



2015 Sustainability Action Report  
and  
UNGC Communication of Progress

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## Directors' Message: 5 years towards Sustainability and it's just a start



**Pawan Mehra**  
Managing Director

cKinetics completed five years in 2015. The journey has been enthralling for us! cKinetics was launched with an aim to transition today's resource-dependent economic system towards a Sustainability economy.

The last five years has seen sustainability as an idea gather traction in the mainstream. Rising populations and the quest for economic growth continues to put stress on scarce resources. These challenges are beginning to break apart traditional thinking around economic development and for us, they present an opportunity to make our mark.



**Upendra Bhatt**  
Managing Director

Over the past five years, cKinetics has achieved a number of milestones and is today one of Asia's largest Sustainability advisory firm. We provide Sustainability Insight, Innovation and Capital under one roof.

We had started Sustainability Outlook in 2010 (originally India Carbon Outlook) as part of a pledge that we made at the Clinton Global Initiative in 2009. Today it is leading the Sustainability discourse in India. Through initiatives like Sustainability Business Leaders Forum (SBLF) and Parivartan Awards we continue to build and shape conversations and encourage collaborations in the sustainability space. In 2015 we launched the India Textile Water Network to allow collaborative knowledge sharing between Indian textile units.

Our advisory and operational consulting services have grown manifold over the past few years. Innovation is a key ingredient in this practice. As an innovative and market leading project development firm in the Decentralized Renewable Energy (DRE) space, our work has resulted in deployment of close to 150 mini-grid projects and an increasing number of rooftop projects. In addition, we have been engaged in facilitating close to USD 30 million in lines of credit for the space.


We have also been the flag-bearer for resource efficiency projects. Our footprint now spans beyond South Asia to include newer geographies like Turkey. While we continue to be market leaders in the textile industry, we have also branched into new sectors such as personal care, packaging and pharmaceuticals. Our comMIT platform went through a significant upgrade and we mobile-enabled it.

We are proud of our success as an organization but we cannot afford to rest. We will continue to be a mission driven firm that seeks to accelerate sustainability through newer and innovative means.

Financing is one of the biggest challenges in the Sustainability revolution, as most projects have long gestation periods and most lenders do not understand the space very well. We are increasingly being recognized as preferred partners to leading financial institutions (providing a range of services as specialist lenders' engineer to help frame lines of credit for Sustainability interventions).

A major step forward is the launch of **cKers Finance** – a Non-Banking Financial Company (NBFC) – to provide innovative debt financing in the space. Resulting from our strategic and long standing partnership with the Centre for Innovation Incubation and Entrepreneurship at IIM Ahmedabad, cKers Finance is industry's first sustainability oriented project financing platform.

Even as we take these innovative steps, we are proud to confirm our continued adherence to the Ten Principles of the UN Global Compact across our operations. Our adherence to these principles and our Business Responsibility Report are purely voluntary disclosures which shows our commitment to be a responsible, transparent and accountable business.



