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Tomorrow's  
Boards

CELEBRATING  
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YEARS

26<sup>TH</sup> INTERNATIONAL  
CONFERENCE ON

# Environment Management and Climate Change

2025



also Presentation of  
**Golden Peacock  
Awards**

THEME

**Board Leadership** for  
Driving Climate Action &  
Promoting Sustainability

## **SOUVENIR**

June 26 - 27, 2025  
Bengaluru (India)

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# 2025 Directors' Conclave & 35<sup>th</sup> IOD Annual Day

also Felicitation of  
IOD Distinguished FellowsAugust 08, 2025  
New Delhi (India)

THEME

**Shaping Tomorrow's  
Boards: The  
Competitive Edge**

## ABOUT THE CONCLAVE

The annual flagship event of IOD, the '2025 Annual Directors' Conclave' will deliberate on key issues affecting the boardroom and director community, in its endeavour of "Building Tomorrow's Boards". This year's theme is "Shaping Tomorrow's Boards: The Competitive Edge". It aims to highlight the ever-changing dynamics of modern day Corporate Governance and how to navigate Disruption and drive Sustainable Value. This Conclave remains a premier platform for C-suite executives and board members to connect, share insights, and engage with one another on the most critical issues in corporate governance.

## CONCLAVE HIGHLIGHTS

- Charting the Next Decade of Governance
- Strengthening Corporate Governance: Insights from Recent Events
- Responsible Stewardship: Balancing Sustainability & Agility
- AI & The Boardroom: Governing the Future Responsibly

400+ PARTICIPANTS • 30+ SPEAKERS • 100+ ORGANISATIONS

## DISTINGUISHED PAST SPEAKERS



Amitabh Kant, IAS (Retd.)  
Ex-Sherpa, G20 India &  
Former CEO, NITI Aayog



G. C. Murmu, IAS (Retd.)  
former Comptroller & Auditor  
General of India



Dilip Shanghi  
Chairman & MD  
Sun Pharmaceutical  
Industries Ltd.



Ravneet Kaur, IAS  
Chairperson  
Competition Commission  
of India



Sandeep Kumar Gupta  
Chairman & MD  
GAIL (India) Ltd.



Sanjeev Krishan  
Chairman  
PwC, India

For more information and participation, write to us@ [info@iodglobal.com](mailto:info@iodglobal.com)

**Institute of Directors**

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**Institute of Directors**  
presents

26<sup>TH</sup> INTERNATIONAL  
CONFERENCE ON

# Environment Management and Climate Change 2025

June 26 - 27, 2025  
Bengaluru (India)



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SAVE THE DATES

**EVENTS SCHEDULE\***

IOD GLOBAL CONVENTIONS (2025-2026)

**26<sup>th</sup> International Conference on  
Environment Management and Climate Change**

&amp; Felicitation of Golden Peacock Awards for Environment Management, Occupational Health &amp; Safety, Energy Efficiency &amp; Eco-Innovation - 2025

**June 26 – 27, 2025, Bengaluru (India)****GLOBAL****2025 Annual  
Directors' Conclave****August 8, 2025, New Delhi (India)****NATIONAL****2025 London Global Convention on  
Corporate Governance & Sustainability**

&amp; Felicitation of Golden Peacock Awards for Corporate Governance, Sustainability and ESG (both Global &amp; National) and Risk Management - 2025

**November 04 – 07, 2025, London (UK)****GLOBAL****National Convention on  
Business Excellence****December 20, 2025, Gujarat (India)****NATIONAL****20<sup>th</sup> International Conference on  
Corporate Social Responsibility**

&amp; Felicitation of Golden Peacock Awards for Corporate Social Responsibility (both Global &amp; National), HR Excellence &amp; Innovation Management - 2025

**February 19 – 20, 2026, Mumbai (India)****GLOBAL****REGIONAL****Regional programs are periodically announced**

Stay tuned for updates on the latest initiatives in your region.

26<sup>TH</sup> INTERNATIONAL  
CONFERENCE ON  
**Environment  
Management  
and  
Climate Change  
2025**

June 26 - 27, 2025  
Bengaluru (India)

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#ICEMCC2025

IOD, a Society (National Level), registered under the Societies Registration Act XXI of 1860, in India. Regd. No S21169 / 1990.

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# CONTENTS

▪ **Foreword**

▪ **Message**



**Hon'ble  
Justice Uday U. Lalit**

▪ **Guests of Honour**



**Hon'ble  
Justice Ritu Raj Awasthi**

▪ **Chief Guest**



**Hon'ble  
Shri. H. D. Kumaraswamy**

▪ **Programme**

▪ **Speakers' Profile**

▪ **Theme Paper**

**Board Leadership for Driving Climate Action  
and Promoting Sustainability**

Prof Colin Coulson-Thomas



**Golden Peacock Awards**

Winners & Highlights of Achievements - 2025

- Occupational Health & Safety
- Environment Management
- Eco-Innovation
- Energy Efficiency

## PAST EVENT REPORT

▪ **25<sup>th</sup> International Conference on  
Environment Management & Climate Change**

**Theme:** Board's agenda for addressing  
Climate Change and Environmental Risks

June 27 - 28, 2024, Bengaluru

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2025 ANNUAL  
**LONDON**  
GLOBAL CONVENTION  
on **Corporate Governance  
& Sustainability**



also Presentation of  
**Golden Peacock  
Awards**  
at Hotel Montcalm Marble Arch  
London W1H 7TN



**Global Business  
Meet**  
at House of Lords -  
UK Parliament

**THEME**

**Boards in an  
Unpredictable World:**  
Steering through Storms of  
Geopolitical, Climate &  
Technological Disruptions

**DATE**

**November 04 - 07, 2025**  
London, UK



**Categories**

**4 Day - Convention Highlights**

Network with global leaders, policymakers, and experts from business, industries, and government & Gain access to world-class case study presentations.

