

Sustainability ... all it takes is **Commitment**



cKinetics is a Specialized Sustainability Advisory firm providing end-to-end solutions for businesses and investors that are operating in South Asia



ckinetics
Accelerating Sustainability

New Delhi • Palo Alto

**2014 Sustainability Action Report
And
UNGC Communication of Progress**

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COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Accelerating Sustainability

Message from the Managing Directors

January 1, 2015

cKinetics has been steadily moving forward over the past five years, to create meaningful sustainability impact within businesses through our various areas of work.

Our approach continues to be driven with the belief that we are in the midst of a changing economic order that will necessitate the emergence of a Sustainability Economy. Hence we strive to create innovative working models and collaborative platforms for convening the industry on strategic sustainability pathways.

In order to strive towards this mission, in 2014, we developed the Organizational Tracking Indicators (OTIs) to ensure our projects and actions are in line with the organizational vision and goals. We expect these OTIs to help us gauge, guide and monitor the efficacy of our actions and the results we help deliver for our partner clients.

We continue to develop game changing approaches to frame feasible, impactful and scalable solutions to industry challenges. We work with businesses, investors, industry associations as well as thought leaders to continually generate market insight and catalyze change. In 2014, one of our key achievements has been our industry based work in resource management where our team worked with a large number of suppliers to mainstream resource efficiency practices resulting in tremendous amounts of resource as well as cost savings. Our team also facilitated the implementation of 750 KW installed capacity of Solar DRE mini-grids under a Pan-India Energy Access Initiative.

This year, our team also developed two thought leading market insight frameworks: 'Smart City Maturity Model' for gauging preparedness of a future city for driving resource optimization and the 'Embodied Value of Water to benchmark the true value of water in enabling revenue creation. Another path-breaking action has been the unveiling of the first ESG scorecard for India Inc. which tracked the ESG disclosure of the top 120 Indian businesses and helped establish a tangible benchmark for peer level comparison. We also continued to build out our flagship industry engagement platforms: the Annual Summit of the Sustainable Business Leadership Forum (SBLF) and the Parivartan Sustainability Leadership Awards with an overwhelming increased industry participation in 2014.

Along with our California based subsidiary, a Benefit Corporation under California law, we are proud to declare our continued support of, and adherence to, the Ten Principles of the UN Global Compact across our operations. In our report this year, we have also included disclosure as per the format of the BRR (Business Responsibility Report) suggested by the Ministry of Corporate Affairs (and adopted by the Securities and Exchange Board of India for the top 100 listed companies in India). Our disclosure is voluntary and perhaps amongst the first by an unlisted services firm and we hope to continue building the firm on these principles in 2015 and beyond.



Pawan Mehra
Managing Director



Upendra Bhatt
Managing Director

Highlights of 2014

Eco-efficiency and sustainability business advisory services

- Contributed annual electricity savings of over 2000 MWh (almost three times from the previous year) and annual water savings of over 400 million litres (almost five times over previous year), and annual chemical savings of 800 MT through Resource Management Practice.
- Facilitated the implementation of 750 KW installed capacity of Solar DRE mini-grids and engagement as Master Project Development Partner for a USD 80 mn Pan-India Energy Access Initiative

Market Access and Insights

- Sustainability Outlook, division of cKinetics hosted the **4th Annual Summit of the Sustainable Business Leadership Forum (SBLF)** which convened over 250 corporates, catalyst organizations and other stakeholders
- Sustainability Outlook successfully held the fourth edition of the **Parivartan Sustainability Leadership Awards**: from an initial pool of 600+ initiatives, 20 thought leaders were felicitated.

Investment and risk advisory

- The [first annual ESG benchmark scorecard for India Inc](#) was released to track the ESG Disclosure of the top 120 Indian businesses.
- India's **first ESG Benchmarking Tool** was released for businesses and investors to compare ESG Disclosure of businesses with peers

Thought Leadership Introduced in 2014

- Developed one of a kind **Organizational Tracking Indicators (OTIs)** to ensure the projects and actions are in line with the organizational vision and goals. The OTIs are expected to help us 'think' differently and uncover insights, and also help over time measure linkages between the inputs of our work and the change we are able to effect.
- Developed the metric [Embodied Value of Water \(EVW\)](#) to capture the true value of water in enabling revenue creation in the industry i.e. for every unit of product, align revenue generated per unit water consumption over its lifetime (specific to product segments for an industry).
- Developed the [Smart Cities Maturity Model](#) to establish the metrics to be applied for gauging preparedness of a future city for driving resource optimization

Influencing Change

- 7 young sustainability professionals were selected to participate under the **cKinetics International Fellowship Program** which helps Fellow develop a deeper understanding of Sustainability issues as it pertains with balancing growth with resource usage in emerging markets.
- As part of its CSR activities, cKinetics' team aims to engage with causes that impact the community. In 2014, the team chose to contribute to relief operations for the victims of the floods in Jammu and Kashmir.