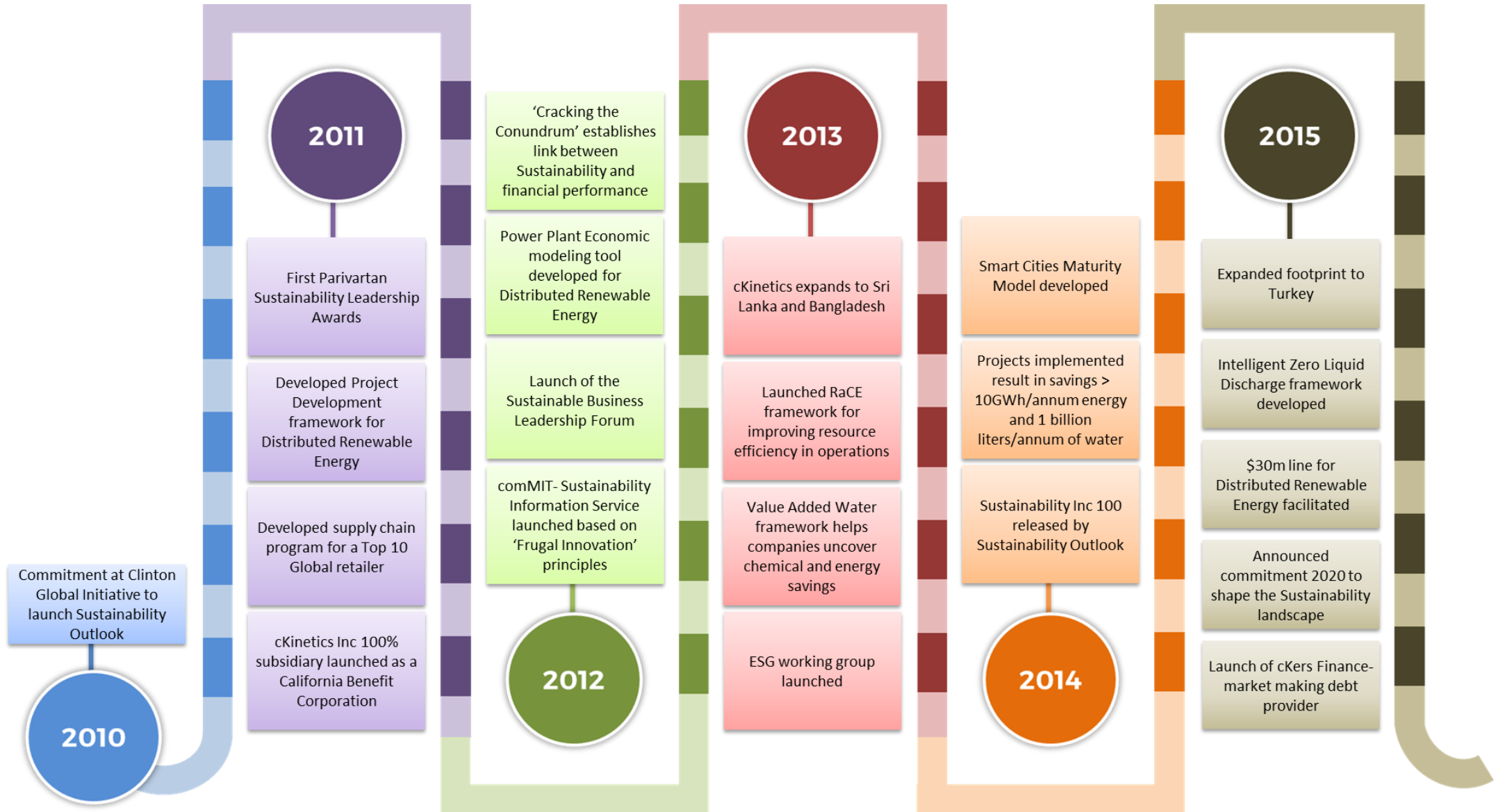
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# Our Journey: Moving towards shaping the Sustainability landscape

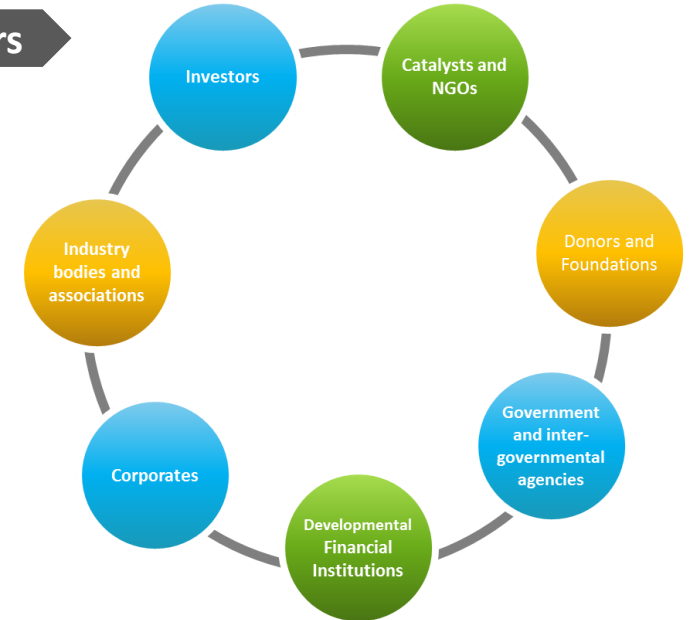


# Our Footprint: We work with a variety of stakeholders to provide Insight, Innovation and Capital across diverse geographies

## Expertise



## Partners



## Presence



## Clients



*Impact in 2015: Our operations continue to save resources, generate green power, build awareness about sustainability and most importantly serve the community*

**Raising  
Awareness**

Sustainability Outlook portal informed more than 6000 sustainability decision-makers. The 2015 Parivartan Awards recognized leadership in 7 sustainability areas from among 600 nominations. The India Textile Network formed at the Sustainability Business Leaders Forum promoted knowledge sharing about sustainable business practices between stakeholders.