**Four Days of Information-Packed, Interactive Sessions:**

- Top technical speakers and renowned board experts loaded with professional experience from across industries and geographies.
- Learn best practices and gain insights from well performing global companies through business case study presentations.

**Special Sessions:**

- Special High-Level Sit-Down Luncheon and Global Business Meet at the House of Lords, UK Parliament.
- Special Golden Peacock Awards Felicitation Ceremony & Sit Down Banquet.

**Networking Opportunities:**

- Meet & greet the winners of the Golden Peacock Awards in 'Corporate Governance', 'ESG', 'Risk Management', and 'Sustainability'.
- Business Networking sessions
- Study visit



**Institute of Directors (IOD), India  
Members (Active)**

Exclusive Complimentary participation applies to the main convention all sessions on 4th, 5th and 7th Nov.  
Note: Separate passes will be required for the House of Lords session on 6th November, subject to limited availability.



**Non Member fee**

₹ 39,500\* / £ 450 / \$ 600



**Accompanying Spouse fee**

₹ 29,500\* / £ 350 / \$ 450

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# Golden Peacock Awards®

*A Strategic Tool to Lead the Competition*

## EXQUISITE NEW TROPHY UNVEILED



**CORPORATE GOVERNANCE**  
(both Global & National)



**SUSTAINABILITY**  
(both Global & National)



**ESG**  
(both Global & National)



**RISK MANAGEMENT**

Currently, **Golden Peacock Awards Secretariat** is inviting applications for the following annual Institutional Awards, from Corporates/Industries, including multinationals, SMEs, Public, Private and Government Enterprises from India and abroad:

**APPLY NOW!**

### GLOBAL AWARDS

- Golden Peacock **Global** Award for Excellence in **Corporate Governance** (GPGAEKG)
- Golden Peacock **Global** Award for **Sustainability** (GPGAS)
- Golden Peacock **Global** Award for **ESG** (GPGAESG)

### NATIONAL AWARDS

- Golden Peacock Award for Excellence in **Corporate Governance** (GPAECG)
- Golden Peacock Award for **ESG** (GPAESG)
- Golden Peacock Award for **Sustainability** (GPAS)
- Golden Peacock Award for **Risk Management** (GPARM)

The Guidelines-cum-Application Forms can be downloaded from

**[www.goldenpeacockaward.com](http://www.goldenpeacockaward.com)**

or

email us at [info@goldenpeacockaward.com](mailto:info@goldenpeacockaward.com)

**LAST DATE** | for submission of completed applications  
**July 31, 2025**

The selected winners under the **Golden Peacock Excellence Model** for the aforesaid Awards, will be felicitated during "**IOD India's 2025 Annual London Global Convention on Corporate Governance & Sustainability**", being held on **November 04 - 07, 2025** in **London (UK)**.



# Institute of Directors, India

The 'Institute of Directors' (IOD) was registered in India, in the year 1990, as an apex professional association for Directors under the Societies Registration Act, XXI of 1860 to fill the need for the professional development of Corporate Directors, while building effective Boards.

Today IOD is playing an important role in India's corporate landscape. It has since grown to associate with more than 30,000 senior executives from Government, Public and the Private sectors of India and abroad, which includes its trained certified directors' alumni of over 11,000 executives.

IOD is dedicated to supporting both the current generation of board members and the next generation of leaders to drive positive change and innovation in the corporate world. Over the last 33 years, IOD has been nurturing directors of the future, by bringing a silent revolution in the Boardroom.

Headquarter at New Delhi and the presence of regional offices in major cities such as Mumbai, Bengaluru, Hyderabad, and Chennai reflect the Institute of Directors (IOD)'s commitment to serving its members across different geographical areas, to offer more localized services and support to its members, considering the diverse business landscapes and corporate environments in different regions.

IOD maintains its position as India's leading organisation for directors and at the heart of the Boardroom community, in shaping governance practices, providing valuable resources, and fostering a community of professionals dedicated to effective leadership.

IOD's Competency Framework for the Boardroom Community:

1. Membership based Directors' association and their group representation.

2. Training of Directors, Board Chairs, MDs, CEOs, aspiring Directors and Senior Executives for fostering excellence, upholding high standards of corporate governance and ensuring periodic updates.
3. IOD maintains a comprehensive Databank comprising qualified professionals from diverse backgrounds, under the name Directors Databank portal since 2013. These individuals are not only eligible but also willing to serve as Independent Directors on Corporate Boards.
4. IOD provides robust networking platforms to engage in meaningful discussions, share common experiences, exchange ideas & address challenges with their peers at various national and international annual conferences, organised in India and abroad.
5. Annual Golden Peacock Awards, to recognise achievements of organisations in 15 different verticals, based on a globally recognized competitive criteria & Golden Peacock Excellence Model. These awards serve as a testament to excellence and honoring organizations that have demonstrated exceptional performance and leadership in their respective fields.
6. IOD offers comprehensive Board Research and Advisory services, covering essential aspects such as boardroom governance, annual performance review, and exploration of industry sentiments through various research and surveys.
7. Publication of a number of professional books, handbooks, and periodicals like 'Director Today' to keep directors and the broader boardroom community well informed and updated.



# Golden Peacock Awards

**G**olden Peacock Awards, instituted by the Institute of Directors (IOD), India is now celebrating over 30 glorious years, which is currently regarded as hallmark of Corporate Excellence, both locally and globally.

Established in the year 1990, as one of the early prime initiatives of IOD, it has been attracting more than 1000 corporate applications annually, for 15 different corporate key functional domains.

These awards have a meticulously defined & transparent 3 level evaluation criteria managed by independent professional assessors. Today, no other business Award globally is accorded such recognition & patronage - known as 'Badge of Excellence' globally under the **'Golden Peacock Excellence Model'**

Former Chief Justice of India, Chairman, National Human Rights Commission of India and National Commission for Constitution of India Reforms, **Justice M. N. Venkatachaliyah**, is National Chairman of IOD and also the chairman of these coveted Awards Jury.

