



ckinetics
Accelerating Sustainability



**2018-19 Sustainability Action Report
UNGC Communication of Progress**

Directors' Note



Upendra Bhatt
Managing Director



Pawan Mehra
Managing Director

At cKinetics, we incorporate sustainability into the operations and strategies for our clients. cKinetics' footprint in our chosen domain is routed and amplified through the impact of our clients, engaged a variety of economic growth sectors, and knowledge partners.

It gives us great pleasure to present our 7th annual Sustainability Action Report. In our journey that began 9 years ago, we have been creating and supporting a path towards low-carbon economies at a local, regional, and global scale. In FY 2018-19, we progressed further towards this agenda with the impact we enabled in areas of sustainability.

Resources: During the year, we engineered savings of 2.66 billion litres of water and 8.73 GWh of electricity for our clients. Not only did we enhance resource efficiency but also enabled annual financial savings totalling more than USD 4.77 million cumulatively for the facilities we engaged with. We also enabled 29,000+ tonnes of GHG reduction.

Reach: Additionally, through our initiatives in the areas of cleantech innovation and sustainable finance, geared towards enhancing green finance and responsible investing in India, we engaged policymakers, think tanks, capital investors, innovators, financial institutions and the wider community.

Our own operations: FY 2018-19 was also fruitful for cKinetics in that we successfully reduced our GHG emissions footprint compared to the preceding two years. This is also testament to our vision of

mainstreaming sustainability, not only outward in business but also inward in our processes and operations. In a first, this report maps our contribution to the 17 Sustainable Development Goals (SDGs) which reiterates the cross-sectionality of our projects.

At cKinetics, as we march on towards our first decade in the sustainability space, we are excited about exploring new opportunities in this domain and ready to bring our vision of a sustainable world for all to fruition.

Contents

04 *Highlights for FY 2018-19*

05 *Who We Are and What We Do*

06 *Our Raison d'etre*

08 *Mainstreaming Resource Efficiency*

10 *Low-Carbon Pathways*

12 *Enabling Sustainable Finance*

15 *Developing Tools and Frameworks*

17 *Making the Business Case*

19 *GHG Inventory FY 2018-19*

21 *Sustainable Development Goals*

23 *Principles of UN Global Compact*

27 *Business Responsibility Report*

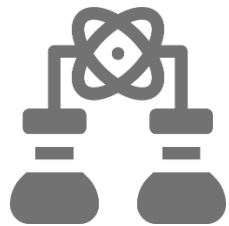
Our principle of 'Always Be Creating Value' forms an integral component of our work philosophy driving us to consistently create socio-economic and environmental value for all stakeholders



2.66 billion litres *water savings*
Enough to meet daily minimum water requirement of 53 million people



8.73 GWh *electricity savings*
Enough to meet daily electricity requirement of 8.6 million people



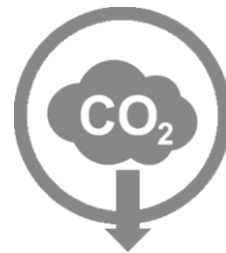
5,142 tonnes *chemical savings*
in heavy industries



USD 4.77 million *annual financial savings enabled*



2,681 tonnes *of fuel saved in industrial sector*

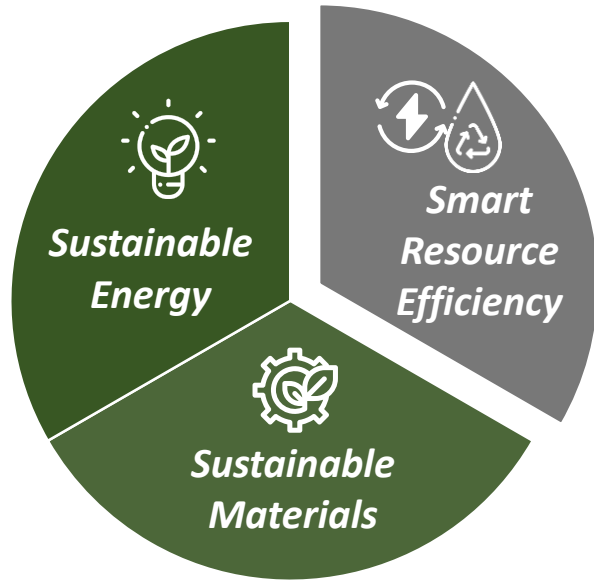


29,000+ tonnes CO₂e
GHG emissions mitigated
Equivalent to taking 2.2 million passenger vehicles off the streets for a day

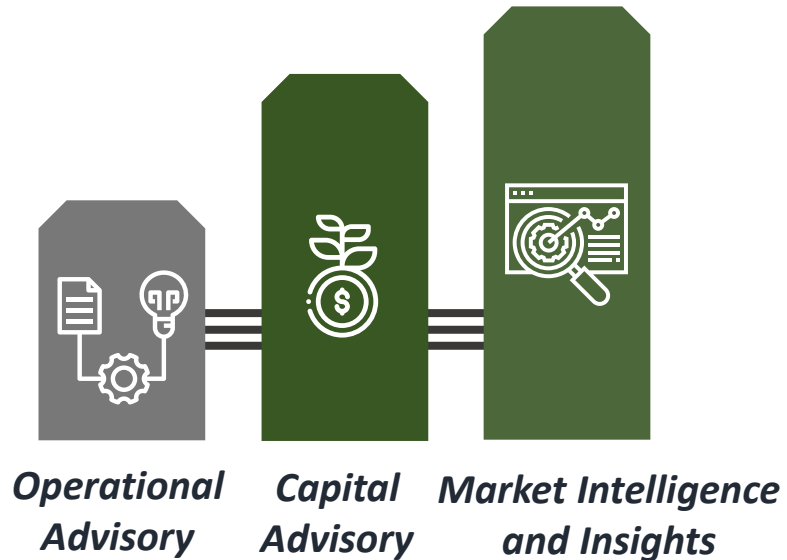


Our work areas, geographies and industries we serve

Domains of Work



Our Offerings



- Textile, Apparel and Retail
- Footwear
- Tannery
- Pulp & Paper
- Pharmaceuticals and chemicals
- Telecom
- Distillery
- Forging
- Foundry
- Steel re-rolling
- Iron and Steel
- Ceramics
- Food, Beverages, Oils and Seeds



Our raison d'être is to mainstream a multi-pronged approach for sustainable development in line with limiting climate change-induced temperature rise to 1.5 °C.




INNOVATION: creating unique solutions with sustainable impact

CAPITAL: bringing the business case to life for clients



INSIGHT: fostering dialogue on sustainability



Six times faster scale-up of renewable energy¹




Reducing global energy intensity by two-thirds by 2050¹



USD 10.5 trillion global investment on energy efficient pathways²



Limiting GHG emissions to 420Gt CO₂e in the next 10 years³



Access to clean water for two-thirds of the global population living in scarce water areas⁴

¹ Global Energy Transformation: A Roadmap to 2050, International Renewable Energy Agency's (IRENA) ² Meeting climate change goals through energy efficiency (IEA)

³ Special Report: Global Warming of 1.5 °C (IPCC, SR15) ⁴ Mekonnen, M. M., & Hoekstra, A. Y. (2016). Four billion people facing severe water scarcity. Science advances, 2(2)

Resource Efficiency & Low Carbon Pathways



Resource efficiency in production and operational systems of industries is one of the core focuses of our business

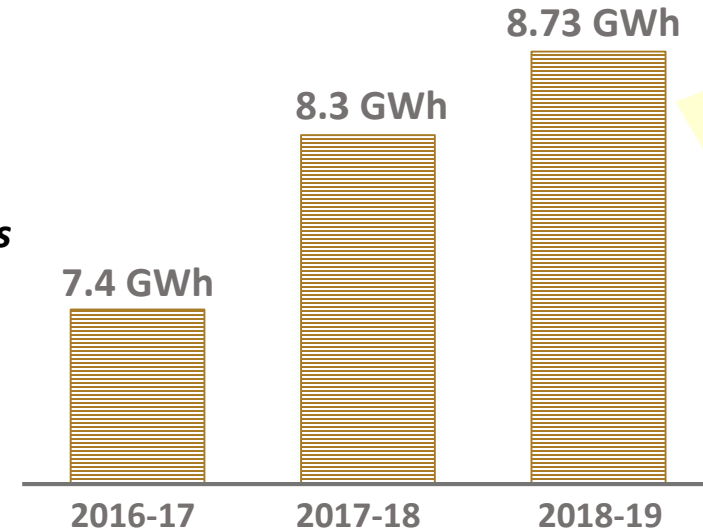
In 2018-19, we continued to expand our work of mapping resource use and providing solutions to accelerate resource efficiency in major industries, including textile, footwear, and global apparel retail in India and Vietnam.

In these industries our impact with respect to resource savings in energy (fuel), electricity, and chemicals use has been significant.

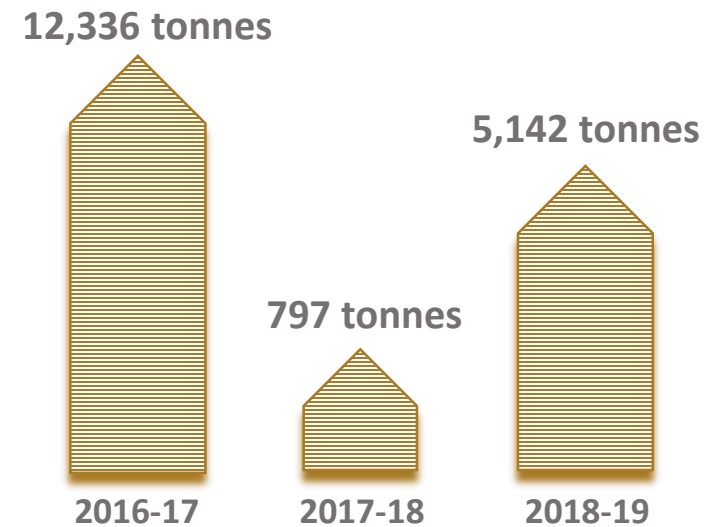
Additionally, we worked with financiers and industrial eco-park developers in Vietnam to implement technical guidelines for wastewater recycling.

We also supported the SME sector in India, specifically clusters in the energy-intensive **foundry, forging, ceramic, and steel re-rolling** industries, in their transition to energy efficient operations with a customised tool created to assess greenhouse gas emissions and energy efficiency of these sectors.

Electricity savings enabled*



Chemical use prevented*



*First year savings of projects implemented in given year

Resource efficiency enhances sustainable economic growth, increases the competitiveness of industry, stimulates innovation and ensures secure supply of key resources

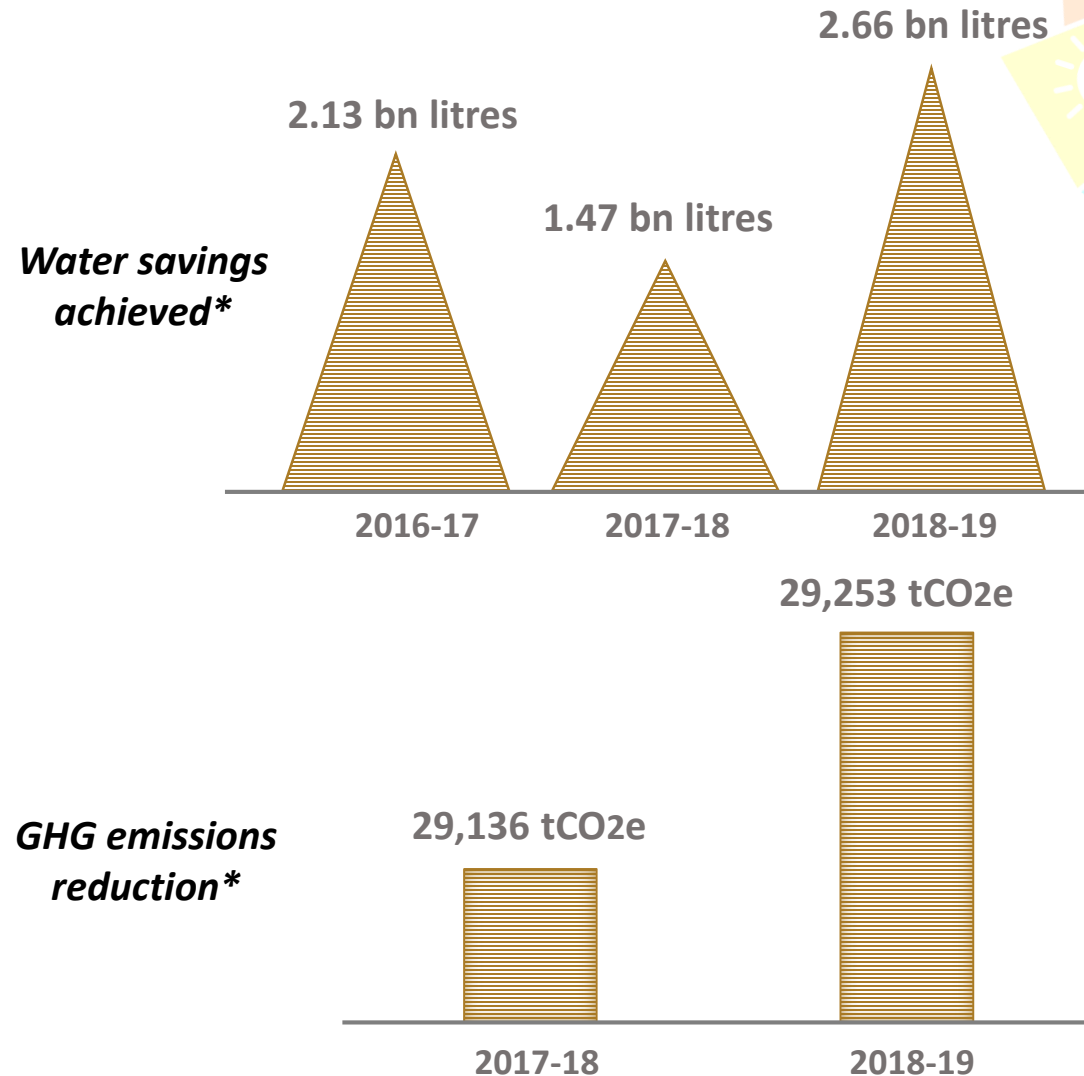
Water, in increasingly scarce supplies and a key resource in industry is still an under-priced resource. We are committed to creating innovative solutions for water use efficiency and wastewater recycling by leveraging efficient technologies and process changes.

In 2018, we supported industrial units in the apparel retail (mills and laundries), footwear and textiles sectors with tools for and insights into efficient water consumption strategies.

We employ technical and financial feasibility modelling to identify efficient technological solutions like ultra-low Material to Liquor (MLR) processing machinery, and wastewater recycling plants.

Our **Embodied Value of Water** and **Value Added Water** frameworks form the core of our water use efficiency assessments.

One of the most significant impacts of our work in resource efficiency is the amount of **greenhouse gas emissions (GHG) avoided** in the process. In 2018-19, we successfully enabled avoidance of more than 29,000 tonnes of GHG emissions.



*First year savings of projects implemented in given year

Renewable energy generation is essential for achieving carbon neutral growth and ensuring economies generate high socio-economic returns on investments in low-carbon pathways

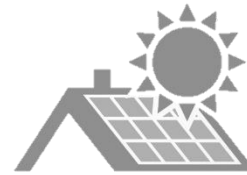
Our work in the renewable energy sector in 2018 focused on programmatic development and implementation support for several projects across sub-sectors such as solar PV rooftops, solar pumps, solarisation of telecom towers as also mini-grids in countries such as Vietnam and Tanzania besides India.

This has enabled a three-fold impact:

- **Greater scale in distributed solar sector**
- **Accelerated private sector capital infusion in the sector**
- **Larger lending exposure in untapped MSME sector**

We are the partner-of-choice for enabling new product rollout and international DFI driven financing lines in these global geographies. As a result, **we have been engaged in catalysing solar PV based capacity addition for a variety of end-use applications.**

Our work in the Indian DRE sector has also expanded into the cooking segment as also a launch of a India specific domestic financiers alliance.



65 MW

Includes 25 MW+ Solar rooftop demand aggregation across 3 states in India

40 MW worth of project development support for rooftop, campus micro-grids in South-east Asia and East Africa



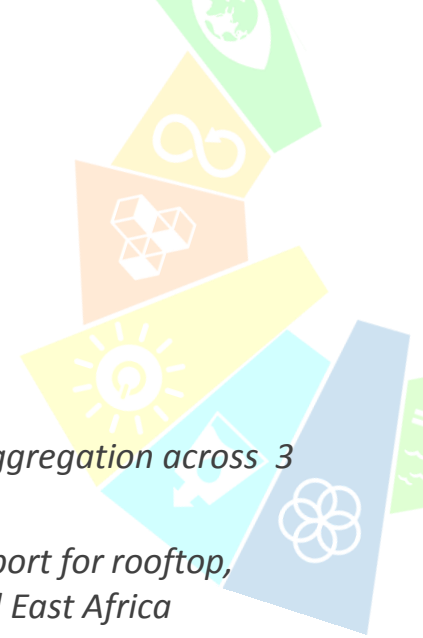
USD 40 million

Enabling financing mechanism for scaling up DRE in Indian MSME sector



Innovative micro-utility and solar pumping models for enhancing energy access

Supporting discoms in crafting PPP models for resilient supply and comprehensive customer management



Sustainable Finance Solutions & Green Investment



Sustainability-oriented financial systems and frameworks are another key aspect of our solution-driven approach

There exists a need for creating an enabling environment for large-scale **financing in low-carbon sectors** (renewable energy, green mobility, energy efficient equipment, etc.) by catalysing private sector investment in sustainable production business models and clean production practices.

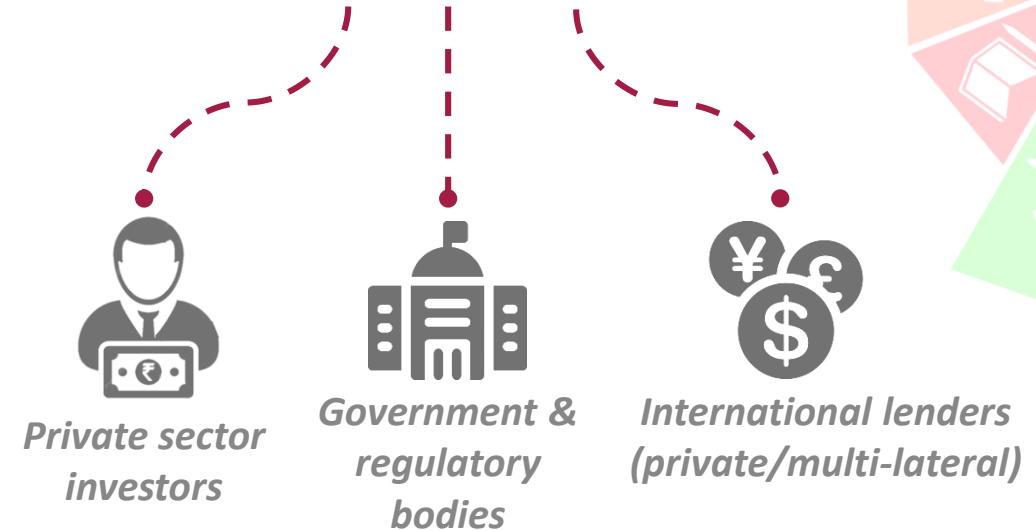
In 2018-19, we supported domestic initiatives for DRE financing in India by designing financial debt products that meet the needs of project undertakers.

Ongoing initiatives targeting green investment entail creation of a comprehensive **taxonomy of 'green' finance** that identifies investment areas and climate-change mitigation potential of each intervention. This is expected to plug a crucial knowledge gap for private sector investors in the low-carbon domain in India.

An aligned area of work is the development of a framework that differentiates between climate/green finance and ESG-driven finance while simultaneously **identifying pathways to attract international capital** for sustainable and responsible investing.



Stakeholders targeted



>1,500 financial sector players, government regulators and private investors engaged directly and indirectly



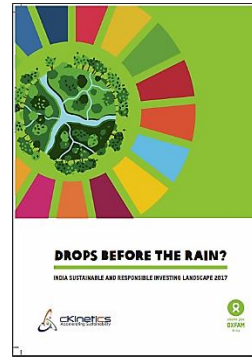
Our research-based repository of knowledge products acts a key lever for enabling sustainable and responsible financing

In 2018-19, we conducted a deep-dive into [Sustainable and Responsible Investing \(SRI\) in India](#) intended to catalyse conversation on the steps needed to **coordinate investment action between financial institutions and businesses** using updated National Guidelines and establish an SRI forum in India.

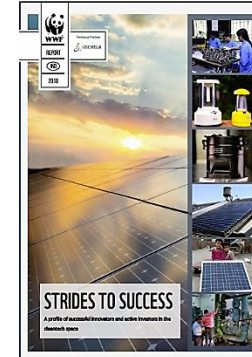
Additionally, we developed a **knowledge repository for investors and innovators in the clean technology sector** in India. These detailed case evaluation of select cleantech investments are expected to reduce the learning curve for investors thereby enhancing innovation and capital deployment. The report can be accessed on our market intelligence and insights platform: [Sustainability Outlook](#).

During the year, we also created of an online **tracker tool for capturing investment trends in Indian DRE market** through capital deployment and policy changes.

This database is expected supplement investor information in developing sectors like cold storage, milk chillers, solar dryers, etc. Access the tracker [here](#).



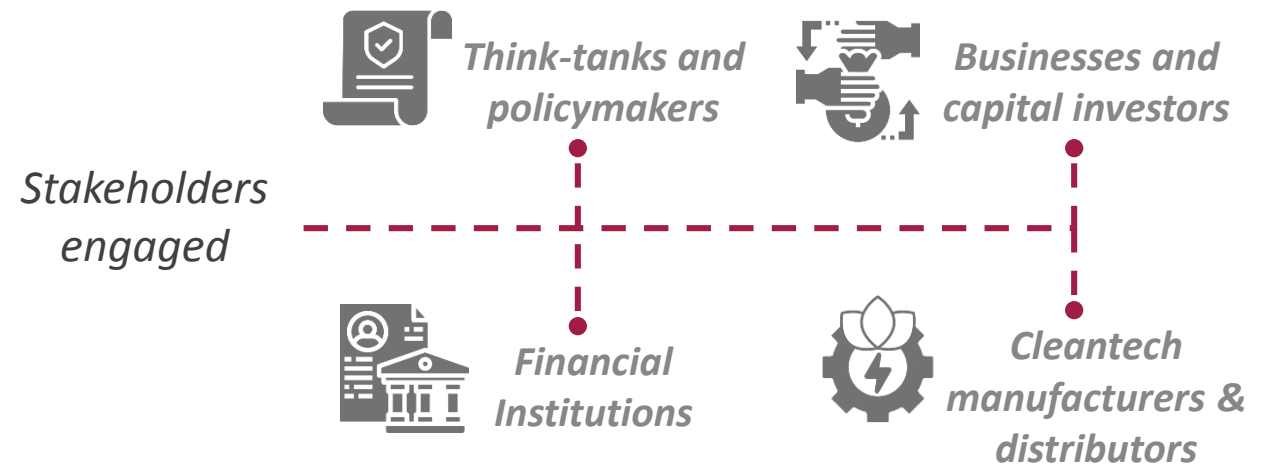
'Drops Before The Rain? India Sustainable and Responsible Investing Landscape 2017'



'Strides To Success: A profile of successful innovators and active investors in the cleantech space'



Distributed renewable energy Investment Policy Tracker for India



The background features a scenic view of a city with a large mountain range in the distance. In the foreground, there are several rows of blue solar panels on a rooftop. A white diagonal banner cuts across the image from the bottom left to the top right, containing the title text.

Knowledge Tools & Sustainability Insights



Our solution-based approach creates long-term value for our stakeholders - tools and frameworks that can be leveraged over the long term to generate sustained impact

We work closely with our partners and collaborators to generate market intelligence and data-driven insights into new and emerging areas of sustainability.

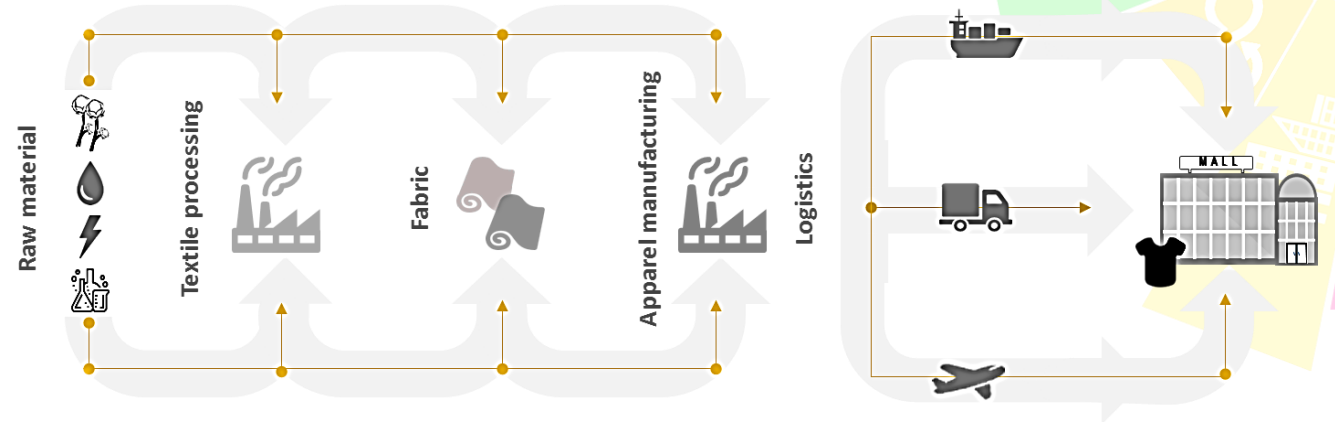
During the year, as part of the engagement with leading apparel retail brands, we created an indicative roadmap for setting long-term reduction targets for water use and GHG emissions in their supply chains spread across India, Vietnam, China, and Taiwan.

As part of the project, we developed a tool for capturing the water use footprint of supply chain partners based on which the retail brands can develop **Science Based Targets** for GHG and water reduction goals

In 2018, a [research partnership](#) with a global association of off-grid solar energy players on the future of **off-grid solar lighting and solar-powered appliances** in India was completed through market assessments frameworks that can be scaled-up. Stakeholders engaged through this project are expected to employ these findings to **develop go-to-market strategies, product design and geography targeting.**

Additionally, an assessment conducted in the sectors of forging, foundry, ceramic, and steel re-rolling on the **emissions and energy efficiency scenario** in Indian SMEs led to development of a tool for SMEs to **track energy use and GHG emissions.** Access the tool [here](#).

Roadmap for long-term SBTs in apparel retail industry



'Peering into the future: India and the distributed standalone solar products market'



'State of Sector: GHG Emissions in Indian SMEs'



Making the Business Case

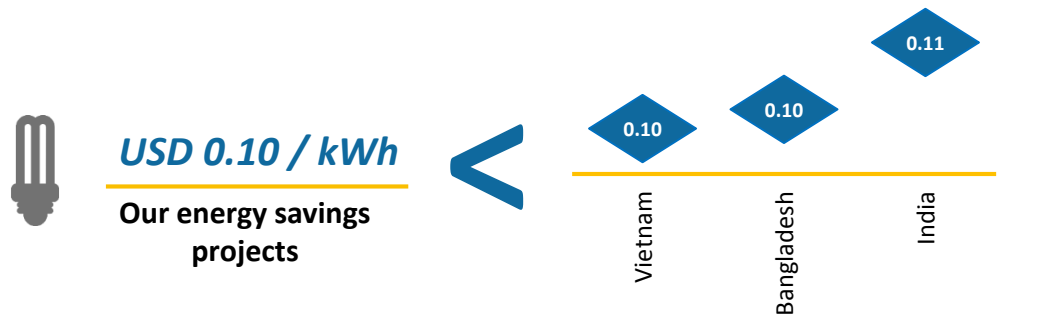
We believe in the “business case first” approach and it forms the core of everything we do. Our work demonstrates that investing in energy efficiency and resource savings makes business sense for clients

Through our projects in 2018 we incorporated water and energy savings into a facility’s operations thus avoiding an end-of-pipe ‘cost’



