor open defecation.
- RAMCO also supports upgradation of equipment and infrastructure facilities in the local Government run primary health center at Manakkudayan panchayat to extend its service to a population of around 20,000.
- In 2019-20, the organisation planted 42,500 saplings in the project area and desilted 3 ponds and increased the water storage capacity from 32,900 CUM to 55,300 CUM. The organisation is working systematically to recharge the ground water through desiltation of water bodies, creating awareness on rain water harvesting in the community as well as by re-using the waste water generated in the unit for extensive plantation.
- The organisation constructed toilets in the 70 households of Irungalakurichi village, resulting in it being declared as open defecation free and recognized by the government.
- Drinking water project of the organisation provides safe drinking water to a population of around 15,000 through 4 RO units, and the project has led to reduction of water borne illness and improved healthy living which was visible in increased school attendance of children coming from these villages.



## **Mahindra Holidays & Resorts India Ltd.;** **Club Mahindra Madikeri, Coorg**



**Mahindra Holidays & Resorts India Ltd. (MHRIL), a part of Leisure and Hospitality sector of the Mahindra Group. Started in 1996, the company's flagship brand 'Club Mahindra', today has over 250,000 members, who can holiday at 100+ resorts in India and abroad.**

- MHRIL is India's first hospitality company that has signed on both RE100 and EP100. The organisation has also committed itself to the Science Based Target Initiative, which requires it to reduce greenhouse gas (GHG) emissions in line with targets necessary to limit global temperature rise to below two degrees Celsius. The six-year monthly average temperature when compared with the thirty-year monthly average of Madikeri monitoring point data of India Meteorology Department, shows that average daily temperature in summer is relatively lower at the resort.
- Club Mahindra, Madikeri resort has committed to conserving biological diversity during its construction as well as the operation phase and managed to create co-existence with the flora and fauna. Robust internal guidelines enable the resort to operate and maintain this while taking care of the biodiversity of the region in which it operates. 26% of plot area has been used for construction, keeping 74% for maintaining the tree cover.
- Habitat protection is done of endemic species like *Elaeocarpus recurvatus* (Cholarudralksham or Rudraksa), Southern Western Ghats, *Cyathea nilgirensis* (Tree fern), South India and Malabar grey hornbill (*Ocyrceros griseus*) bird species, Western Ghats in the project boundary. Protection & maintenance of floral diversity in the area have reduced costs that would have been incurred on space cooling. 20,735 tree plantations have been done to maintain it as a rain forest resort and in the coming years will create a positive impact on over all biodiversity.
- The organisation conducts research on the biodiversity of its premises and surrounding areas in all relevant factory premises and organisation-owned land. In order to avoid, minimise, rehabilitate and offset biodiversity impacts the organisation has taken steps to carry out rainwater harvesting and the catchment areas are untouched, heat pumps are used to reduce electricity consumption, the use of natural flow in the rooms to avoid installation of air conditioning, encouraging using of cycles for employees and guests, use of plant water-based treatment plant and labelling of trees protected in the property.
- There is Zero Waste to Landfill Certification for daily 120 kgs of food waste going to the composter for manure, 80 kgs to the local piggery as community enhancement and the rest in dry waste taken back by authorized vendors.
- On a periodic basis, suppliers are assessed on the sustainability parameters, wherein all aspects of Biodiversity get covered and sustainable sourcing is ensured. The resort also rolls out a sustainability vendor site audit of the critical suppliers and sources 60% of their supplies from the local communities and guides them to be sustainable.
- MHRIL has demonstrated actions in the areas of green procurement practices like use of biodegradable garbage bags, corn starch-based laundry bags, wooden cutlery, glass bottles in resort rooms instead of single-use pet bottles and Diversey Green Seal certified chemicals.

# LIST OF APPLICANTS

## Corporate Excellence

1. NTPC Ltd.
2. Hindustan Zinc Ltd.
3. Vedanta Ltd.; Jharsuguda
4. Dr. Reddy's Laboratories Ltd.
5. Genpact India Pvt. Ltd.
6. Aditya Birla Fashion and Retail Ltd.
7. Mahindra Holidays & Resorts India Ltd.
8. Tata AutoComp GY Batteries Pvt. Ltd.

## Environment Management

1. Nestle India Ltd.
2. JSW Steel Ltd.; Dolvi
3. Harihar Polyfibers, Harihar  
Grasim Industries Ltd.
4. JSW Cement Ltd.; Nandyal Works
5. Avaada Energy Pvt. Ltd.;  
Avaada Solar Energy Pvt. Ltd.
6. Kings International Ltd.

## Corporate Social Responsibility

1. Capgemini Technology Services India Ltd.
2. NTPC Ltd.
3. Tata Chemicals Ltd.
4. DP World; Subcontinent
5. Bharat Forge Ltd.
6. Cairn Oil & Gas, Vedanta Ltd.
7. Nayara Energy Ltd.
8. Sterlite Technologies Ltd.
9. Bharat Aluminium Co. Ltd.
10. HDFC ERGO General Insurance Company Ltd.
11. Schneider Electric IT Business India Pvt. Ltd.
12. The Ramco Cements Ltd.; Alathiyur
13. Tetra Pak India Pvt. Ltd.
14. United Breweries Ltd.; Neelamangala
15. THDC India Ltd.
16. JM Financial Ltd.
17. Avaada Energy Pvt. Ltd.;  
Avaada Solar Energy Pvt. Ltd.

## Biodiversity

1. Indian Products Pvt. Ltd.
2. Mahindra Holidays & Resorts India Ltd.; Club Mahindra Madikeri, Coorg

## CORPORATE EXCELLENCE

### Outstanding Accomplishment



Aditya Birla Fashion and Retail Ltd.

### Commendation for Significant Achievement



Dr. Reddy's Laboratories Ltd.



NTPC Ltd.



Tata AutoComp GY Batteries Pvt. Ltd.



Genpact India Pvt. Ltd.



Mahindra Holidays & Resorts India Ltd.



HINDUSTAN ZINC  
Zinc & Silver of India

Hindustan Zinc Ltd.

## DOMAIN EXCELLENCE

### ENVIRONMENT MANAGEMENT

### Excellence in Environment Management



Kings International Ltd.



Nestlé India Ltd.

### Commendation for Significant Achievement



Avaada Energy Pvt. Ltd.;  
Avaada Solar Energy Pvt. Ltd.



Harihar Polyfibers, Harihar  
Grasim Industries Ltd.



JSW Cement Ltd.;  
Nandyal Works

## CORPORATE SOCIAL RESPONSIBILITY

### Excellence in Corporate Social Responsibility



Avaada Energy Pvt. Ltd.;  
Avaada Solar Energy Pvt. Ltd.



Cairn Oil & Gas, Vedanta Ltd.



Sterlite Technologies Ltd.



NTPC Ltd.



Schneider Electric IT Business India Pvt. Ltd.

### Commendation for Significant Achievement



Bharat Aluminium Co. Ltd.



The Ramco Cements Ltd.;  
Alathiyur Works



THDC India Ltd.



DP World

## BIODIVERSITY

### Excellence in Biodiversity



Mahindra Holidays &  
Resorts India Ltd.



## **CII-ITC Centre of Excellence for Sustainable Development**

CII-ITC Centre of Excellence for Sustainable Development is a not-for-profit, industry-led institution that helps business become sustainable organisations. It is on a mission to catalyse innovative ideas and solutions, in India, and globally, to enable business, and its stakeholders, in sustainable value creation. It's knowledge, action and recognition activities enable companies to be future ready, improve footprints profiles, and advocate policymakers and legislators to improve standards of sustainable business through domestic and global policy interventions. CESD leverages its role of all-inclusive ecosystem player, partnering industry, government, and civil society. It has been a pioneer of environment management systems, biodiversity mapping, sustainability reporting, integrated reporting, and social & natural capital valuation in India, thus upgrading business in India to sustainable competitiveness. With two locations in India, CESD operates across the country and has also been active in parts of South and South East Asia, Middle East, and Africa. It has held institutional partnerships and memberships of the United Nations Global Compact, Global Reporting Initiative, International Integrated Reporting Council, Carbon Disclosure Project, development agencies of Canada, the USA, the UK, and Germany.



**CII-ITC Centre of Excellence  
for Sustainable Development**

**Delhi | Mumbai**



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