Some of the other Jury Members include: **Hon'ble Justice U. U. Lalit**, former Chief Justice of India, **Hon'ble Justice Ritu Raj Awasthi**, Chairperson, Law Commission of India and former Chief Justice, Karnataka High Court, **Mr. Shekhar Dutt, IAS (Retd.)**, former Governor, State of Chhattisgarh & former Secretary, Ministry of Defence, Government of India, **Lt. Gen. Surinder Nath (Retd.)**, former Vice Chief of Army Staff & former Chairman, UPSC and Independent Director, Larsen & Toubro Limited, **Dr. Vivek K. Agnihotri, IAS (Retd.)**, former Secretary-General, Rajya Sabha (Parliament of India), **Dr. Ajay Dua, IAS (Retd.)**, Director on the Boards of Dabur India Ltd, Dabur International Ltd, Kirloskar Pneumatics and

Compressors Ltd and Bussan Auto Finance Ltd, Senior Advisor to Mitsui & Co, BNP Paribas Bank and Kyosan Electric Manufacturing Ltd, former Secretary, Ministry of Commerce and Industry, Govt. of India, **Mr. Dhanendra Kumar, IAS (Retd.)**, Chairman, Committee on National Competition Policy of India former Chairman, Competition Commission of India & Secretary to Govt. of India and Executive Director, World Bank, **Mr. Desh Deepak Verma, IAS (Retd.)**, Principal Advisor of the Institute of Directors, former Secretary General, Rajya Sabha, Parliament of India, **Mr. Anil Baijal, IAS (Retd.)**, Former Lieutenant Governor of Delhi and former Union Secretary to the Government of India, **Mr. Anurag Goel, IAS (Retd.)**, former Secretary, Ministry of Corporate Affairs, Government of India, **Dr. Aruna Sharma, IAS (Retd.)**, Independent Director, Jindal Steel & Power Ltd and Welspun Infra, Member - Digitisation Committee, Reserve Bank of India, Independent Member, MFIN (Micro Finance Institutions Network), former Secretary, Ministry of Steel, Govt. of India, **Ms. Ruchi Ghanashyam, IFS (Retd.)**, former High Commissioner of India to UK, **Mr. C. K. Mishra, IAS (Retd.)**, former Secretary, Ministry of Environment, Forest & Climate Change, Govt of India, **Dr. Anup Wadhawan, IAS (Retd.)**, former Secretary, Ministry of Commerce & Industry, Govt of India, **Mr. Hem Pande, IAS (Retd.)**, former Secretary, Ministry of Consumer Affairs, Food & Public Distribution, Government of India & former Special Secretary, Ministry of Environment, Forests and Climate Change, Government of India, **Dr. Uddesh Kohli**, Secretary General, IFTDO & Senior Advisor, Global Compact Office, UN, **Dr. Reena Ramachandran**, former Chairman and Managing Director, Hindustan Organic Chemicals Limited & currently Independent Director on multiple Boards et al.

# Join IOD

NETWORKING  
OVER  
30,000 LEADERS

AN OPPORTUNITY TO CONNECT WITH  
**BUSINESS LEADERS & BOARD EXPERTS** BY  
BECOMING A MEMBER OF IOD, INDIA



The Institute of Directors (IOD) empowers company directors and boards to enhance skills and leadership by offering professional networking and development programmes:

- 1) Connect with Leaders: Build relationships with visionary directors and executives.
- 2) Elevate Expertise: Enhance leadership skills for evolving business landscapes.
- 3) Expand Reach: Grow your network and unlock collaboration opportunities.
- 4) Stay Ahead: Stay updated on governance, CSR, and sustainability trends.
- 5) Showcase Excellence: Highlight best practices to boost recognition.

Join IOD to cultivate leadership, gain insights, and influence the future of corporate governance.



## LIFE MEMBER BENEFITS

National & Global Events	Networking
Joining the celebration of achievers of Golden Peacock Awards	Handbook Set
Memento	Educational Sessions
Speaking Opportunity	Publications

## ADDITIONAL BENEFITS FOR LIFE MEMBERS

- Life Members receive a special Welcome Memento and also a complimentary set of IOD Director Handbooks.
- Life Members are entitled to Complimentary Registration in any one of the International conference abroad annually. And 50% discount on the registration fee for any other International conference abroad.
- Life Members Profile with Photograph (Individual & Institutional and their nominated executives) get published in "Director Today" (maximum 200 words), for each director in any one issue, and Life Members also get listed on IOD website.
- Complimentary registration in IOD's Directors Databank to enhance your Directorship opportunities.
- Institutional Life Members are entitled to receive 50 credit points annually on the IOD Directors Data Bank. (One credit point equal one profile viewing.)
- Life Member (Individual and Institutional) can share their recent achievements in our members column in Director's Today.
- Special 20% discount on Board & Director's Performance Evaluation and Corporate Governance Compliance services rendered by IOD's Board Research and Advisory.
- Preferential discount 30% for Life Members on all Training and Professional Development programmes of IOD.

### NOTE:

- Membership fee as laid down is statutory by the IOD Governing Council & MoA;
- Only one of the above discounts will be applicable. Incremental discounts are not offered as per standard IOD policy.

## GET IN TOUCH

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# Board Leadership for Driving Climate Action & Promoting Sustainability

## FOREWORD



**I**t is a great pleasure for me to welcome you all to the 26th International Conference on “Environment Management and Climate Change 2025,” during June 26th –27th, 2025, at Bengaluru on the theme: “Board Leadership for Driving Climate Action & Promoting Sustainability.”