cKinetics' expanding regional footprint of Operational and Client engagements





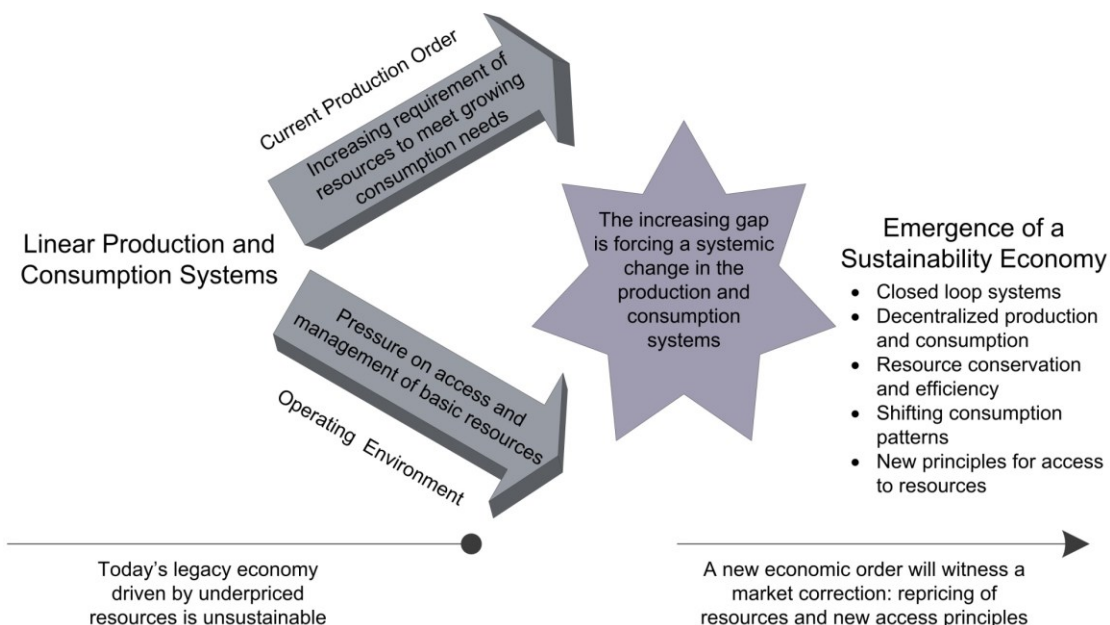
Image Courtesy: Intel Free Press's Flickr stream

Operating Pillars of cKinetics

Our Vision: To accelerate the creation and maintenance of systems which shape a balance between current and future resource needs

Our Mission: To develop market driven solutions to promote the rapid adoption of sustainable growth strategies in emerging market industries and communities.

Our Vision and Mission are born out of our firm belief: We are in the midst of a changing economic order that will necessitate the emergence of a Sustainability Economy.



cKinetics provides specialized operational consulting and strategic services with a focus on a) Resource Efficiency and Conservation: Energy, Water, Carbon, Waste b) Renewable Energy and Smart Infrastructure and c) Responsible Finance.

As a firm providing end-to-end solutions to investors and businesses, cKinetics leverages a thought process for accelerating sustainable business and investing practices that include: (a) Closed loop systems, (b) Decentralized production and consumption, and (c) Resource conservation.

We help architect and implement growth oriented sustainable solutions by bringing a deep understanding of sector dynamics across industries.

cKinetics engagements are characterized by a demonstrated commitment to bring about change. To demonstrate our firm's ongoing commitment to balance traditional financial metrics with environmental and social impact, we incorporated our US entity cKinetics Inc. as a benefit corporation in 2013.

Operating Philosophy

The cKinetics team imbibes the following code in its day-to-day operations:

Do: Action counts louder than words.

Be frugal: Natural resources are scarce and limited; we must explore more advanced conservation measures.

Set an example: Serving as an example through adopting a low-resource footprint is the best way to 'be the change' and understand conservation challenges first-hand. Through exploring new best practices, cKinetics will constantly seek to attain carbon neutrality.

Be alert to opportunities: Air, water and land are considered 'free' (or close to 'free'). We seek to identify cases where resources are undervalued and develop strategies to address this unique market failure.

Be wise on technology: Technology is our biggest ally in increasing efficiency and driving conservation; however, it is also our biggest enemy when enabling runaway consumption.

Leverage market driven solutions: cKinetics will design and promote products and services that help align positive environmental impact with tangible financial incentives.

Be factual: If it cannot be measured, it is not worth doing. Data forms a central pillar for cKinetics. All internal initiatives should be quantifiable and decisions made based on data.

Set imagination free: We are limited only by the possibilities we imagine. Dare to think beyond the conventional and make it happen.