**Saving  
Resources**

cKinetics' resource management efforts led to annualized savings of 10 billion liters of water and 22 GWh of electricity savings in manufacturing units across multiple geographies.

**Generating  
Green Power**

cKinetics assisted the setting up of 5MW of micro-grid utilities in 2015. Our efforts contributed to annual reduction of 4,000 tons of CO<sub>2</sub> emissions. Our assessments helped deploy USD 30 million of capital in the Decentralized Renewable Energy space.

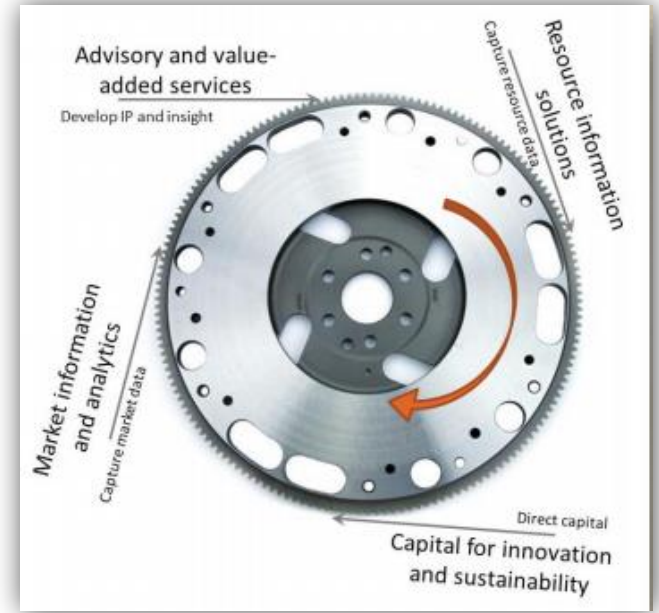
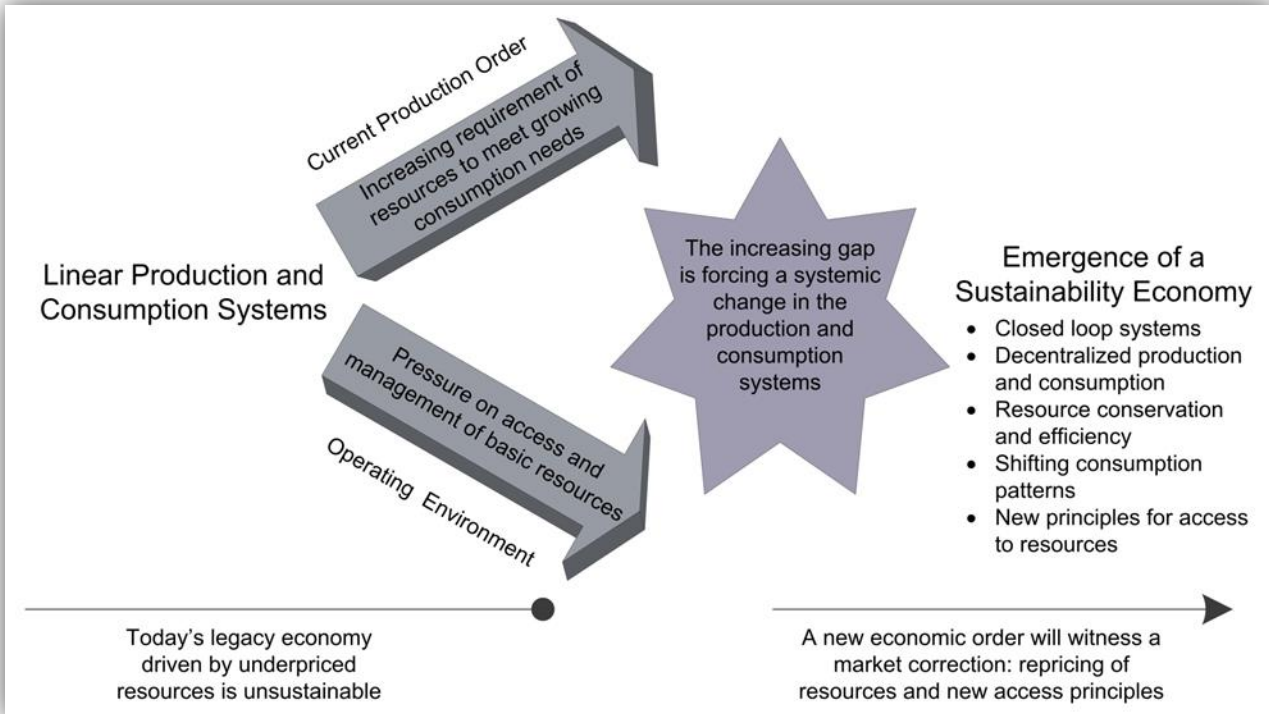
**Serving  
Community**

We contributed to The Earth Saviours Foundation which looks after homeless senior citizens who have been abandoned by their families. We also contributed to a rescue center which looks after special needs people.

# About Us: We are a mission driven firm that aims to catalyze change through market driven approaches

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

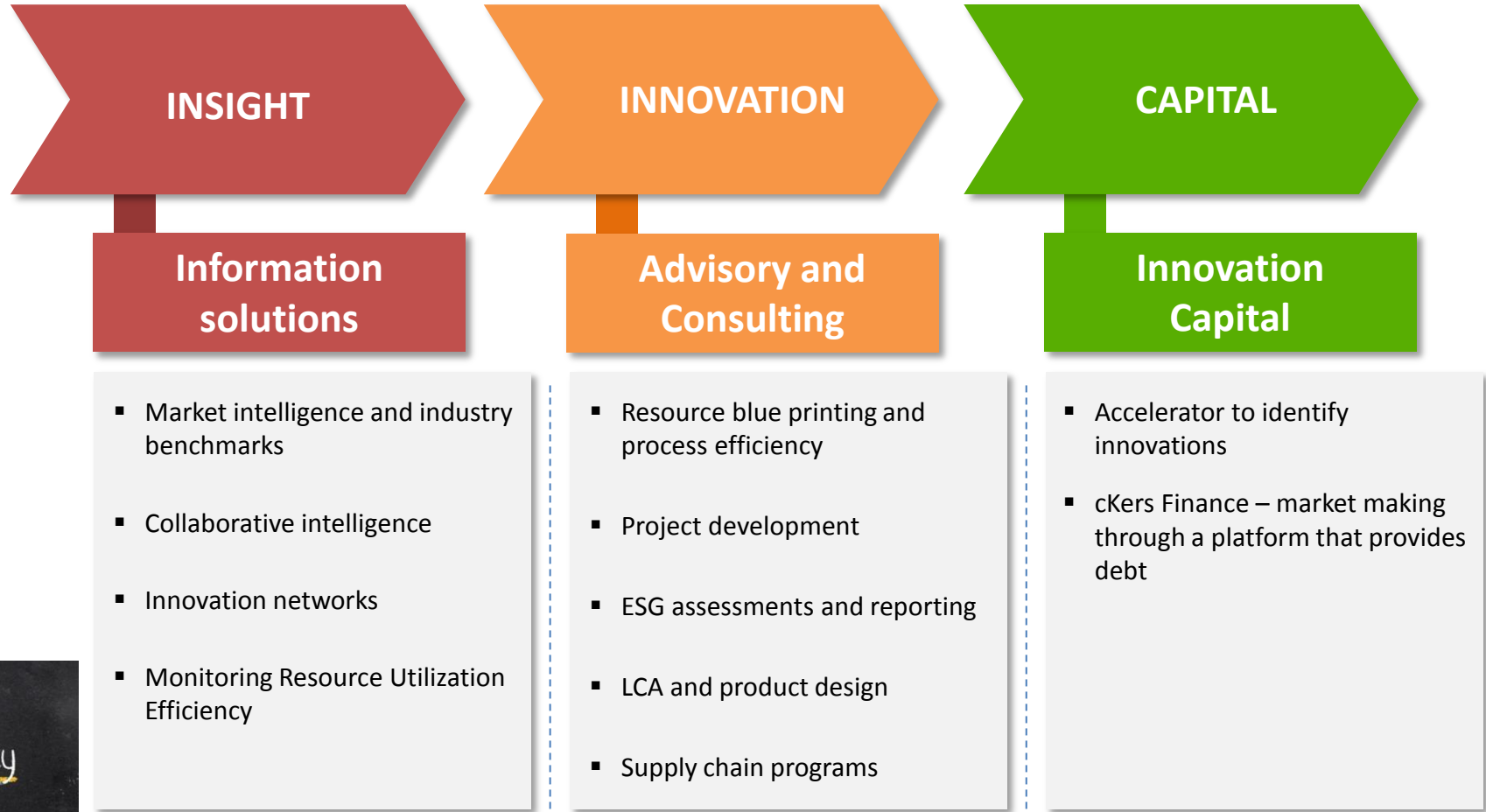
**Mission:** To develop market driven solutions to promote the rapid adoption of sustainable growth strategies in emerging market industries and communities



**The Flywheel:** At cKinetics, we have a flywheel that helps propel us towards our mission and vision. A flywheel is a rotating mechanical device that is used to store rotational energy. It is used for providing continuous energy when the energy is discontinuous. Each one of us at cKinetics strives to add our energy to the flywheel to ensure that the system (our organization) always moves forward.



*Our Solutions: In 2015, we reconfigured ourselves to better meet the goal of Sustainability... we are expanding on the pillars of Insight, Innovation and Capital*



## Market Intelligence: Sustainability Outlook expanded its impact and continued to develop new frameworks

Sustainability Outlook is the information marketplace of choice for sustainability professionals in India. In 2015, it engaged more than **6,000 sustainability professionals** across multiple segments.

In 2015, Ministry of New and Renewable Energy (MNRE) and United Nations Development Programme (UNDP) tasked Sustainability Outlook with managing Biopower India, a comprehensive knowledge series on biomass power sector.

Also, in collaboration with Alliance for Energy Efficient Economy and Shakti Sustainable Energy Foundation we released PAT Pulse – a quarterly briefing series on the impact of Perform, Achieve and Trade mechanism. Our ‘India Power Trading Scenario’ report polled power generators, traders and buyers to assess the current scenario in the IndiaPower Trading market.

We launched several market briefs on trending topics in the sustainability circles such as:

- ‘Energy Management Trends in Indian Industry’

- ‘Zero Liquid Discharge: Outlook for Indian Industry’
- ‘Waste Management Trends in Indian Industry’
- ‘IoT + Smart Devices driving Analytics and Big Data for Sustainability’
- ‘Sustainable Materials in the Construction Industry’
- ‘Framing Sustainability for E-commerce’
- ‘Green Chemistry: Indian Industry warming up to Global Action’

To demystify the opportunity represented by smart cities, we developed a **Smart Cities Opportunity Assessment Model**. This model estimates the business opportunity for smart cities in India at **USD 45-50 billion** over the next 5 years. This opportunity primarily pertains to four focus areas – Smart Energy, Smart Transportation, Smart Water Management and Smart Waste Management. Smart energy and smart water management account for the lion’s share in terms of potential business opportunity in India estimated at **USD 14.4 billion** and **USD 23.4 billion** respectively.



# Sustainability Outlook



## Collaborative Intelligence: Sustainability Business Leadership Forum launched India Textile Water Network

Instituted by Sustainability Outlook, Sustainable Business Leadership Forum (SBLF) is an invitation-only, Indian industry-focused market development platform, which equips organizations, managers and industry stakeholders with business know-how and catalytic tools for enabling corporate transition towards sustainable business practices.

The forum witnessed enthusiastic participation from the Indian industry in 2015 and worked on themes such as:

- Energy and Water Efficient Manufacturing
- Sustainable materials and Waste Reuse
- Big Data Analytics and Internet of Things
- Distributed Renewable Energy
- Sustainable Facilities
- Branding for sustainability

The fifth annual summit of Sustainable Business Leadership Forum held in New

Delhi featured over 25 sessions across 3 days and was attended by over 350 sustainability leaders and several global institutions from the industrial and policy landscape.

The summit for the first time featured **short pitch sessions** where the latest resource and material management solutions were presented to an audience comprising of both solution seekers and investors.

In the past, the Working Group on Sustainability Disclosure and Reporting have had their genesis at SBLF conferences. The 2015 summit saw the formation of the **India Textile Water Network**, which was launched in partnership with the Stockholm International Water Institute.



**SUSTAINABLE BUSINESS  
LEADERSHIP FORUM**  
INSTITUTED BY SUSTAINABILITY OUTLOOK

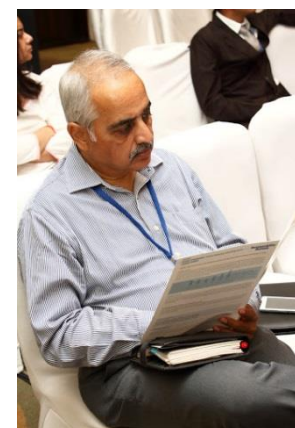
**Sustainability Outlook**

**CEOSpeak**  
India's Sustainability Pathway to 2040

Featuring

- Yes Bank
- Volkswagen
- Infosys
- Dell

CreateCollaborateInnovate



## Shaping Innovation: The 5<sup>th</sup> edition of the Parivartan Awards reached across to nearly 600 innovators

A flagship initiative of Sustainability Outlook, Parivartan Sustainability Leadership Awards is a discovery, showcase and engagement platform to uncover and celebrate innovation and leadership in resource conservation within the industry. The Parivartan Awards has come to be recognized as the pre-eminent awards honoring excellence in the sustainability space.