The call for urgent and effective climate action has never been louder. From devastating floods and wildfires to rising sea levels and prolonged droughts, climate change is already impacting our communities, economies, and ecosystems. In such a rapidly changing global landscape, the role of corporate leadership particularly that of the boardroom has become central in driving the systemic shift required to combat the climate change crisis.

This year's theme, “Board Leadership for Driving Climate Action & Promoting Sustainability,” reinforces the growing imperative for boards to move beyond compliance and risk mitigation, and instead to proactively lead climate-positive transformation by engaging in thoughtful discussions and embedding the key initiatives into their long term plans. Boards hold the strategic vantage point to integrate climate priorities into the very DNA of business models, supply chains, innovation strategies, and stakeholder engagement.

The era of passive oversight is over. Board leadership must now be synonymous with climate stewardship. Board leaders are uniquely positioned to embed climate goals into governance frameworks, define long-term visions, and inspire cultural shifts toward sustainable value creation. Strong leadership not only future-proofs the organization but also contributes to global resilience.

Incorporating climate considerations into boardroom discussions is no longer an optional task but an essential one. Boards must ensure that climate change risks and opportunities are evaluated alongside financial performance of the organizations. Robust governance structures, aligned with national and international climate frameworks, are necessary to achieve this integration.

A critical component of this leadership is the ability to build climate competencies across board members and foster a culture of continual learning and adaptation. Climate literacy, data-driven decision-making, and scenario planning are vital tools in identifying threats and leveraging opportunities.

Collaboration, collective effort and shared responsibility are

essential to drive us all ahead. Boards must work across sectors and engage with regulators, investors, civil society, and communities to forge effective alliances for climate action. Partnerships enable shared innovation and scalable solutions, enhancing the capacity to respond to environmental challenges with agility and purpose.

As we move forward, I invite all board members and organizational leaders to engage wholeheartedly in this

dialogue. Let us explore pathways through which boards can lead the transition to a net-zero, climate-resilient future. The time for incremental change has passed. What we need now is a bold and decisive boardroom leadership that acts with urgency and foresight.

Let us move from commitment to concrete action, from intent to impact. ■

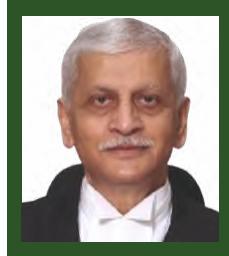


**Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**  
President, Institute of Directors

June 26, 2024

Bengaluru

# Message from IOD Chairman



*Uday U. Lalit*

*Former Chief Justice of India*

## MESSAGE

Over the past two decades, the Institute of Directors (IOD), India, has been steadfast in organizing the annual International Conference on Environment Management & Climate Change. This year, the 26th International Conference on Environment Management and Climate Change, on the theme “Board Leadership for Driving Climate Action & Promoting Sustainability”, is being held from 26–27 June 2025 at Hotel The Lalit Ashok, Bengaluru.

Climate change presents a pressing and global threat, not only to the sustainability of our industries but to the very future of our planet. This Conference aims to champion transformational board leadership and promote environmental governance in the boardroom, to effectively address the strategic and operational challenges of environmental degradation and climate change. A critical focus will also be placed on policy imperatives that ensure both climate justice and regulatory compliance.

India's private sector continues to play a pivotal role in reducing the cost of clean energy technologies, including solar photovoltaics (PV), as well as advancing carbon capture and storage (CCS), green hydrogen, and battery storage solutions. Recent steps by the Securities and Exchange Board of India (SEBI), such as enhancing the regulatory framework for green bonds, introducing 'blue bonds' for ocean health, and strengthening disclosure norms, have further catalyzed sustainable finance and minimized the risk of greenwashing.

I am also delighted that the prestigious Golden Peacock Awards for Environment Management, Occupational Health & Safety, Energy Efficiency, and Eco-Innovation will be conferred during this Conference. My warmest congratulations to all the award recipients, and commendations to IOD, India, for consistently encouraging and elevating corporate environmental standards through these recognitions.

I extend my best wishes for the success of the 26th International Conference on Environment Management and Climate Change 2025 and its continued impact in shaping sustainable corporate leadership.

A handwritten signature in blue ink that reads "Uday Lalit".

[Uday U. Lalit]

# Become a highly acclaimed 'Certified Corporate Director'™ through IOD's Masterclass for Directors

IOD's much acclaimed **Training Programmes** include:

## *Masterclass for Directors®* leading to 'Certified Corporate Director'™

It is a condensed weekend certification programme for Directors and Senior Executives equipping them with boardroom processes, skills, essentials of corporate governance, roles, rights and responsibilities of directors.

## *Masterclass for Directors®* on ESG leading to 'Certified ESG Professional'

This programme provides a comprehensive understanding of Environmental, Social, and Governance principles, equipping participants with the knowledge to navigate sustainability challenges, integrate responsible practices into decision-making, and enhance overall corporate resilience and reputation in an evolving global landscape.

## Board's Preparedness towards Emerging Technologies

This In-House programme is designed to provide a practical understanding for the board of Directors and Senior Executives that how technologies can be used to improve business processes, enhance decision-making, and increase efficiency.

## *Masterclass for Startup Professionals*

This course is designed for Startup Leadership, Startup Directors, Startup Aspirants, Startup/ SME Mentors, Entrepreneurs, Bankers, Chartered Accountants, Company Secretaries, Management Consultants, Academicians, Housewives and Professional Students who are keen to be successful in startup or SME business.