People: Our Key Strength

Building a high performing team is central to ensuring the success of the various industry interventions undertaken by cKinetics. Hence, we strive to create a balanced, cohesive, diverse and inclusive culture which helps team members to grow personally as well as professionally while also creating value for the organization as a system.

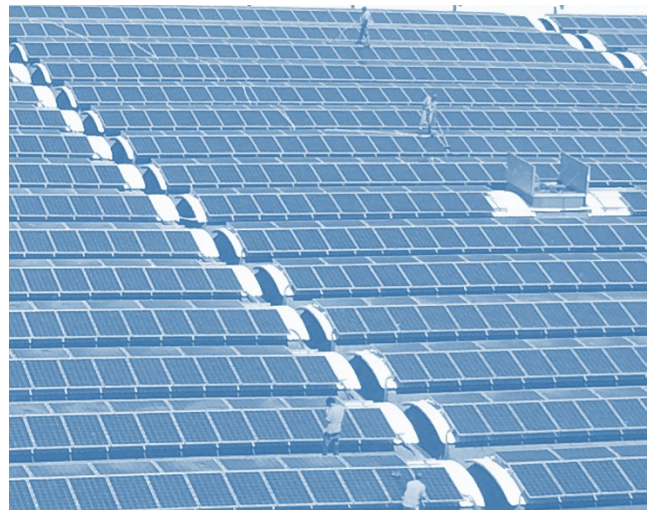
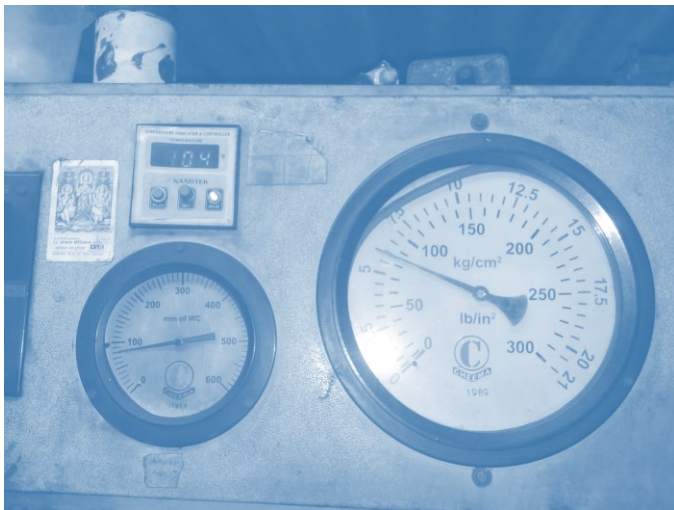
We also have a company wide recognition initiative where team members can present others with 'Smiley' badges to recognize and showcase extra effort undertaken by individuals – these are prominently displayed in the respective work areas.

To ensure the inculcation of team spirit and to enable internal mentorship opportunities, we have also instituted a buddy system where team members are paired with those of a different business line – to facilitate inter-team networking and cross cultural and interdisciplinary idea exchange. The buddy system is especially beneficial for new entrants to familiarize themselves with the work culture and setting.

cKinetics remains committed to building the ecosystem and sharing knowledge across the diverse participants. On this front, 7 young sustainability professionals were selected to participate under the cKinetics International Fellowship Program which helps Fellows develop a deeper understanding of Sustainability issues as it pertains with balancing growth with resource usage in emerging markets.