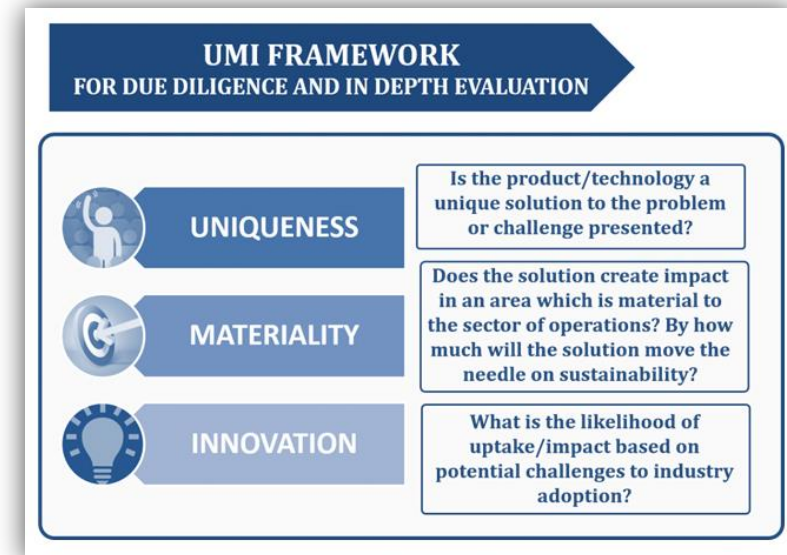
The awards have uncovered truly path-breaking industry initiatives through which Indian corporates are transitioning towards closed loop business systems and sustainable manufacturing processes.

The 5<sup>th</sup> edition of the Parivartan Awards elicited an even more enthusiastic response from the sustainability community. The winners were arrived at after a rigorous two stage review process

entailing an initial outreach of over **600 nominations** and a final shortlist of about 50. The first stage detailed evaluation for the 2015 Awards was conducted by a 30 member Sector Expert Panel consisting of senior technical experts from the industry.

The 2015 awards recognized sustainable leadership in the following areas:

- Leadership in Sustainable spaces and facilities
- Leadership in Sustainable production
- Leadership in Material or Waste Re-use
- Leadership in Branding for Sustainability
- Innovation towards Sustainability through Big Data and Analytics
- Disruptive Innovations in Distributed Renewable Energy
- Emerging Sustainability Innovators



Parivartan  
Award  
Winners

**Schneider**  
Electric

**PROMETHEAN ENERGY**

**smarter dharma**

**simpan networks**  
radical affordability

**Mahindra**  
Rise.

**INTERNATIONAL PAPER**

**ShopWorx**

**smart BUILDINGS**

**GLOWSHIP**

**THERMAX**

**Trailblazer of the  
Year**

Madhav Pai, co-  
founder EMBARQ  
India





## Our geographical reach on creating blue-prints on resource and process efficiency expanded in 2015

Our Resource Management interventions are different from conventional resource efficiency strategies. Our aim is not just to attain incremental improvements but also to seek transformational changes.

We continuously seek to implement new and innovative resource conservation technologies as well as use data for better decision-making.

Human Engineering is a core force-multiplier we use. We engage senior and middle management as well as shop-floor workers in the best resource efficiency practices. Our proprietary tool **comMIT** also helps decision-makers in tracking resource use efficiency at their respective work-sites.

cKinetics continue to be the **partner of choice for global retail brands** and their supply chain partners in Asia. At the same time, we have expanded our presence to other industries such as personal care, packaging, pharmaceuticals and medical devices.

Our partnership with the Stockholm

International Water Institute (SIWI) which began in 2013, expanded globally in 2015. The pilot project SWAR that we worked on with SIWI, received global acclaim for its innovative approach and impact in 2015.

In 2015 we opened up a **Chennai** office to cater to the growing resource conservation needs of manufacturers in South India. We also added capabilities to deliver projects in **Turkey** in addition to countries which we already serve, namely **Bangladesh, Sri Lanka, China, Indonesia** and **Ethiopia**.

Being an organization which prides itself on innovation, we continue to seek novel ways of incorporating new data and technology into our operations. Hence, we launched **iZLD** (Intelligent Zero Liquid Discharge) as a service. It is a cost-effective solution for industries such as **Textile, Paper and Pulp, Pharmaceuticals** and **Distilleries** seeking water optimization and **ZLD** implementation.



### Annualized savings in 2015



**10 billion liters  
of Water**



**22 GWh  
of Electricity saved**



## We continue to drive leadership in Sustainable Energy, especially in the decentralized space

cKinetics consolidated its position as a market leader in the Decentralized Renewable Energy based micro-utilities space.

We continue to be involved in all three aspects of renewable energy projects:

- Project Development and Financing
- Systems Engineering and Project Management
- Incubation of Operational Entities

We have significantly **expanded our work on rooftop solar in industrial settings** – through the year, we have undertaken project development across hospitals, industrial facilities and hotel rooftops.

**We continue to intensify our work in the energy access segment** – cKinetics team has been instrumental in

implementation of the Off-grid schemes in Rajasthan state under a ADB funded technical assistance program. In addition, our project development team was instrumental in supporting implementation of close to 60 mini-grids alone under the Rockefeller Foundation backed Smart Power for Rural Development.

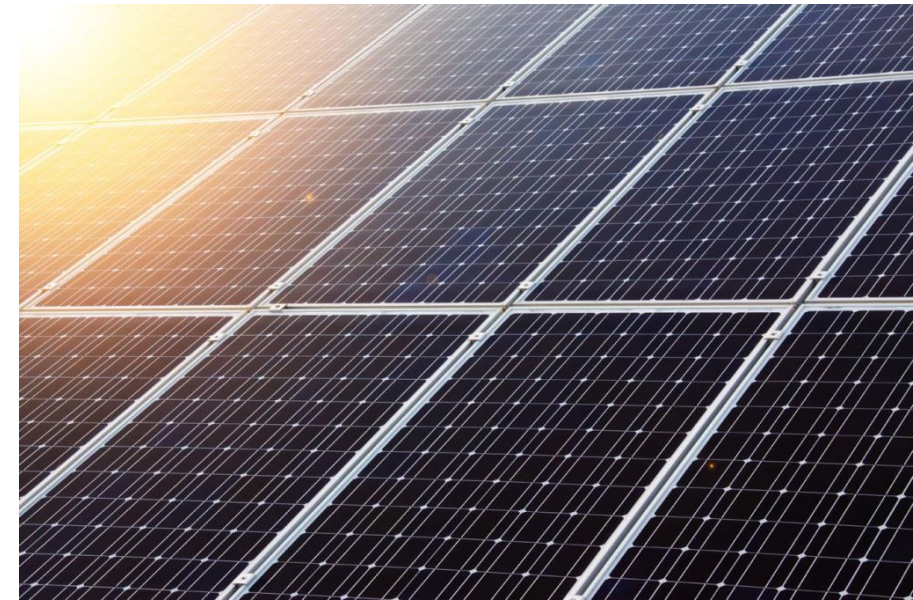
In addition, jointly with partners, cKinetics was responsible for rollout of an innovative franchising model for transition of diesel based operators to mini-grid operators. The program is poised for a scale-up to another 40 odd sites in the year ahead.



**5 MW  
of micro-utility  
projects installed**



**4000+ tons  
of CO<sub>2</sub> saved  
annually**





## In 2015 we have made significant bets in cracking the financing conundrum

Capital continues to be the biggest challenge preventing the move towards clean energy and sustainability interventions. At cKinetics, we try to solve the capital issue via two means: by **acting as an accelerator for early stage ventures** in the sustainability space and second by **acting as a bridge between investors and the companies** in the sustainability space.

Based on cKinetics' comprehensive assessment, KfW has undertaken to establish a **EUR 20 million credit line for Off-grid Renewable Energy Projects** in India. In addition, cKinetics partnered with **Climate and Development Knowledge Network (CDKN)** to establish the role and implementation pathway for a guarantee facility to

catalyze domestic debt financing in the DRE space.

Crowning this work has been the launch of **cKers Finance**, a new age Non-Banking Financial Company (NBFC) geared to provide long-term debt financing to innovative technology-backed interventions in this space. The venture has been setup in **partnership with IIM Ahmedabad's Centre for Innovation Incubation and Entrepreneurship** ([www.CIIE.co](http://www.CIIE.co)) and has been **backed by Infuse Ventures** ([www.InfuseVentures.in](http://www.InfuseVentures.in)).



# Adherence to the Principles of UN Global Compact

## ***Adherence to UNGC Principles (1/3)***

### ***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?

### ***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 page 8), the Mission and Vision 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.

## Adherence to UNGC Principles (2/3)

Areas	Principles	Outlook and Undertaking	Tools for Implementation	Outcomes
Human Rights	<p><a href="#">Principle 1</a>: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><a href="#">Principle 2</a>: 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 emerging markets pose 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 Code of Conduct 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 no cases of violation of human rights within our organization or in our day-to-day operations.</p>
Labor	<p><a href="#">Principle 3</a>: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p><a href="#">Principle 4</a>: the elimination of all forms of forced and compulsory labor</p> <p><a href="#">Principle 5</a>: the effective abolition of child labor</p> <p><a href="#">Principle 6</a>: the elimination of discrimination in respect of employment and occupation</p>	<p>As a firm with a presence in multiple geographies, cKinetics is in compliance with all relevant local 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 4 and 5. However, we make a concerted effort to maintain constant vigilance when working with local small businesses.</p>	<p>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 team wherein feedback is actively incorporated 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.</p>	<p>There were no reported violations of labor principles.</p> <p>Each employee met with the manager twice to discuss the performance, concerns and goals.</p> <p>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>We sponsor employees who wish to take up educational courses relevant to their domain.</p>

## Adherence to UNGC Principles (3/3)

Areas	Principles	Outlook and Undertaking	Tools for Implementation	Outcomes
Environment	<p><a href="#">Principle 7</a>: Businesses should support a precautionary approach to environmental challenges.</p> <p><a href="#">Principle 8</a>: Businesses should undertake initiatives to promote greater environmental responsibility</p> <p><a href="#">Principle 9</a>: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>As an advisory 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. We seek to create real impact through our various business initiatives.</p>	<p>Our team is currently engaged in actively monitoring and tracking our electricity consumption using a suite of metering and analytics software.</p> <p>HacK (How to at cKinetics) is an internal document which defines our expectations and commitments regarding the team's alignment with our mission and vision to create positive impact.</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>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 conventions are made of recycled paper.</p>
Anti-Corruption	<p><a href="#">Principle 10</a>: 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 (<a href="#">UNCAC</a>).</p> <p>We take an active, zero-tolerance, stance against bribery and corrupt business practices through diligent monitoring and enforcement.</p>	<p>The Code of Conduct 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 and the individual will be ensured protection from reprisal.</p>	<p>There have been no reported incidents of corruption involving the organization or one of its employees.</p>

# Annual Business Responsibility Report 2015

## Annual Business Responsibility Report 2015 (1/6)

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 companies). Its public disclosure is part of the National Voluntary Guidelines on Social Environmental and Economic Responsibilities of Business.

### BR Information

#### 1. Details of Director/Directors responsible for BR

- Details of the Director/Director(s) responsible for implementation of the BR policy/policies
  - Name: Upendra Bhatt
  - Designation : Managing Director

#### 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
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

#### Disclosure as per Business Responsibility Report (BRR) guidelines

In addition to disclosing activities as per the UNGC's framework for the Communication of Progress, we have also provided a Business Responsibility 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 Ministry of Corporate Affairs.

#### 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.

## Annual Business Responsibility Report 2015 (2/6)

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 redressal 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](http://www.ckinetics.com)



## Annual Business Responsibility Report 2015 (3/6)

### 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):
    - Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?
      - Not applicable
    - 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 "Our Impact"
  
  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.

## Annual Business Responsibility Report 2015 (4/6)

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.
  - 26 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?

- NA

7. Please indicate the number of complaints relating to child labor, forced labor, involuntary labor, sexual harassment in the last financial year and pending, as on the end of the financial year.

- 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 2015, we contributed to The Earth Saviours Foundation which looks after homeless and abandoned senior citizens and a rescue center to look after special needs people.

## Annual Business Responsibility Report 2015 (5/6)

### **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 per cent 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](http://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.

## Annual Business Responsibility Report 2015 (6/6)

### ***Principle 8: Businesses should support inclusive growth and equitable development***

1. Does the company have specified programs/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.
2. Are the programs/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/NA/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 behavior 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