Register on  
[www.iodglobal.com](http://www.iodglobal.com)

## NEXT OFFLINE BATCH SCHEDULE

(\*\*Non-Residential Programme)

**DELHI**  
June 27, 28 & 29, 2025

**PUNE**  
July 11, 12 & 13, 2025

**HYDERABAD**  
August 22, 23 & 24, 2025

**BANGALORE**  
August 22, 23 & 24, 2025

**CHENNAI**  
September 26, 27 & 28, 2025

**MASTERCLASS FOR DIRECTORS**  
(Virtual Classroom)

► **NEXT BATCH (All India)**  
July 19, 20 &  
26, 27, 2025

**MASTERCLASS FOR DIRECTORS ON ESG**  
(Virtual Classroom)

► **NEXT BATCH (All India)**  
July 05 - 06 &  
12 - 13, 2025

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## Guest of Honour

### Hon'ble Justice Ritu Raj Awasthi

Vice-Chairman, Institute of Directors

*Judicial Member, Lokpal of India  
former Chairperson, Law Commission of India  
former Chief Justice, Karnataka High Court*

Hon'ble Mr. Justice Ritu Raj Awasthi, graduated in Law from Lucknow University in the year 1986 and enrolled as an Advocate on 1st February, 1987. He practised in Civil, Service, Educational matters at Lucknow Bench, Allahabad High Court and was appointed the Assistant Solicitor General of India for the Allahabad High Court in the year 2007. After practising for more than 20 years, he was elevated as an Additional Judge on 13th April, 2009 and took oath as permanent Judge on 24th December, 2010. Hon'ble Justice Awasthi was also nominated at the Senior Judge at High Court at Lucknow in the year 2021 and thereafter was elevated as Chief Justice of Karnataka High Court on 11th October, 2021.

During his tenure as a Judge for more than 13 years, Hon'ble Justice Awasthi decided approximately 44,000 cases, out of which more than 600 judgments were approved for reporting. Most of the cases decided by Hon'ble Justice Awasthi have had nation-wide impact as well as international importance too. Justice Awasthi presided over the matters related to NRHM Scam, SAHARA-SEBI case, Reservation in promotion case, CBI Enquiry in CMO Murder Case, etc. Justice Awasthi also issued directions for the cleaning and preservation of River Ganga in the NamamiGange Case at Allahabad High Court, which had a far-reaching impact on the revival of the scared river and making it pollution free.

Justice Awasthi while holding the post of Chief Justice of Karnataka, decided various full bench cases, including those of Income Tax Matters and National Investigating Agency (NIA) case, mines and minerals and also the wearing of Hijab in school case. Justice Awasthi also decided other landmark cases like Online Gaming case, issue of legacy waste in Mangalore, appointment of Public Prosecutors and important Arbitration Cases as well.

Justice Awasthi has made a remarkable contribution to the field of law which has had far reaching impact. He was appointed Chairman of 22nd Law Commission of India on 09th November, 2022 and continued till 26th March, 2024. He has been appointed as Hon'ble Judicial Member, Lokpal on 27th March, 2024.



## Institute of Directors (IOD) Directors Databank

A Platform for Directors, A Gateway for Companies

*bringing the world to India...*

Join the Pool of Executive & Non-Executive Directors

IOD Directors Databank (<https://iodglobal.com/directorsdatabank/>)

### ➤ What is IOD Directors Databank?

The Directors Databank represents a distinctive initiative by the Institute of Directors, aiming to curate a repository of Directors, Senior Executives, and Professionals interested in taking Board positions or Advisory roles in both listed and unlisted companies. The Directors Databank serves as a targeted pool for scouting global top-tier talent for Boardroom positions.



### ➤ How it Works?

#### FOR DIRECTOR

- Enroll and create a profile showcasing your skills and professional background.
- Enhance your opportunities to join the Boardroom community.

#### FOR CORPORATE

- Gain instant access to comprehensive profiles of industry experts and directors with relevant qualifications and experience.
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#### INSTITUTE OF DIRECTORS

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## Chief Guest

### Shri. H. D. Kumaraswamy

Hon'ble Union Cabinet  
Minister of Heavy Industries and Steel  
Govt. of India

**S**hri Haradanahalli Devegowda Kumaraswamy is currently serving as the Union Cabinet Minister of Heavy Industries and Steel in the Government of India (since 2024), where he continues to play a significant role in shaping India's industrial policy and national development agenda under the leadership of the Prime Minister of India

Shri Kumaraswamy is a senior Indian political leader, seasoned parliamentarian, entrepreneur, and a prolific film producer.

He is the President of the Karnataka State Janata Dal (Secular) and a Member of Parliament from Mandy in the Lok Sabha. At the state level, he has been representing the Channapatna constituency in the Karnataka Legislative Assembly since 2018. Over his expansive career, he has twice held the office of Chief Minister of Karnataka (2006–2007 and 2018–2019), during which he focused on rural development, pro-farmer policies, and social welfare initiatives.

Shri Kumaraswamy began his political career with a victory in the 1996 general elections from Kanakapura, entering the 11th Lok Sabha. He has since, held multiple terms in both the Karnataka Legislative Assembly and Lok Sabha, contributing to parliamentary committees on rural development and food management. His leadership has also extended to the role of Leader of the Opposition in Karnataka (2013–2014).

Born in Haradanahalli, Karnataka, he is the son of H. D. Deve Gowda, former Prime Minister of India and Chief Minister of Karnataka. He is an honorary graduate in science from National College, Kumaraswamy is also known for his work in Kannada cinema, producing several successful films.

A multifaceted personality, Shri Kumaraswamy blends governance, grassroots politics, and cultural engagement with a deep commitment to public service.