OPERATING LANDSCAPE AND PERFORMANCE

Highlights of our work and impact



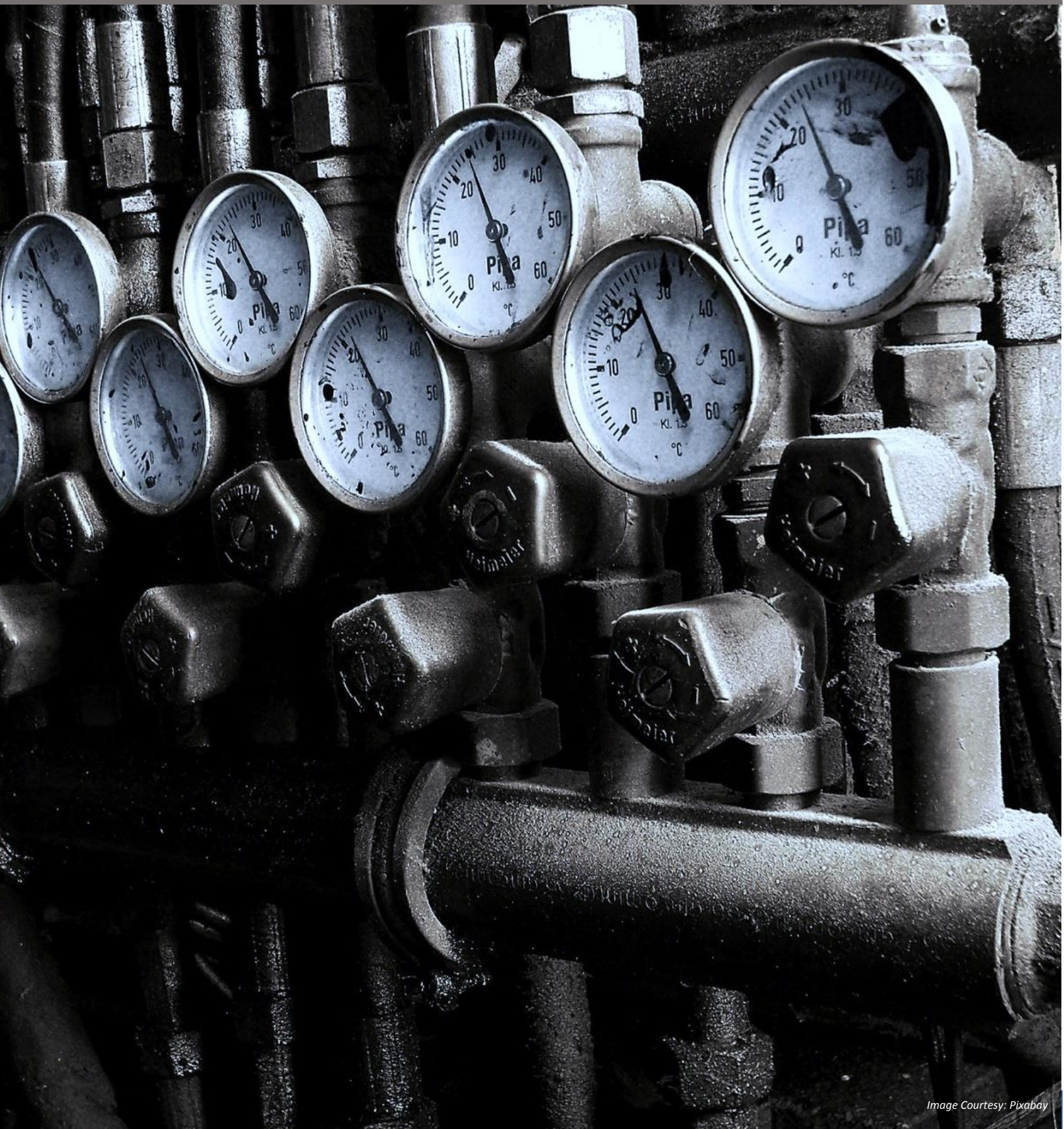





Image Courtesy: Pixabay

Enabling resource management in Indian businesses

Our resource management practice differentiates its engagement with manufacturing units by developing mechanisms for understanding and managing their resource consumption, especially energy, water, chemicals and waste streams. A data-driven approach and standardized processes directed at impact creation have allowed cKinetics to lay the groundwork for greater savings and shorter pay-back periods.

cKinetics continued to gain traction as 'Partner of Choice' for several leading brands and retailers as also their supply chain partners in India, Sri Lanka and Bangladesh. Through the year, this work has been expanded significantly into newer verticals including Pharma and medical devices and plans are afoot to expand to newer geographies including Indonesia, Ethiopia and Cambodia. We now work with 3 of the 5 largest clothing brands and retailers globally in our resource management practice.

Sustainability impact catalyzed in 2014

	Water savings annualized (million litres)	400 Million litres in 2014
	Electricity savings annualized	2000 MWh
	Chemical savings annualized	800 MT of chemicals

In 2014, we doubled the impact of our work and helped over 80 manufacturing firms realize savings on energy, water, chemical usage; while helping them increase production. Using uniquely positioned engagement models with businesses and innovative training modules, our team paved the way for directly observable cost savings and also enabled heightened resource awareness amongst units





Image Courtesy: Licensed under Public Domain via Wikimedia Commons

Accelerating Sustainable Energy Access Solutions & Models

cKinetics ongoing work in shaping innovative operational approaches and financing interventions for sustainable energy, particularly in the energy access space, continues to gain traction.

Our work in the Energy Access space has been recognized by several of the multi-laterals and international agencies and cKinetics has emerged as a trusted and preferred 'Master Project Development and Investment Support' Partner to DFIs, investors, catalysts and several businesses establishing projects in this space.

cKinetics team remains at the forefront of activities in the decentralized generation space and expects to help shape implementation of close to 12 MW of decentralized systems in 2015.

Through 2014, cKinetics efforts have resulted in:

- Detailed assessments of over 150 odd decentralized renewable energy based sites
- Launch of projects at 25 sites with another 25 sites in the final phases of design and implementation
- Launch of a US\$ 80 mn Pan-India Energy Access initiative, Smart Power for Rural Development
- Feasibility and structuring support for a potential € 20 mn line of credit for European DFI
- Development of a DRE Franchising model for catalysing diesel mini-grid operators to transition to DRE based mini-grids – 5 pilots are under deployment to operationalize the elements of this project

cKinetics' service offerings for the Energy Access Space

Project development and technical assistance	Portfolio preparation and Financial closure	Incubation of operational entities
<ul style="list-style-type: none"> • Operational support to ESCOs in site assessment, techno-commercial modelling plant deployment etc • Providing assessment tools and processes for activities such as load profiling, load curve optimization, plant sizing and preparation of Detailed Project Reports 	<ul style="list-style-type: none"> • Investment advisory support to ESCOs including preparation of Investor Outreach Kit and assistance in roadshows • Recommendations on portfolio structuring for investors • Support in fund and instrument design and prospective portfolio due-diligence 	<ul style="list-style-type: none"> • cKinetics is currently incubating 2 solutions – One - for an innovative Co-Developer fund approach and structure and Second - a franchising approach for DGO conversion to solar based DRE systems



Promoting Disclosure and Reporting in Indian Businesses

Enhanced ESG disclosure communicated appropriately provides an opportunity to companies to attract investors with long-term perspective by enhancing and communicating about their ESG performance. Currently there exists a dis-connect between businesses and investors.

In 2014, our team developed India's first ESG benchmarking tool for businesses and investors to compare ESG disclosure of businesses with peers. cKinetics also authored the first annual ESG benchmark scorecard for India Inc. which tracked the ESG disclosure of the top 120 Indian businesses.

There was continued engagement with businesses and investors through the year to encourage the adoption of standardized disclosure practices through a multi-stakeholder working group. Some of the products released by the Working Group in 2014 are:

1. **ESG Market Pulse India: A quarterly ESG Dashboard**
 - a. Allowing businesses and investors to track the key ESG related news and action effecting business in India
 - b. Translate all ESG information into tangible risk and opportunities for businesses and investors
 - c. Build data to establish correlation between ESG risks / opportunities and (share) market movements.
2. **Guide for Equity Investors**
A guide to equity investors to engage with businesses on ESG issues
3. **1st Annual ESG Benchmark Scorecard for India Inc.**
1st set of ESG Scorecard created globally that can be broken down by parameters, metrics and sectors: A great tool to track parameters where the top 120 Indian businesses are leading and lagging.
4. **ESG Benchmarking Tool**
An Online tool which allows businesses and investors to compare ESG Disclosure of Businesses with peers

Shaping the sustainability conversations in India

Sustainability Outlook

The company's Sustainability Outlook (SO) information forum and its market leading initiatives- the Sustainable Business Leadership Forum and Parivartan Sustainability Leadership Awards - have emerged as platforms of choice for the decision makers in the space for catalyzing discourse and collaborative action amongst the various stakeholders.

Industry Engagement

- In 2014, collectively SO helped catalyze engagement with over 1000 companies to address challenges and facilitate responses to issues of resource management and corporate sustainability.
- **4th Annual Summit of the Sustainable Business Leadership Forum** held on October 16, 2014 brought together senior sustainability experts and business leaders from over 250 businesses, catalysts, service providers and investors.

Market Briefs

In 2014, a number of thought leading market intelligence primers were released:

- 'Water as a risk to Food and Beverages industry'
- 'Moving the market for Sustainable Packaging forward in India'
- Innovation Flipbook on Resource Management Practices in the Textile Industry for Sustainable Chemicals.

Celebrating industry sustainability leaders

Sustainability Outlook successfully held the fourth edition of the **Parivartan Sustainability Leadership Awards**: from an initial pool of 600+ initiatives, 20 thought leaders were felicitated.

The 2014 Awards had a two stage evaluation process where the initial detailed evaluation was done by a 30 member Sector Expert Panel consisting of senior technical experts followed by detailed scrutiny by a 5 member Grand Jury comprising of industry, policy and technology veterans.

Award winners 2014

Corporate Sustainability Stewardship Award



Sustainability Innovation Challenge Award



Sustainability Industry Compass Awards



Sustainability Trailblazer of the Year Awards

- Suresh Prabhu, India's Sustainability Evangelist
- Beroz Gazdar, Sr. Vice President-Group Sustainability, Mahindra & Mahindra Limited and Dr. Yogendra Saxena, Chief Sustainability Officer, Tata Power (CSO of the Year)
- Aditya Handa, MD and CEO, Abellon Clean Energy (Entrepreneur of the Year)
- Roshan Tamak, Business Head- Sugar, Olam Agro (Executive of the Year)
- Kiran Sarkar, Manager Sustainability, Mahindra & Mahindra (Emerging Leader of the Year)

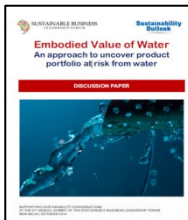
Shaping Tracking Systems and Sustainability Metrics

In keeping with our vision of accelerating sustainability, through the year, we were at the forefront of developing systems and metrics to help gauge and guide this journey. **Few key initiatives which have upped the bar for the sustainability discourse and seen rapid uptake by the industry in 2014 are illustrated below.**



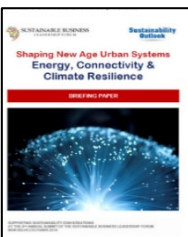
Resource Conservation Tool

comMIT is an analytics and information aggregation platform developed to enable clients to build insight into their operations. In 2014, a mobile application of the tool was developed, allowing it to be used by Sustainability professionals on the site where resource use is being impacted.