Cost of saving 1 kilolitre of water

Average cost of purchasing water in India

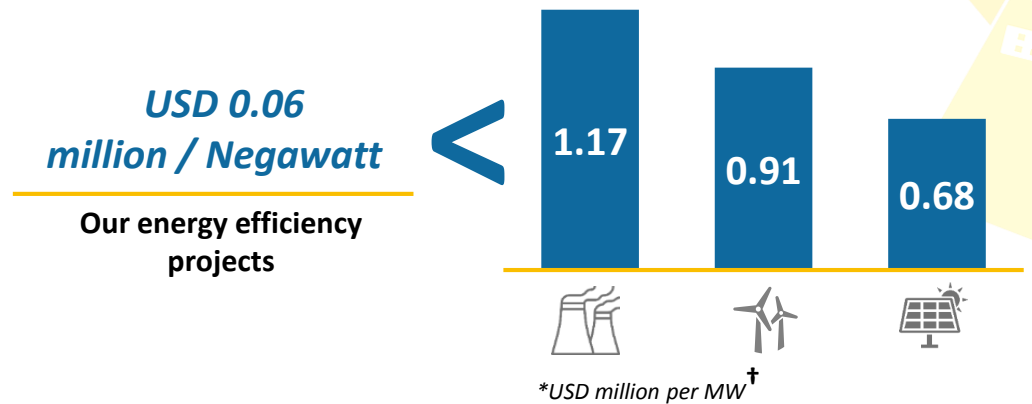


Cost of saving 1kWh of electricity

Average industrial electricity tariff in geographies we operate

*USD per kWh

Energy efficiency reduces power consumption and avoids the creation and maintenance of new sources like thermal power plants



Cost of avoiding use of 1 MW of power

Cost of setting up 1 MW power plant

In 2018, our energy efficiency projects saved 1 MW of power for USD 0.06 million – lower than the cost of setting up a 1 MW power plant.

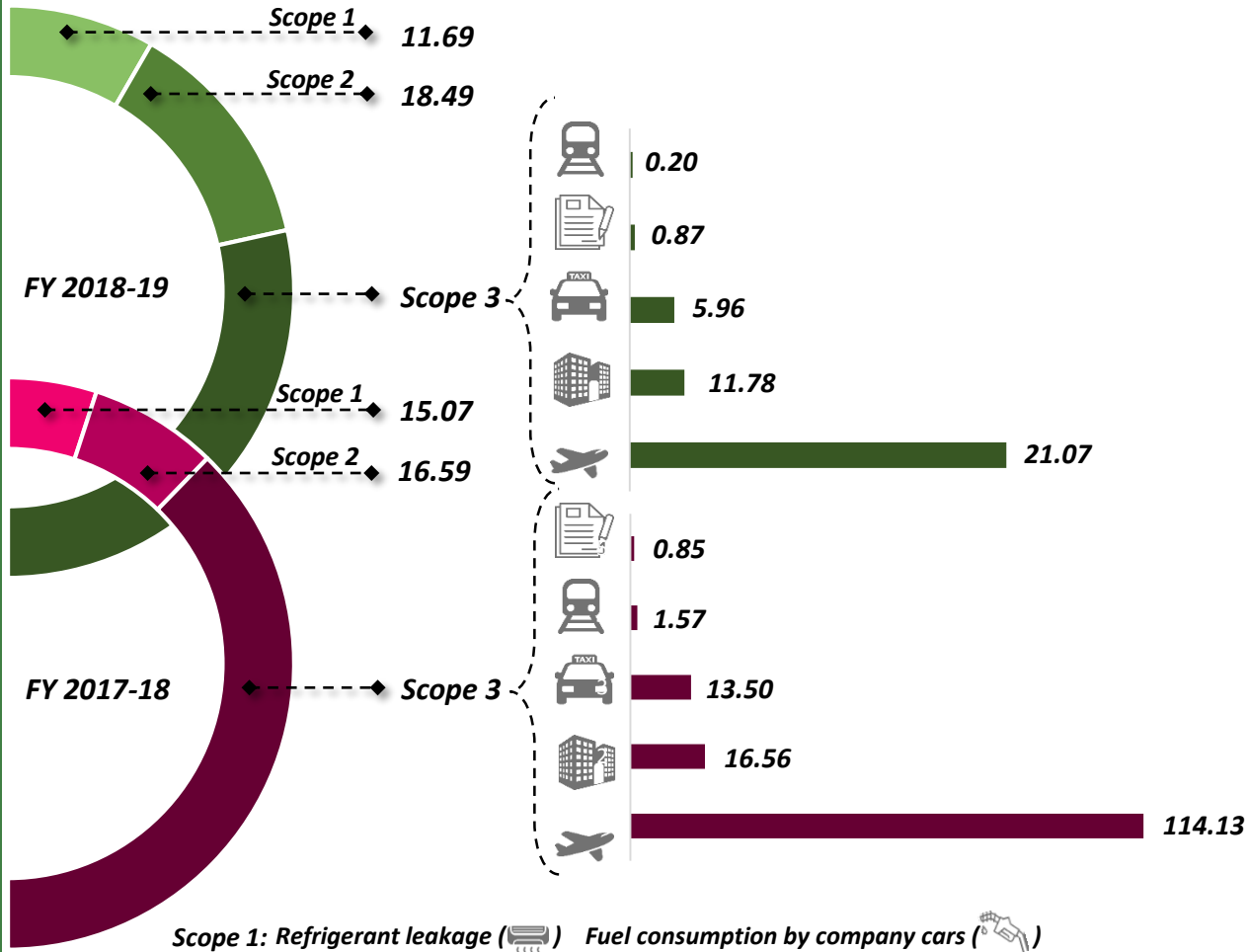
‘Negawatt’ or negative megawatt represents one megawatt of power saved by increasing energy efficiency or reducing consumption

[†] http://cea.nic.in/reports/others/planning/irp/Optimal_generation_mix_report.pdf



GHG Footprint and Inventorisation

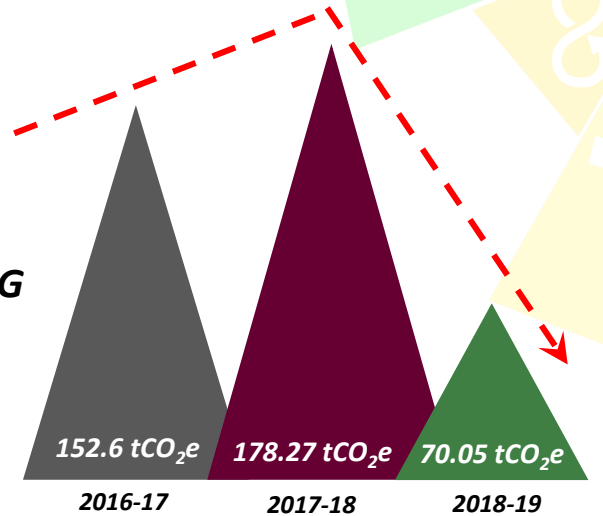
Our value-based growth strategy incorporates accounting for our GHG footprint and finding avenues for reducing our emissions year on year



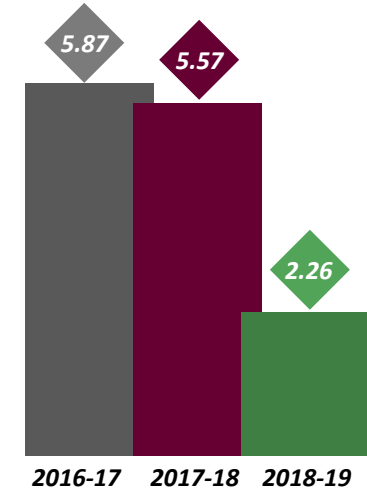
Scope 1: Refrigerant leakage (🔧) Fuel consumption by company cars (🚗)
 Scope 2: Purchased Electricity (⚡)
 Scope 3: Paper Use (📄) Business Travel by air (✈️), rail (🚂), cab (🚕) Employee Commute (🏢)

3-year GHG footprint (tonnes of CO2 equivalent)

Annual GHG emissions



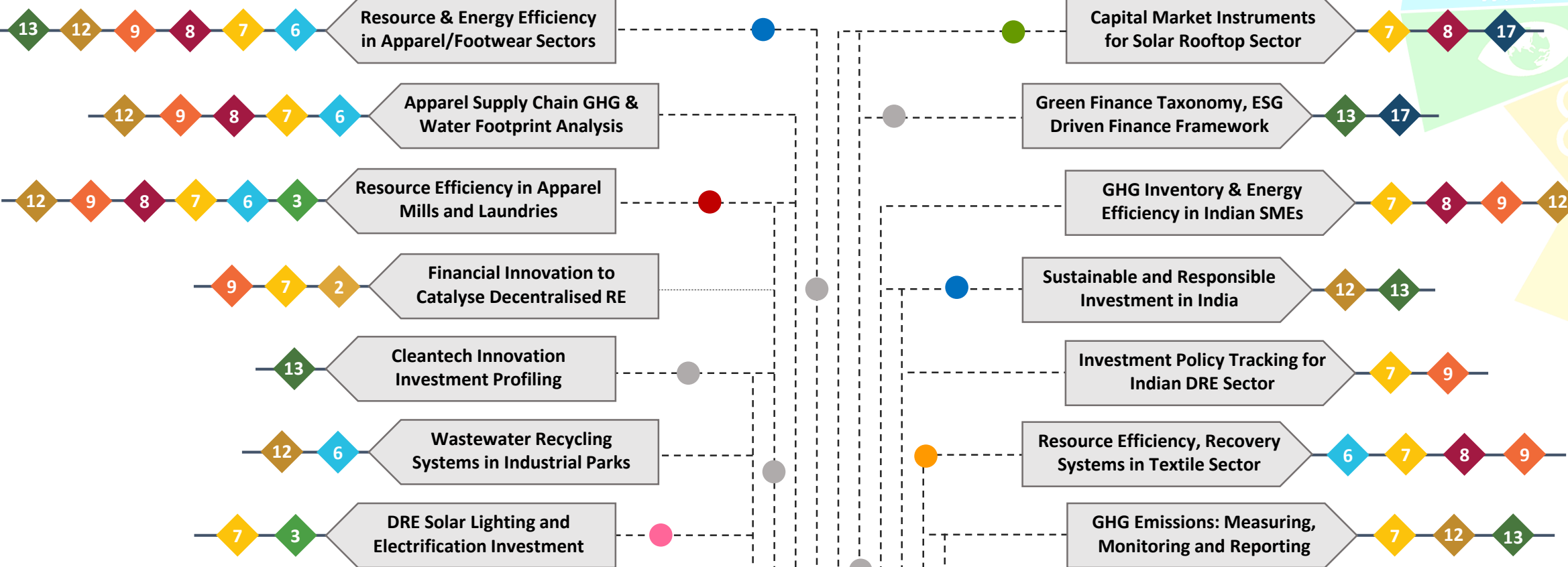
GHG emissions intensity/capita





UN Sustainable Development Goals

At cKinetics, we are committed to propagating the global 2030 Agenda for Sustainable Development. Our work and business strategy in 2018 have been geared towards meeting various targets within the 17 Sustainable Development Goals (SDGs)





Principles of UN Global Compact



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

Our Mission and Vision guide the strategic planning and day-to-day operations of the firm.

Our Vision is to accelerate the creation and maintenance of systems which shape a balance between current and future resource needs.

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

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 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>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 labor</p> <p>Principle 5: the effective abolition of child labor</p> <p>Principle 6: 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>

Areas	Principles	Outlook and Undertaking	Tools for Implementation	Outcomes
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 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 and other geographies such as Vietnam and Ethiopia. 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. We also ascertained our corporate GHG footprint based on the Corporate GHG Protocol standard and are working on reducing our footprint.</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>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 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>



BUSINESS

RESPONSIBILITY

REPORT

This section presents disclosures as per Business Responsibility Report (BRR) requirements. The framework presents indicators developed from the 9 core principles of the National Guidelines on Responsible Business Conduct (NGRBC) that were announced by the Indian Ministry of Corporate Affairs in 2018. While cKinetics does not face a mandate in disclosing a BRR, we are eager to engage with, and promote, this initiative both within our own operations and those of our clients.

Section A: General Disclosures

1. **Name of the Company:** cKinetics
2. **Year of Registration:** 2010
3. **Corporate Identity Number (CIN) of the Company (if applicable):**
U74140DL2010PTC197656
4. **Corporate address, telephone, email and website:** See back page
5. **Sector(s) that the business is engaged in (industrial activity code):** N/A
6. **Goods manufactured/services provided (top three by revenue):**
7. **Brands (top five by respective share of market) owned and percentage of revenue contributed:** cKinetics, Sustainability Outlook, Parivartan Awards, Sustainable Business Leadership Forum
8. **Location of plants (in case of manufacturing businesses)**
 - a) **National (Districts and states – top five by employee strength):** N/A
 - b) **International (Country - top three by employee strength):** N/A
9. **Location of major offices (in case of service businesses)**
 - a) **National (Districts and states - top five by employee strength):** New Delhi
 - b) **International (Country - top three by employee strength):** India, United States
10. **Number of permanent employees:** 25
11. **Contractual employees (seasonal, non-seasonal):** 4
12. **Temporary employees:** 2
13. **Percentage of women:**
 - a) **On the Governance structure:** 0%
 - b) **In top management, i.e. business and function heads:** 33%
14. **Names of subsidiary/associate companies:** cKinetics Inc., cKinetics Accelerator Trust, cKers Finance
15. **Details of Trust/Society/Section 8 company to further its CSR agenda**
 - a) **Names:** N/A
 - b) **Organisation form (Trust, Society, Company) and year of establishment:** N/A
 - c) **Main objects/purpose:** N/A
 - d) **Amounts and sources of funds received in the reporting year:** N/A
16. **Contact details of Nodal Officer for this report (name, designation, email id, phone number):** Upendra Bhatt, Managing Director, contact@ckinetics.com, + 91.11.4050.7277

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. Names of the policy/policies that covers each Principle	Y	NA	Y	Y	NA	Y	NA	NA	NA
2. Core elements related to the Principle that the policy/policies cover	Y	NA	Y	Y	NA	Y	NA	NA	NA
3. Policy/policies relating to each principle that has been translated into guidelines and procedures	Y	NA	Y	Y	NA	Y	NA	NA	NA
4. Extent to which manpower, planning and financial resources have been allocated for the implementation of the policy/policies relating to each Principle	Y	NA	Y	Y	NA	Y	NA	NA	NA
5. National and International codes and standards adopted mapped to various principles	Y	NA	Y	Y	NA	Y	NA	NA	NA
Governance, leadership and oversight									
6. Names of the above polices that have been approved by the Board/top management	<ol style="list-style-type: none"> HacK (How to at cKinetics) is an internal document that defined our expectations and commitments regarding the teams' alignment with our mission and vision to create positive impact. Code of Conduct (covering Human Rights, Labour and Anti-Corruption) 								
7. Name of the specified committee(s) of the Board/Director/Officer and processes to oversee the implementation of the policy/policies	<ol style="list-style-type: none"> Executive directors of the company are directly responsible for oversight of the policies. Quarterly meetings are conducted wherein feedback from employees is actively incorporated into the company's policies and strategies. We continuously provide opportunities, through training and access to industry conferences for our workforce in order to grow intellectually and professionally. 								

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
8. The process for board/top management to review performance against the above polices and incorporating inputs (100 words)	Bi-annual and annual reviews are conducted on adherence to the policies with relevant stakeholders like clients and employees with feedback incorporated into policy review/Updation.								
9. Process for board/top management to review compliance with statutory requirements of relevance to the Principles and rectify any non compliances (100 words)	Compliance is addressed by the administration and the finance functions which provide regular updates tot the top management on the compliance and the statutory requirements based on defined monthly processes. In addition, the company has a formal internal audit function undertaken by a 3 rd party that cross-checks these matters.								
10. Frequency of the reviews of the business' alignment with the Principle and Core Elements conducted by the board/top management	Annual								
Stakeholder Engagement									
11. . Description of the process to identify your business's key stakeholders (100 words)	The company has completed partial mapping of its stakeholders. Stakeholders are identified based on the management's understanding; there is presently no formal process to identify stakeholders.								
12. Description of the process to engage with your stakeholders on the Principles (100 words)	There is presently no formal process to identify stakeholders.								
13. Description of the processes to identify groups that are vulnerable an marginalized stakeholders (100 words)	There is presently no formal process to identify vulnerable and marginal stakeholders. However, the company has a formal CSR budget (2% of its profit) that it uses to engage the community.								
14. Description of the processes to identify issues related to inclusion and impact of adopting the Principles on vulnerable and marginalized stakeholders (100 words)	N/A								

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Communications									
15. Description of process to communicate to stakeholders, the impact of your policies, procedures, decisions and performance that impact them (100 words)	The company publishes the annual Sustainability Action Report (SAR) which is widely disseminated to employees, customers, and the wider community that has chosen to engage with it. In addition, the SAR is published on the cKinetics website and also uploaded to the UN Global Compact site.								
16. Description of how the business communicates the results of stakeholder engagement in the public domain (100 words)	The company does not have a formal process for stakeholder engagement. Engagement during the year is conducted through meetings, discussions, and participation in industry forums/conferences.								
17. Description of the process of communicating performance against these Guidelines to relevant stakeholders (100 words)	The BRR is made part of the Sustainability Action Report and widely disseminated.								
18. Note on how disclosures and reporting helped in improving business performance/strategy (50 words)	A key component of our business strategy of our company is relevant and timely feedback on our disclosures and reports from stakeholders. This helps us improve our business model and enhance our services in line with the needs of our clients and the communities we engage with.								

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 1	
1. Month/year of last review by Governance structure/top management of performance of the business across the Principles and Core Elements of the Guidelines: June 2019	1. % coverage of all employees by awareness programmes for the Guidelines, a) in reporting year: N/A since the guidelines were released in March 2019 b) Total to date: 100%
2. % coverage of leadership team by awareness programmes on the Guidelines, a) in reporting year: N/A since the guidelines were released in March 2019 b) Total to date: 100%	2. % of suppliers and distributors (by value) covered by social and environmental audits: N/A
3. % of suppliers and distributors (by value), in the year: a) Covered by awareness programmes for the Guidelines: N/A b) Had responsible/suitable business policies in place: N/A	3. Was report on responsible business conduct, made in the year a) As per mandatory/global reporting standards: N/A b) Assured by a third party: N/A
4. Number of meetings/dialogues with minority shareholders that were organised in the year: N/A	4. Details of non-disputed fines/penalties imposed on your business by regulatory and judicial institutions in the year available in public domain: N/A
5. Number of complaints received on any aspect of the NGRBC in the year: No complaints have been received during the year	5. Provide examples (up to three) of corrective action taken on the above fines/penalties imposed: N/A
6. Number of above complaints pending resolution at close of year: N/A	6. Provide examples (up to three) of corrective action taken on complaints/cases of corruption and conflicts of interest to prevent recurrence: No complaints/cases on corruption or conflicts of interest were received during the year.

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 1	
7. Value of non-disputed fines/penalties imposed on your business by regulatory and judicial institutions in the year: N/A	
8. Number of complaints / cases of corruption and conflicts of interest that were registered in the year: None	
9. Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the central, state, or local governments (100 words): N/A	
Principle 2	
<p>1. List top three goods /services (revenue in the year) which incorporate environmental and social concerns, risks, and/or opportunities in their design:</p> <ul style="list-style-type: none"> ▪ cKinetics' practice areas: Sustainable Energy, Resource Management and Efficiency (RME) ▪ Sustainability Outlook is a market intelligence platform incubated by cKinetics to advance the mainstream conversation around resource conservation and risk mitigation issues ▪ Sustainable Business Leadership Forum (SBLF) - 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 	<p>1. For goods and services incorporated environmental and social concerns, give details of</p> <ol style="list-style-type: none"> a) Resource use (energy, water, raw material) per unit produced in the year: Details of resource use are given on pg. 19 b) Reduction in resource use covering sourcing, production, and distribution in the year: Our GHG inventory (pg. 19) covers resource use and emissions attributable to cKinetics during the year 2018-19. c) Sustainability standards/codes/labels adhered to: Principles of the UN Global Compact d) Product life cycle assessment completed: N/A
2. Details of investments in specific technologies to improve the environmental and social impacts (top three by value): N/A	2. Information on the impacts of your products across the value chain: N/A

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 2	
3. % of input material and services (by value), in the year, sourced from suppliers adhering to internal or external sustainability standards/codes/policies/labels: Not tracked	3. Provide examples (up to three) on how the feedback received from stakeholders is used for improvements: N/A
4. % of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (provide details in 50 words): >25%; Reduce and reuse initiatives for paper products are an ongoing campaign in the company.	
5. Describe the process in place to safely collect, reuse, recycle and dispose of your products at end-of-life (100 words): N/A	
Principle 3	
1. Complaints received on cases arising out of discrimination: No complaints received during the year.	1. Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year: N/A
2. Number of the above complaints pending resolution at end of the year: N/A	2. % of permanent employees that are linked to any standing platform/association: N/A
3. % of permanent employees who are members the employee association(s) recognised by the management: None	3. % of children identified as employed in your establishments/value chain that have been remedied: No such individuals present in our establishments/value chain

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 3	
4. % of your establishments/value chain has been audited in the year for a) Child labour: N/A b) Forced/involuntary labour: N/A	4. % of forced/involuntary labour identified in your establishments/supply chain remediated: N/A
5. % of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (provide details in 50 words): >25%; Reduce and reuse initiatives for paper products are an ongoing campaign in the company.	5. % of your suppliers (by value) that paid minimum wages to their employees last year: N/A
6. Number of cases of forced labour/involuntary labour identified to date: None	6. Examples of steps taken (up to three) to prevent adverse consequences to the complainant in the case of harassment cases: No such complaints were received during the year.
7. % of employees that were paid above the legal minimum wage in the last year: 100%	7. % of supply chain partners (by value) that were assessed for adherence to health and safety practices: N/A
8. Ratio of the highest salary paid to the lowest salary paid amongst your permanent employees: 10:1	8. % of accident-affected persons integrated back into employment: N/A
9. Number of cases of delay in payment of wages during the year: None	9. Describe the work-life balance issues (up to three) brought up by employees (100 words): No such issues were brought up with management.
10. Number of complaints related to harassment to date: None	10. Examples (up to three) of identified work-life balance topics that have been implemented: None in the reporting period.

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 3	
11. Number of the following that occurred during the year a) Accidents at the workplace: None b) Fatalities caused: None c) Disability caused: None	
12. % of employees (all categories) trained on health and safety issues and measures: 0%	
13. % of employees provided training and skill upgradation a) in the year: 80% b) Total to date: 84% engaged in Learning and Development Sessions	
Principle 4	
1. List stakeholder groups that have been identified as key to your business: Customers, Vendors, Investors, and Employees	1. Frequency of engagement with each stakeholder group: A formal process is in place only with employees where weekly, quarterly and six-monthly engagement is structured. There is no formal process with other stakeholders.
2. Positions/departments/functions responsible for engagement with each stakeholder category identified above: Top management and senior management	2. Examples (up to three) of how the business has incorporated inputs from stakeholders: Based on employee feedback, the company has created formal L&D processes and also enhanced the communication tools for engagement.
3. Number of stakeholder groups that were formally engaged on environment and social issues in the last year: Customers and Employees	3. List of the vulnerable and marginalised groups in each stakeholder group: Vulnerable and marginalised groups are not presently a material stakeholder.

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 4	
4. % of input material and services (by value), in the year, that were procured from local and small vendors/producers: Not tracked	4. Examples of decisions and actions taken by the business to address the interests of vulnerable/marginalized groups: We partnered with the NGO Nai Disha to conduct a health camp for local communities as part of our CSR Initiatives.
Principle 5	
1. % of employees that have been provided training on human rights issues a) In the year: 100% b) Total to date: 100%	1. % of contractual employees that have been made aware/provided training on human rights issues a) In the year: N/A b) Total to date: N/A
2. Employee categories that are covered by the human rights policies of the business: All employee categories are covered – Permanent, Contractual, and Casual.	2. External stakeholder groups and representatives that are covered by the human rights policies of the business: N/A
3. Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year: N/A	3. Stakeholder groups that have been made aware of the grievance mechanisms for human rights issues a) During the year: N/A b) Total to date: N/A
4. Stakeholder groups governed by the grievance committee for human rights issues: N/A	4. List (up to three) corrective actions taken to eliminate complicity with adverse human rights impacts in the last year: N/A
5. Number of stakeholders that reported human rights related grievances and/or complaints: None	5. Provide (up to two) examples of a business process being modified/introduced as a result of addressing human rights grievances/complaints: N/A

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 5	
	6. Provide details of the scope and coverage of any human rights due-diligence conducted during the year: N/A
Principle 6	
1. Material risks of potential or actual adverse impacts upon the environment and communities by the business: None	1. Information on environmental impact assessments undertaken in the year: N/A
2. Good practices (up to three) in reduction, recycling, and reuse initiatives that contributed to lowering the adverse environmental footprint of your business activities: Waste segregation on-premises; paper reduction/reuse initiatives; encouraging use of public transport for employee commute	2. Risk management strategies and measures for each material environmental risk identified for the business a) Details of measures (100 words): The company does not have material environmental risks. However, other organisations are actively engaged to address their environmental risks. b) Targets and achievement values: N/A
3. Examples of any collective action by your business with other businesses/NGOs/ government agencies/international partners/ development institutions undertaken to address any of the environmental risks opportunities identified above: N/A	3. Details of your specific contribution to India's Nationally Determined Contributions (submitted at UNFCCC COP21 in 2015): RE capacity enabled – 64 MW. We improved resource efficiency in industrial facilities details of which can be found on pgs. 4, 8-9
4. Details of any adverse orders in respect of any show cause/legal notices from CPCB/NGT/SPCB received during the year: N/A	4. New businesses/products/services created to address the material environment risks identified a) Information on businesses created (100 words): N/A b) % of revenue contributed by these: N/A
	5. Details of good practices cited in reduction, recycling, and reuse initiatives benchmarked against industry best practice (100 words): N/A

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 7	
1. Review public policy advocacy positions by the governance structure for consistency with Principles of these Guidelines: N/A	1. The public policy positions available in the public domain: None
2. Names of trade and industry chambers and associations that you are a member/affiliate of: UN Global Compact, Alliance for an Energy Efficient Economy (AEEE), Sustainable Business Leadership Forum (SBLF)	2. Examples (up to three) of any policy changes in the past year as a result of your advocacy efforts: N/A
3. Details of any adverse orders received from regulatory authorities for anti-competitive conduct by your business: N/A	3. Details of corrective action for anti-competitive conduct: N/A
4. Monetary contributions (if any) that have been made to political parties: None	
Principle 8	
1. Social impact assessments of your business operations conducted a) Number completed in the year: None b) Number conducted by an independent external agency: None	1. With respect to social impact assessments a) Results made available in the public domain: None b) Details of any actions taken to mitigate any negative social impacts (100 words): N/A
2. Examples of products, technologies, processes or programmes (up to three) that contribute to the benefit of the vulnerable and marginalised sections of society: We partnered with the NGO Nai Disha to conduct a health camp for local communities as part of our CSR Initiatives.	2. Number benefitting from such beneficial products, technologies or processes: Not tracked

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 8	
3. With respect to projects during the year for which R&R is applicable: N/A	3. With respect to projects during the year for which R&R is applicable a) Was the R&R package developed in consultation with project affected people: N/A b) Information on gross amounts made available in the public domain: N/A
4. Grievances/complaints received from local community: None	4. Channels/platforms used to communicate information regarding resolution of grievances/complaints from communities: N/A
5. Details of investments (top three by value) in regions which are underdeveloped (100 words): N/A	5. Examples (up to three) of economic and social value addition in these underdeveloped regions (100 words): N/A
6. Examples of goods and services (up to 3) that incorporate local traditional knowledge: N/A	6. Examples where benefits of this local traditional knowledge being used by the business are shared with the community: N/A
7. Details of adverse orders or judgements in intellectual property rights dispute related to traditional knowledge during the year (100 words): N/A	7. Number of beneficiaries covered under your CSR projects (as per Section 135 of Companies Act 2013), disaggregated by the vulnerable and marginalised group categories: Not tracked presently
8. Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act 2013) or linked to the CSR Policy of the business (100 words): Health and Well-being (collaboration with Nai Disha NGO)	8. Examples of how the impact of your community initiatives contribute to local and national development indicators: Not tracked presently

Section C: Principle-Wise Performance Disclosure

Essential Indicators	Leadership Indicators
Principle 9	
1. Examples (up to three) where adverse impacts of goods and services of your business have been raised in public domain: N/A	1. Corrective action taken on adverse impacts of goods and services of your business: N/A
2. % by value of goods and services of the business that carry information about a) Environmental and social parameters relevant the product: N/A b) Safe and responsible usage: N/A	2. List of national/international product labels, certifications being used by the business: N/A
3. Number of consumer complaints in respect of data privacy: None	3. Channels/platforms where information on goods and services of the business can be accessed: kinetics.com , sustainabilityoutlook.in
4. Number of consumer complaints in respect of advertising: None	4. Steps taken to inform and educate vulnerable and marginalised consumers about safe and responsible usage of products (100 words): N/A
5. Number of consumer complaints in respect of delivery of essential service: None	5. On complaints received in respect of data privacy and advertising, indicate what corrective actions were taken to ensure that these do not get repeated (100 words): N/A
	6. Processes in place to inform consumers of any risk of disruption/discontinuation of essential services (100 words): N/A



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.

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To know more about how cKinetics can help your organization improve bottomlines and meet environmental targets, visit www.ckinetics.com or write to us at contact@ckinetics.com