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26<sup>TH</sup> INTERNATIONAL  
CONFERENCE ON

# Environment Management and Climate Change 2025

**June 26 - 27, 2025**  
Bengaluru (India)



also Presentation of  
**Golden Peacock  
Awards**

THEME

**Board Leadership** for  
Driving Climate Action &  
Promoting Sustainability

**THURSDAY, 26<sup>TH</sup> JUNE, 2025**

**VENUE:- HOTEL THE LALIT ASHOK, KUMARAKRUPA ROAD, BENGALURU (INDIA)**

SESSIONS	SUBJECT/TOPICS	TIMING
<b>Plenary Session – I</b>	<b>Registration and Welcome Tea/ Coffee Refreshments</b> <b>Inaugural Session</b> Lighting of the Lamp	<b>0830 - 0915 hrs</b> <b>0930 - 1100 hrs</b>
<b>Welcome Address</b>	<b>Mr. Ashok Kapur, IAS (Retd.)</b> Director General, Institute of Directors	
<b>Special Address</b>	<b>Ms. Nirupa Shankar</b> Jt. Managing Director, Brigade Group	
<b>Special Address</b>	<b>Mr. Sanjay Kumar Singh, IAS (Retd.)</b> Director, Strategy & External Relations, Jindal Steel & Power Ltd.; Former Secretary, Ministry of Steel, Govt. of India	
<b>Special Address</b>	<b>Ms. Hilary McGeachy</b> Consul General for Karnataka and Telangana Australian Consulate General	
<b>Special Address</b>	<b>Ms. Uma Mahadevan, IAS</b> Additional Chief Secretary -cum-Development Commissioner Govt. of Karnataka	
<b>Guest of Honour Address</b>	<b>Hon'ble Justice Ritu Raj Awasthi</b> Vice-Chairman, Institute of Directors Judicial Member, Lokpal of India, former Chairperson, Law Commission of India and former Chief Justice, Karnataka High Court  <b>Release of Convention Souvenir &amp; IOD Handbook</b>	
<b>TEA / COFFEE BREAK</b>		<b>1100 - 1130 hrs</b>
<b>Plenary Session- II</b> Keynote Session	<b>Board's Strategy and Accountability for Climate Governance and Business Transformation</b> <ul style="list-style-type: none"> <li>• <i>Integrating Climate Risk into Board Decision-Making</i></li> <li>• <i>Climate Disclosures and Compliance: The Role of the Board</i></li> <li>• <i>The Role of Boards in Climate Governance</i></li> <li>• <i>Circular Economy: Governance for Zero-Waste Business Models</i></li> </ul>	<b>1130 - 1230 hrs</b>

SESSIONS	SUBJECT/TOPICS	TIMING
<b>Chair</b>	<ul style="list-style-type: none"> <li>• Climate Risk as a Business Opportunity: Rethinking Resilience</li> <li>• ESG Oversight: The Evolving Fiduciary Duty of Directors</li> </ul> <p><b>Mr. Arun Balakrishnan</b> Independent Director in Multiple Companies Former CMD - HPCL, Founder Chairman, HPCL-Mittal Energy Ltd</p>	
<b>Speakers</b>	<p><b>Mr. Ashish Agarwal</b> MD &amp; CEO, Seros Energy Private Ltd.</p> <p><b>Mr. Shailesh Nigam</b> Chief Operating Officer - EEMEA, SAARC &amp; CIS AAF India</p> <p><b>Dr. Zelalem Birhanu Taffesse</b> Chief of Field Office - Andhra Pradesh, Karnataka and Telangana UNICEF</p> <p><b>(Q &amp; A) Interaction with audience</b></p>	
<b>Plenary Session – III</b>	<p><b>The Board's Role: Developing Transition Plans &amp; Ensuring Climate Disclosures</b></p> <ul style="list-style-type: none"> <li>• Board strategies for integrating climate risks into corporate governance</li> <li>• Making credible climate transition plans - mandatory for corporations</li> <li>• Environment-friendly lifestyle transformations and infrastructure with a focus on LiFE (Lifestyle for the Environment)</li> <li>• Financial risk in a decarbonizing economy</li> <li>• Organizations transitioning to Net-Zero Emission</li> <li>• Enhancing preparedness and adaptability to Climate variation</li> </ul>	<b>1230 – 1330 hrs</b>
<b>Chair</b>	<p><b>Mr. Ramachandran R, IAS</b> Managing Director Bangalore Metropolitan Transport Corporation Ltd. (BMTC)</p>	
<b>Speakers</b>	<p><b>Mr. Vijay Menon</b> Chief Operations Officer, Tata Motors Smart City Mobility Solutions</p> <p><b>Mr. Pradumn Kumar Dixit</b> Director (Projects), MECON Ltd</p> <p><b>Mr. Varun Chopra</b> Executive Chairman, GEAR Group</p> <p><b>Mr. D. Dutta</b> Executive Director (EMD), Steel Authority of India Limited (SAIL)</p> <p><b>(Q &amp; A) Interaction with audience</b></p>	
	<b>LUNCH BREAK</b>	<b>1330 – 1430 hrs</b>
<b>Plenary Session – IV</b> Case Study Presentations	<b>Success Stories on</b> Effective Implementation of 'Environment Management'	<b>1430 – 1530 hrs</b>
<b>Special Address</b>	<p><b>Dr. Neelima Alam</b> Scientist F &amp; Associate Head, CEST Division Ministry of Science &amp; Technology, Govt. of India</p>	
<b>Presenter</b>	<p><b>TVS Motor Company Limited</b> <i>Mr. M. Cyril Packianathan, Deputy General Manager – Environment</i></p> <p><b>Honda Motorcycle &amp; Scooter India Private Limited</b> <i>Ms. Indrani Roy, Manager – Functional Winning Initiatives</i></p> <p><b>Kirloskar Brothers Limited, Pune</b> <i>Dr. Pradeep Kulkarni, Associate Vice President &amp; Head-Corporate Quality Assurance</i></p>	

SESSIONS	SUBJECT/TOPICS	TIMING
	<p><b>National Aluminium Company Limited</b> Mr. Bikash Ch Mohanty, Assistant General Manager - Mines</p> <p><b>Lupin Limited</b> Mr. Dhananjay Joshi, Corporate Head</p> <p><b>Avaada Energy Private Limited</b> TBC</p> <p><b>(Q &amp; A) Interaction with audience</b></p>	
	<b>TEA / COFFEE BREAK</b>	<b>1530 – 1600 hrs</b>
<b>Plenary Session – V</b>	<p><b>Transformative Technology, Innovation, and Capacity-Building for Sustainability</b></p> <ul style="list-style-type: none"> <li>Role of Research Institutions in developing technologies</li> <li>Capacity Building for AI, Blockchain and IOT adoption for climate solutions</li> <li>Navigating the Net-Zero Transition - Balancing Ecological Imperatives with Business Profitability</li> <li>Best practices in implementing integrated sustainability strategies</li> <li>Innovations in e-Waste Management and Circular Economy practices</li> <li>Boards encouraging green R&amp;D and innovation pipelines</li> </ul> <p><b>Chair</b> <b>Dr. Ram Prasath Manohar V, IAS</b> Chairman, Bengaluru Water Supply and Sewerage Board (BWSSB)</p> <p><b>Speakers</b> <b>Mr. Basavaraju, K.A.S.</b> Managing Director, Karnataka Rural Infrastructure Development Ltd. (KRIDL)</p> <p><b>Mr. Rajeev Kumar Gupta</b> Director (Rail &amp; Metro Business), BEML Limited</p> <p><b>Mr. Ganesh Kalia</b> Director, Sustainability &amp; Corporate Affairs, Bisleri International Pvt. Ltd.</p> <p><b>(Q &amp; A) Interaction with audience</b></p>	<b>1600 – 1700 hrs</b>
<b>Plenary Session – VI</b>	<p><b>Clean Green Energy Infrastructure for a Sustainable Future</b></p> <ul style="list-style-type: none"> <li>Inspiring Transitions - Lessons from Global Clean Energy Success Stories</li> <li>Green finance and the board's role in sustainable investments</li> <li>Change Management: Building Infrastructure to Promote Clean Energy Adoption</li> <li>Global Investment Shifts: The Rise of Renewables</li> <li>Sustainable supply chain governance</li> <li>Board oversight on Scope 3 emissions and life-cycle assessments</li> </ul> <p><b>Chair</b> <b>Mr. N. Sivasailam IAS (Retd.)</b> Former Special Secretary (Logistics), Department of Commerce Govt. of India</p> <p><b>Speakers</b> <b>Major Manivannan P. IAS</b> Commissioner, Bangalore Development Authority</p> <p><b>Mr. Sunish K. Nair</b> Whole Time Director – Manufacturing, Tagros Chemicals India Pvt. Ltd.</p> <p><b>Dr. Gopiprasad S.</b> Head - ESG &amp; Sustainability, Provident Housing Limited</p> <p><b>Mr. Sudhir Balakrishna More</b> Head – Safety &amp; Environment, Afcons Infrastructure Limited</p> <p><b>(Q &amp; A) Interaction with audience</b></p>	<b>1700 – 1800 hrs</b>

SESSIONS	SUBJECT/TOPICS	TIMING
	<b>RECEPTION &amp; NETWORKING BREAK</b>	<b>1800 – 1900 hrs</b>
<b>Plenary Session - VII</b>	<b>GOLDEN PEACOCK AWARDS NITE</b>	<b>1900 – 2000 hrs</b>
<b>Opening Address</b>	<b>Mr. Manoj K. Raut</b> Secretary General & CEO, Institute of Directors	
<b>Welcome Address</b>	<b>Mr. Desh Deepak Verma, IAS (Retd.)</b> Principal Advisor, Institute of Directors Former Secretary General, Rajya Sabha	
<b>Guest of Honour Address</b>	<b>Hon'ble Justice Ritu Raj Awasthi</b> Vice- Chairman, Institute of Directors Judicial Member, Lokpal of India, former Chairperson Law Commission of India; former Chief Justice Karnataka High Court	
<b>Chief Guest Address</b>	<b>Shri H.D. Kumaraswamy</b> <b>Hon'ble Union Cabinet Minister of Heavy Industries and Steel Govt. of India</b>  <b>Presentation of Golden Peacock Awards for</b> <i>Occupational Health &amp; Safety, Environment Management, Energy Efficiency &amp; Eco-Innovation – 2025</i>	
<b>Vote of Thanks</b>	<b>Mr. R. G. Rajan</b> Honorary Zonal Director, Institute of Directors Former CMD, RCF/NFL/PDIL, Former Chairman, FAI/SCOPE	
	<b>BANQUET DINNER</b>	<b>2000 hrs</b>

**FRIDAY, 27<sup>TH</sup> JUNE, 2025**

**VENUE:- HOTEL THE LALIT ASHOK, KUMARAKRUPA ROAD, HIGH GROUNDS, BENGALURU (INDIA)**

SESSIONS	SUBJECT/TOPICS	TIMING
<b>Plenary Session – VIII</b> <b>(A)</b> Case Study Presentations	<b>Success Stories on</b> <b>Effective Implementation of Occupational Health &amp; Safety (OH&amp;S)</b>	<b>0900 – 1100 hrs</b>
<b>Presenters</b>	<b>Tagros Chemicals India Private Limited</b> <i>Mr. Har Pratap Singh Chauhan, Lead - Operational Excellence</i> <b>Tata Motors Limited</b> <i>Mr. Deepak Kumar, Senior General Manager &amp; Plant Head</i> <b>Shanthi Gears Limited</b> <i>Mr. Manivannan M.P, Head – EHS</i> <b>Himadri Speciality Chemical Limited</b> <i>Mr. Saudip Mukherjee, Manager – Health and Safety</i> <b>Afcons Infrastructure Limited</b> <i>TBC</i> <b>TKIL Industries Private Limited, Pune</b> <i>Mr. Ravindra Sharma, Plant Head - Pimpri Manufacturing</i> <b>HCL Technologies Limited</b> <i>Mr. Sudheendra Nadig, Associate Director</i>	

SESSIONS	SUBJECT/TOPICS	TIMING
	<p><b>Avery Dennison India Private Limited, Bengaluru</b>  <i>Mr. Amit Mishra, Head of Operations &amp; Supply Chain</i></p> <p><b>Larsen &amp; Toubro Limited</b>  <i>Mr. Thommai Jesu Antony Rajesh, Unit HSE Head</i></p> <p><b>(Q &amp; A) Interaction with audience</b></p>	
	<b>Tea / Coffee</b>	<b>1100 – 1115 hrs</b>
<b>Plenary Session – VIII (B)</b> Case Study Presentations	<b>Success Stories on</b> Effective Implementation of <b>Occupational Health &amp; Safety (OHS)</b>	<b>1115 – 1300 hrs</b>
<b>Presenter</b>	<p><b>Hindustan Petroleum Corporation Limited</b>  <i>Mr. Gangavarapu Ankaiah, Deputy General Manager</i></p> <p><b>Seros Energy Private Limited, Navi Mumbai</b>  <i>Mr. Amit Katiyar, Head – HSE</i></p> <p><b>Bharat Petroleum Corporation Limited</b>  <i>Mr. Roshan Shihab PM, General Manager – HSE</i></p> <p><b>IndianOil Petronas Private Limited</b>  <i>Mr. Sanjeev Dutta, Chief Manager – Terminal</i></p> <p><b>Grasim Industries Limited</b>  <i>Mr. K. Sankar, Assistant General Manager</i></p> <p><b>Mankind Pharma Limited</b>  <i>Mr. Suresh Raju, Chief Risk Officer &amp; Sr. VP EHS &amp; Sustainability</i></p> <p><b>NTPC Limited</b>  <i>Mr. Abhishek Jain, Additional General Manager</i></p> <p><b>Nuclear Power Corporation of India Limited</b>  <i>Mr. Dasari Subba Rao, Station Director (Outstanding Scientist)</i></p> <p><b>Shapoorji Pallonji and Company Pvt. Ltd.</b>  <i>TBC</i></p> <p><b>ArcelorMittal Nippon Steel India Private Limited</b>  <i>Mr. Premdoot Bate, HSE Officer, Steel Service Centre, Indore</i></p> <p><b>(Q &amp; A) Interaction with audience</b></p>	
<b>Plenary Session – IX</b> Keynote Session	<b>Corporate Leadership for Climate Resilient Growth: Unlocking Demand for Low-Carbon Products</b>	<b>1300 – 1330 hrs</b>
<b>Chair</b>	<ul style="list-style-type: none"> <li>Embedding Sustainability at the Heart of Corporate Strategy: A Paradigm Shift for Long-Term Value Creation</li> <li>Regulatory frameworks and policies to enable private sector action</li> <li>Role of corporate leadership in driving decarbonization: Vision, transformative action, and accountability</li> <li>Collective Action by industry leaders to cultivate demand for sustainable products</li> <li>Role of Central and State Govts. in improving biodiversity in coastal areas and combating sea level rise</li> </ul>	
<b>Speakers</b>	<p><b>Mr. Manoj Jain</b>  <i>Chairman &amp; Managing Director, Bharat Electronics Limited</i></p> <p><b>Ms. Thulasi Maddineni IAS</b>  <i>Secretary, Department of Personal and Administrative Reforms (AR)  <i>Govt. of Karnataka</i></i></p>	

SESSIONS	SUBJECT/TOPICS	TIMING
	<b>Mr. R. Ravishankar IFS</b> Chief Conservator of Forests, Govt. of Karnataka <b>(Q &amp; A) Interaction with audience</b>	
	<b>LUNCH</b>	<b>1330 – 1430 hrs</b>
<b>Plenary Session – X</b> Case Study Presentations <b>Presenter</b>	Success Stories on Effective implementation of ' <b>ENERGY EFFICIENCY</b> '  <b>Tata Motors Limited, Jamshedpur</b> <i>Mr. Ramit Dutt, Senior Manager – Energy Management</i> <b>Prism Johnson Limited</b> <i>Mr. Tej Prakash Sharma, Manager -E&amp;I</i> <b>Grasim Industries Limited</b> <i>Mr. Mayur Popat, General Manager - (SSY – E&amp;I) and Site Energy Manager</i> <b>L&amp;T Heavy Engineering</b> <i>Mr. Dipesh Jain, Deputy General Manager</i> <b>Hindalco Industries Limited</b> <i>Mr. Harish Talreja, Plant Head</i> <b>Emirates National Oil Company (LLC)</b> TBC <b>JSW Steel Limited</b> <i>Mr. Pradeep Agarwal, Vice President</i> <b>(Q &amp; A) Interaction with audience</b>	<b>1430 – 1545 hrs</b>
	<b>Tea / Coffee</b>	<b>1545 – 1600 hrs</b>
<b>Plenary Session – XI</b> Case Study Presentations <b>Special Address &amp; Chair</b> <b>Presenter</b>	Success Stories on Effective Implementation of <b>ECO-INNOVATION</b>  <b>Mr. R. G. Rajan</b> Honorary Zonal Director, Institute of Directors Former CMD, RCF/NFL/PDIL, Former Chairman, FAI/SCOPE  <b>Tata Motors Limited</b> <i>Mr. Shridhar Ponkshe, General Manager, Head Materials Engineering</i> <b>Dow Chemical International Private Limited</b> <i>Mr. Shashibhushan Mishra, Senior Technical Services and Development Leader</i> <b>BEML Limited</b> TBC <b>Armoured Vehicles Nigam Limited</b> <i>Mr. Atul Khare, General Manager</i> <b>Oil and Natural Gas Corporation Limited</b> <i>Mr. Dharmendra Singh, Senior Chemist</i> <b>Steel Authority of India Limited</b> <i>Mr. Tapas Dasgupta, Chief General Manager Incharge – