

FROST & SULLIVAN



SUSTAINABILITY 4.0 AWARDS

PURPOSE | PARTNERSHIP | PLANET | PEOPLE

SELF ASSESSMENT DOCKET (Manufacturing Industry)

COMPANY NAME _____

FACILITY LOCATION _____

For any queries, please contact:

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SECTION – I
PERFORMANCE INDICATORS – PURPOSE, PARTNERSHIPS, PLANET AND PEOPLE

| SUSTAINABILITY INDICATORS | FY 2015 | FY 2016 | FY 2017 |
|--|------------------------------|------------|-----------------------------|
| PURPOSE | | | |
| Total Revenue (INR or USD) | | | |
| EBITDA (percentage) | | | |
| Risks and opportunities posed by climate change (physical, regulatory) on the business operation identified? (if yes, please share the details) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Sustainability policy outlining the organization vision, aim, objective and goals? (if yes, please share the policy) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Sustainability materiality assessment conducted? (if yes, please share the outcome of the exercise and action plan for the material issues identified) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Sustainability performance reporting / disclosure as per National / International Frameworks (GRI, CDP, UNDP, DJSI, NVG etc)? | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Revenue from products designed with a focus of green/sustainability initiative (percentage) ¹ | | | |
| PARTNERSHIP | | | |
| Key stakeholder's mapping and engagement conducted? (if yes, please share details of mapping exercise and the engagement outcome) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Policy on responsible sourcing (if yes, please share details of the policy) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Environment, Social and Governance (ESG) aspects included in supplier selection criteria? (if yes, please share details of the ESG criteria) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Percentage of suppliers evaluated on ESG requirements (percentage) ² | | | |
| Revenue contribution from repeat customers to the total revenue (percentage) ³ | | | |
| Customer complaint resolution time (days or hours) ⁴ | | | |
| Revenue spent on CSR activity as percentage of three year average net profit (percentage) ⁵ | | | |



| SUSTAINABILITY INDICATORS | FY 2015 | FY 2016 | FY 2017 |
|---|----------------------------------|----------------------------|-----------------------------|
| PLANET | | | |
| Recycled material used that replaces the virgin raw material (percentage) ⁶ | | | |
| Energy Intensity (Mwh/UoM), specify the UoM used | | | |
| Share of total energy consumption coming from renewable sources (percentage) ⁷ | | | |
| Total water consumption (KL/UoM), specify the UoM used | | | |
| Share of total water consumption contributed from recycling and reuse (percentage) ⁸ | | | |
| Emission scopes covered under the GHG emission calculation | Scope 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> |
| Total Greenhouse gas emissions (tCO ₂ e) | | | |
| Total quantity of hazardous waste generated (tonnes) | | | |
| PEOPLE | | | |
| Policy on equal opportunity, anti-harassment and non-discrimination at workplace? (if yes, please share the policy) | Yes <input type="checkbox"/> | | No <input type="checkbox"/> |
| Average employee training hours (hours/employee/year) ⁹ | | | |
| Overall Employee Satisfaction Score (percentage) | | | |
| Employee attrition rate (percentage) ¹⁰ | | | |
| Active workforce covered under collective bargaining i.e., labour unions (percentage) ¹¹ | | | |
| Lost Time Injury Frequency Rate (LTIFR) ¹² | | | |
| Total number of work related fatalities (number) | | | |

Note: Reference to the footnotes is given in the annexure.

For indicator disclosure wherever data is not available or not applicable kindly mention as remarks.



SECTION – 2 (only list the projects undertaken, details can be shared during site assessment)

Question 1:

List key projects undertaken by the organization to reduce its environmental footprint.

Question 2:

List the key projects executed to create a safe and healthy workplace.



ANNEXURE

Calculation approach for Indicators in Section – I

- 1 Revenue from products designed with a focus of green/sustainability initiative

$$= \frac{\text{Revenue from product designed with green principle}}{\text{Total revenue from overall product mix}} \times 100$$
- 2 Percentage of suppliers evaluated on ESG requirements

$$= \frac{\text{Suppliers evaluated with ESG requirement}}{\text{Total supplier base}} \times 100$$
- 3 Revenue contribution from repeat customers to the total revenue

$$= \frac{\text{Revenue generated from repeat customers}}{\text{Total revenue generated from overall customers}} \times 100$$
- 4 Customer complaint resolution time (average time)

$$= \frac{\text{Time taken to resolve customer complaint to customer satisfaction}}{\text{Total number of customer complaints}}$$
- 5 Revenue spent on CSR activity as percentage of three year average net profit

$$= \frac{\text{Amount spent on CSR}}{\text{Average net profit of the company during the preceding 3 financial year}} \times 100$$
- 6 Recycled material used that replaces the virgin input raw material

$$= \frac{\text{Weight of recycle material used}}{\text{Total weight of virgin raw material input}} \times 100$$
- 7 Share of total energy consumption coming from renewable sources

$$= \frac{\text{Energy consumed from renewable source}}{\text{Total energy consumption}} \times 100$$
- 8 Share of total water consumption contributed from recycling and reuse

$$= \frac{\text{Quantity of water recycled and reused}}{\text{Total water consumption quantity}} \times 100$$
- 9 Average employee training hours

$$= \frac{\text{Total number of training hours provided to employees}}{\text{Total number of employees}}$$
- 10 Employee Attrition Rate

$$= \frac{\text{Total no. of employee resigned in year}}{\text{Average no. of employees in year}} \times 100$$
- 11 Percentage of active workforce covered under collective bargaining

$$= \frac{\text{Workforce covered under collective bargaining}}{\text{Total workforce}} \times 100$$
- 12 Lost Time Injury Frequency Rate (LTIFR)

$$= \frac{\text{Number of lost time injuries recorded in the year}}{\text{Total hours worked in the year}} \times 1,000,000$$