Embodied Value of Water

cKinetics unveiled a metric on 'Embodied Value of Water' (EVW) to capture the true value of water in enabling revenue creation in the Industry i.e. for every unit of product, it is revenue generated per unit water consumption over its lifetime (specific to product segments for an industry).



Smart Cities Maturity Model

Also in light of the Smart Cities Initiative announced by the Government of India, we have framed a 'Smart Cities Maturity Model' to establish the metrics to be applied for gauging preparedness of a future city for driving resource optimization.

APPLYING SUSTAINABILITY REPORTING FRAMEWORKS

Materiality Assessment,
Commitment and Ongoing
Engagement



Principles of the UNGC

As a part of its ongoing commitment to mainstreaming sustainability, cKinetics is proud to support the UN Global Compact Principles. These principles have been a strong component of the firm's core growth strategy and expansion process.

Materiality of UNGC Principles

Given its role as a specialized Sustainability Advisory firm, cKinetics has limited exposure to Sustainability Risks and ESG impact through its *own* operations. Thus, materiality issues surrounding the UNGC Principles, their implementation and subsequent outcomes have been evaluated through the following lens:

1. How, and to what extent, do the principles apply to cKinetics in its operations?
2. How, and to what extent, can these principles become central to the *service offerings* of cKinetics and, thus, attain the desired impact created through its business operations?

Disclosure as per Business Responsibility Report (BRR) guidelines

In addition to disclosing activities as per the UNGC's framework for the Communication of Progress, this document also carries a disclosure as per the Business Responsibility Report (BRR) template suggested by Gol. The same is detailed in the last section of this report. The framework presents indicators developed from the 9 core principles of the **National Voluntary Guidelines on Social, Economic & Environmental Responsibilities of Business** that were announced by the Indian Ministry of Corporate Affairs in 2011.

Importance of the BRR Framework

The BRR represents a significant step forward in promoting the widespread adoption of non-financial (ESG) disclosure among Indian firms. While cKinetics does not face a mandate in disclosing on the BRR framework, we are eager to engage with, and promote, this initiative both within our own operations and those of our clients.

Actions and Tools for Implementation

Code of Conduct

The Code of Conduct outlines the expectations and aspirations of cKinetics management and staff in key areas of Human Rights, Corruption and Work Force Environment, etc.

Operating Principles

As explained in the initial section of this report (on page8), the Operating Principles guide the strategic planning and day-to-day operations of the firm.

Policies for dealing with incidents of Human Right Violations and Corruption

We are committed to diligently managing our business operations, both internally as well as in external stakeholders, in a manner which reflects our high ethical standards. cKinetics has a zero tolerance policy with respect to incidents of corruption, both in the public and the corporate sphere.

Areas	Principles	Outlook and Undertaking	Tools for Implementation	Outcomes
Human Rights	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>cKinetics is committed to upholding Human Rights, in its capacity as a responsible business, in letter and in spirit, as it is material to the company.</p> <p>Operating in India poses a number of unique human rights challenges. cKinetics is committed to the reporting of any human rights violations observed in the course of conducting its business operations.</p>	<p>The <i>Code of Conduct</i> defines our commitment to human rights; it outlines our stance and strategy for preventing the abuse of human rights. All employees and extended stakeholders are expected to abide by it.</p> <p>Any violation can be reported confidentially (through an anonymous email ID) and the individual will be protected from repercussions.</p>	<p>There have been reported incidents of Human rights violations in the company</p>
Labour	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: the effective abolition of child labour</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation</p>	<p>As a firm with a presence in both the US and India, cKinetics is in compliance with all relevant local labor regulations in its respective operations</p> <p>The prevalence of the informal, unorganized, sector in India poses a number of distinct challenges in adequately assessing some of our small suppliers' adherence to Principles 3-5. However, we make a concerted effort to maintain constant vigilance when working with local small businesses.</p>	<p>The <i>Company Labour Practices</i> is an internal document which defines our expectations and commitments regarding employment both in our own operations and in those of our partners. Any violation can be reported confidentially and the individual will be protected from repercussions</p> <p>We conduct weekly, monthly and half yearly meetings with the staff wherein feedback from employees is actively incorporated by management into the company's policies and strategies. We continually provide opportunities, through training and access to industry conferences, for our workforce to grow intellectually and professionally. (See: <i>Supporting our people</i>)</p>	<p>There were no reported violations of Labour Principles</p> <p>Each employee met with the manager twice to discuss the performance, concerns and goals</p> <p>Training and Development Employees are allowed 1 day per month to attend conferences, seminars and programs for knowledge advancement</p> <p>All internally reported complaints and concerns were dealt with on a priority basis</p> <p>12 internal sessions conducted on different topics as a part of the Friday Learning Discussions</p>
Environment	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>As a small operational consulting firm, cKinetics has a limited socio-ecological footprint. However, we are actively engaged in managing our resource consumption and maintain constant efforts to engage with our employees and the community in a responsible fashion.</p> <p>Our commitment to sustainability is at the very core of our business mission, vision, and operations. cKinetics has made strong contributions to sustainability in India (see: <i>Catalyzing Sustainability Action in the Indian Industry</i>). We seek to create real impact through our various business initiatives.</p>	<p>Our offices are currently engaged in actively monitoring and tracking our electricity consumption using a suite of metering and analytics software.</p> <p>We also encourage and support our employees to be cognizant towards environmental impact and undertake resource efficient efforts.</p>	<p>Smart use of resources is an Operating Principle of cKinetics and focus is on reducing consumption.</p> <p>Collected fines from employees for failing to leave the computer monitor down/lights turned off</p> <p>Energy measurement system installed to actively track energy consumption</p> <p>Reuse of paper made mandatory and recycling is encouraged</p> <p>Our visiting cards are printed on recycled paper and the stationary (folders) distributed at our convenings are made of recycled paper.</p>
Anti-Corruption	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>cKinetics supports all 71 articles of the UN Convention against Corruption (UNCAC).</p> <p>We take an active, zero-tolerance, stance against bribery and corrupt business practices through diligent monitoring and enforcement.</p>	<p>The <i>Code of Conduct</i> defines our expectations and commitments regarding anti-bribery practices both in our own operations and in those of our partners.</p> <p>Any violation can be reported confidentially (through an anonymous email ID) and the individual will be ensured protection from reprisal.</p>	<p>There have been no reported incidents of Human rights violations in the company or its vendors</p>

Annual Business Responsibility Report 2014

This section presents the disclosure as per Business Responsibility Report (BRR) requirements. The framework presents indicators developed from the 9 core principles of the National Voluntary Guidelines on Social, Economic & Environmental Responsibilities of Business that were announced by the Indian Ministry of Corporate Affairs in 2011.

While cKinetics does not face a mandate in disclosing on the BRR framework, we are eager to engage with, and promote, this initiative both within our own operations and those of our clients.

This section has been filled out as per the format of the ABRR (Annual Business Responsibility Report) that has been suggested by the Ministry of Corporate Affairs (and adopted by the Securities and Exchange Board of India for the top 100 listed companies¹). Its public disclosure is part of the National Voluntary Guidelines on Social Environmental and Economic Responsibilities of Business.²

BR Information

1. Details of Director/Directors responsible for BR

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

- Name Upendra Bhatt
- Designation Managing Director

b. Details of the BR head

S.No.	Particulars	Details
1	DIN Number (if applicable)	
2	Name	Shradha Kapur
3	Designation	Engagement Manager
4	Telephone number	+91.11.4105.1195
5	e-mail ID	skpaur@cKinetics.com

2. Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N)

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Do you have a policy/policies for....	Y	Y	NA	Y	NA	Y	NA	NA	NA
Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	NA	Y	NA	Y	NA	NA	NA
Does the policy conform to any national/international standards? If yes, specify? (50 words)	Y	NA	NA	Y	NA	Y	NA	NA	NA
Has the policy being approved by the Board? Is yes, has it been signed by MD/owner/CEO/appropriate Board Director?	Y	Y	NA	Y	NA	Y	NA	NA	NA

¹ http://www.sebi.gov.in/cms/sebi_data/attachdocs/1344915990072.pdf

² http://www.mca.gov.in/Ministry/latestnews/National_Voluntary_Guidelines_2011_12jul2011.pdf

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Does the company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	Y	NA	Y	NA	Y	NA	NA	NA
Indicate the link for the policy to be viewed online?	NA	NA	NA	NA	NA	NA	NA	NA	NA
Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	NA	Y	NA	Y	NA	NA	NA
Does the company have in-house structure to implement the policy/policies?	Y	Y	NA	Y	NA	Y	NA	NA	NA
Does the Company have a grievance re-dressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	NA	Y	NA	Y	NA	NA	NA
Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	N	N	N	N	N	N	N	N	N

3. Governance related to BR

Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the BR performance of the Company: Within 3 months, 3-6 months, Annually, More than 1 year

- Annually

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

- The company publishes a Sustainability Action Report which is available on www.cKinetics.com

Section: Principle-wise performance

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and 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?
 - cKinetics' policy relating to ethics, bribery and corruption extend to its subsidiary, contractors and all businesses it interacts with.
 - cKinetics is an active supporter of the UN Convention against Corruption; as such, we have adopted a zero-tolerance policy on bribery and corruption. We do not tolerate any of our employees engaging in any form of bribery or corruption. Employees, or persons acting on behalf of the firm, found to be seeking, accepting, or offering a bribe, gift, or other improper payment as a reward for improper performance of a relevant function or activity will be subject to punitive measures (e.g. suspension, termination and legal action).
 - It is our expectation that all business partners and stakeholders we work with adhere to the same standards.

