

PRINCIPLE WISE TRAINING REQUIREMENTS UNDER THE BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (BRSR):-



Principle 1:- Businesses should conduct and govern themselves with integrity, and in a manner, that is Ethical, Transparent and Accountable

- ▶ Subject : Ethics, Transparency, Accountability
- ▶ Workforce must necessarily follow the undermentioned practices :
 - Ethical approach to work
 - Reliability while carrying out duties
 - Compliance with laws-both internal and external
 - Be a Trustworthy member of the team
- ▶ To make sure there is no Conflict of Interest in the organization
- ▶ To have rules of Anti Bribery and Corruption
- ▶ To provide training on the above to its team and suppliers of their respective companies.

Principle 2 : Businesses should provide goods and services in a manner that is sustainable and safe

- ▶ To invest in capex and Research & Development material to enhance sustainable operations
- ▶ To encourage supply chain members to adopt sustainable policies
- ▶ To increase recycling of wastage
- ▶ To take care for safe disposal of wastage as per rules and understand the laws.

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

- ▶ To make sure all the benefits (PF, ESI etc.) to workforce are duly met without failure
- ▶ To make sure that there is equal employee opportunity for the entire workforce
- ▶ To make sure Disabled Employees are not discriminated against the abled one
- ▶ There should be a Grievance Redressal Mechanism available for the entire workforce
- ▶ Training should be provided on health and safety measures and on upskilling for both routine and non routine situations.
- ▶ Lost time injury frequency should kept to bare minimum
- ▶ Working conditions should be healthy and medical support should be quickly available

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

- ▶ Engage with stakeholders (Community, Shareholder, workers, value chain partners, government) on relevant matters
- ▶ Identify vulnerable and marginalized stakeholders.
- ▶ Engage with them truthfully and in appropriate periodic intervals
- ▶ Highlight corporate ESG or sustainability steps that have been undertaken
- ▶ Seek their suggestions on driving ESG implementation
- ▶ Address the key topics and concerns raised by the key stakeholders during such engagement.

Principle 5: Businesses should respect and promote human rights

- ▶ **Detailed presentation on Human Rights for corporates :- See details after Principle 9**
- ▶ Establish an appropriate Human Rights Policy
- ▶ To encourage better gender diversification
- ▶ Make sure the following are not practised in the organization :
 - Employment of Child labour
 - Employment of Forced labour
 - Discriminatory practice carried out against anyone
 - Sexual harassment
 - Wage payment is held back
- ▶ A well established grievance redressal mechanism for Human Rights is a must
- ▶ An assessment of Human Rights situation on above points may be carried out

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

- ▶ To recognize and cut down on Green House Gas (GHG) emission
- ▶ GHG are as :- CO₂,CH₄,N₂O,HFCs,PFCs,SF₆,NF₃
- ▶ These arise from production processes, use of diesel, thermal energy consumption, car fuel, use of air conditioner, etc.
- ▶ Concept of Scope 1 : GHG emanating from processes / materials owned and used by the organization e.g. Factory processes, diesel, use of own car, use of AC installed in company premises
- ▶ Concept of Scope 2 : GHG emanating from an item not owned but its use can be regulated by the company e.g. Electricity purchased from electricity service providers
- ▶ **Mitigating methods** : Switch to clean energy like Solar, Switch to EVs, Systematically work out better factory processes, populate smart buildings, encourage less travel etc.

- ▶ Water usage : Reduce unnecessary use of water/ Go for Zero Liquid Discharge status. Install water meters to measure its flow and calibrate them at regular intervals. The aim is to reduce water intensity per rupee of turnover per tonne.
- ▶ Energy usage : Regulate energy usage by working out better and more disciplined usage steps. Attempt shifts to clean energy. The aim is to reduce Energy intensity per rupee of turnover.
- ▶ Wastage Management : Attempt recycling of wastage. Aim for greater products with reclaimed wastage. Make efforts for disposal of wastage through incineration and less on landfill.

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

- ▶ Business should exhibit rationale, responsibility and transparency.

Principle 8: Businesses should promote inclusive growth and equitable development

- ▶ **Community** : Community engagement must ensure that the health and lifestyle of communities are not negatively impacted. No Project at rural communities should result into complaints/ need for rehabilitation.
- ▶ **CSR** : To create benefits to the society and may access Aspirational Districts to carry out their work. A grievance redressal mechanism for communities/ beneficiaries needs to be in place
- ▶ The procurement strategy may a) provide increase emphasis to MSME purchase and b) increase sources of supply from India, directly.

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

- ▶ Must engage with customers regularly for product updates, new products being developed and enable better distribution
- ▶ Must detail out all the health and safety issues of the product transparently
- ▶ All Complaints from consumers/ customers must be resolved at the earliest
- ▶ The data of consumers must be secured and protected through a robust IT system
- ▶ No breach of such data should be allowed and cyber security system needs to be advanced
- ▶ A grievance redressal mechanism for customers needs to be in place.

HUMAN RIGHTS FOR
ADOPTION AND TRAINING

Concept of Human rights :-

- ▶ The Constitution of India inserted several rights for the betterment of human beings such as **Right to equality, Right to freedom, Right to freedom of religion, Cultural and educational rights, Right for enforcement of rights.**
- ▶ UN Global Compact (UNGC) has stated through Principle 1 (**Businesses should support and respect the protection of internationally proclaimed human rights.**) and Principle 2 (**Businesses should make sure that they are not complicit in human rights abuses.**)
- ▶ Adherence to Human Rights (HR) practices is one of the most important tenets to be followed on the ESG Maturity path.
- ▶ Consequently embracing HR practices unequivocally by the management and demonstrating so in Business Responsibility and Sustainability Report (BRSR) is of paramount importance for listed Indian entities.

Elements of Human Rights Policy in Corporate world:-

<u>Elements</u>	<u>Details</u>
Company should support the dignity, well being and human rights of all the stakeholders.	Practice needs to be followed during engagement with : a) Employees b) Value Chain partners c) Communities and d) Regulatory authorities. One of the reason for diminishing of the Jute Industry of India is the deviation from the stated principle
The Company should commit to develop a culture which inculcates respect and support for Human Rights	Every successful corporate nurtures such beliefs in its Corporate DNA through support of top management and percolated downwards by insightful trainings aided by consistent numbers of such events. All the multi-national giants and successful Indian PSUs, rigorously comply to this commitment
The Company should seek to avoid connivance in Human Rights abuses	It is the affirmative action trigger coupled with suo moto policy to stop HR abuse which enhances the corporate credentials in this regard.

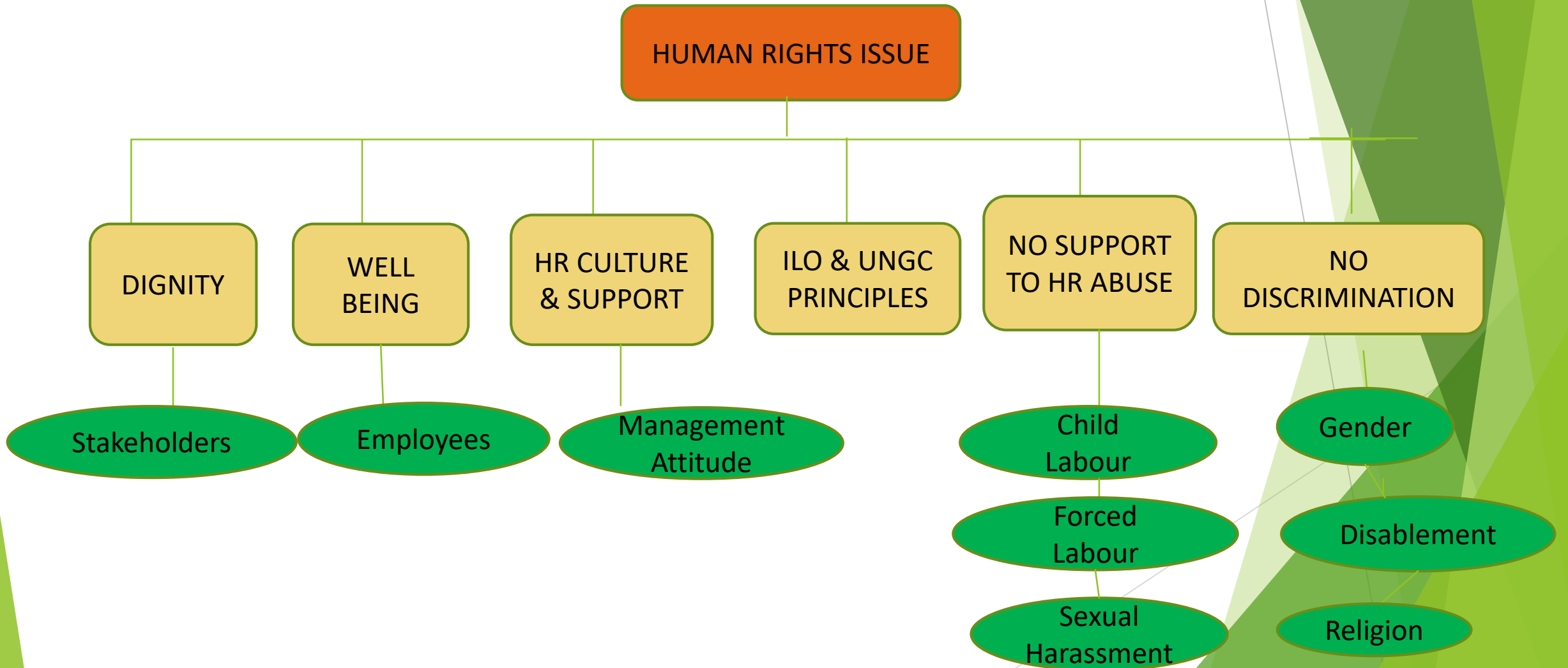
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History has demonstrated that sustainability of a business entity cannot happen if HR abuse is ignored/ not challenged.

BRSR Footprints (Principle 5)

<u>Point</u>	<u>Matter</u>	<u>Details</u>
1	Training to Employees	Knowledge dissemination through structured and constant training schedules. This is very important as the appropriate training achieves sensitization of HR issues to the recipients.
2	Pay disparity	-
3	Existence of Committee to address HR issues	ESG Committee is recommended to be formed. Appropriate sub Committee can give sharp focus in addressing sensitive and diverse HR issues.
4	Human Rights Policy & Grievance Redressal mechanism (GRM)	Some Elements of HR policy exists independently but a cohesive HR policy with a robust GRM process is a must for every ESG Maturity journey.
5	HR elements in business agreements & contracts	To embed such clauses in company agreements & contracts displays corporate commitment & creates an outreach to stakeholders.
6	Due diligence of HR processes	Proper evaluation of working on HR issues by way of assurance schedule is necessary. Could be from external resources.
7	Assessment of HR issues of value chain partners.	Scope 3 activity. This outreach has to check various elements of HR matter as to the method of prevention.

Various Human Rights issues



Dignity of Stakeholder & Well being of Employees:-

DIGNITY OF STAKEHOLDERS	
EMPLOYEES	<ol style="list-style-type: none">1) Adherence to Code of Conduct.2) Privacy3) Free of Harassment whether verbal, physical or physiological
COMMUNITY	<ol style="list-style-type: none">1) Consultation2) Consent
Value chain Partners	Fair play and absence of all forms of Harassment.
WELL BEING OF EMPLOYEES	
WORK PLACE	<ol style="list-style-type: none">1) Clean2) Availability of portable water3) Appropriate safeguards
MEDICAL SUPPORT	Considering the nature of work, accessibility of medical facilities
SPECIAL CASES	Pregnant women, breastfeeding women, contagious disease