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.*
 - No complaints were received

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

1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.
 - cKinetics' practice areas around Decentralized Renewable Energy (DRE) and around Resource Management and Efficiency (RME) are designed to help customers reduce their resource footprint.
 - Sustainability Outlook is a market intelligence platform incubated by cKinetics to advance the mainstream conversation around resource conservation and risk mitigation issues
 - The Sustainable Business Leadership Forum (SBLF) is India's leading market development platform which equips organizations, managers and industry stakeholders on the 'how' of sustainability through a unique programmatic approach comprising of round the year programs and 'on-ground industry oriented' work.
2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional):
 - a) Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?
 - Not applicable
 - b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?
 - Not applicable. The results of cKinetics' professional services are summarized in the section titled "2014 Overview and Highlights"
3. Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? *Also, provide details thereof, in about 50 words or so.*
 - Whenever possible, the firm sources tools and products which are resource efficient and have the lowest possible environmental impact. However, eco-friendly products are just becoming available in the Indian market- as such, we attempt to simply reduce consumption and reuse/ repurpose existing resources wherever possible.
4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?
 - Whenever possible, the firm sources services and products from local vendors / producers (in Delhi/NCR)
 - a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?
 - As a small volume buyer, we have limited abilities to influence the production and sourcing method of our vendors.
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.
 - As a professional services firm, our waste streams are non-industrial in nature. At the work-place we have adopted practices on recycling and reuse of paper; e-waste segregation and tracking; printer material recycling; etc.

Principle 3: Businesses should promote the well-being of all employees

1. Please indicate the Total number of employees.
 - 20 Full time employees
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis.
 - 10-15 (linked to projects)
3. Please indicate the Number of permanent women employees.
 - 6 employees
4. Please indicate the Number of permanent employees with disabilities
 - 0
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.

S.No.	Category	No. of complaints filed during the financial year	No. of complaints pending as on end of the financial year
1	Child Labour	0	0
2	Forced Labour	0	0
3	Sexual Harrasment	0	0

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

1. Has the company mapped its internal and external stakeholders? Yes/No
 - Partially
2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?
 - In select work areas only
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.
 - As part of our CSR activities, cKinetics’ team picks up causes to work with that impact the community. In 2014, our team contributed for relief towards flood victims in Jammu and Kashmir
 - cKinetics’ rural mini-grid work is focused on electrifying villages in economically backward areas. During the year, cKinetics was engaged in helping implement 50 such projects in partnership with 4 key project developers. In addition, we have also engaged on helping launch a franchising model to help deploy highly localized business models for power delivery in this space.

Principle 5: Businesses should respect and promote human rights

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?
 - It presently covers the company and its subsidiary.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?
 - No stakeholder complaints.

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

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.
 - Presently the policy covers the company and its subsidiary.
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.
 - cKinetics' own operations have a limited impact since it is an advisory firm. As Sustainability focused advisory firm, all its offerings are geared towards reducing the impact on the environment due to resource consumption. More is available at www.cKinetics.com
3. Does the company identify and assess potential environmental risks? Y/N
 - NA
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?
 - NA
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.
 - Yes. The company has installed an Energy Management System in its own facilities that tracks the usage of energy.
6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?
 - NA
7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.
 - None

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

1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:
 - UN Global Compact
 - Alliance for an Energy Efficient Economy
 - Sustainable Business Leadership Forum (SBLF)
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)
 - cKinetics has been engaged in policy research and advocacy in the areas of: Decentralized Renewable Energy; Energy Access; and Disclosure and reporting of Environmental and Social (E&S) metrics through the SBLF.

Principle 8: Businesses should support inclusive growth and equitable development

1. Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.
 - Yes. As mentioned in Principle 4, as part of its CSR activities, cKinetics' team picks up causes to work with that impact the community. In 2014, our team contributed for relief towards flood victims in Jammu and Kashmir.
2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?
 - Through external NGOs
3. Have you done any impact assessment of your initiative?
 - cKinetics gets reports on the utilization of the CSR funds.
4. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.
 - NA

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

1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.
 - None
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)
 - NA
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
4. Did your company carry out any consumer survey/ consumer satisfaction trends?
 - No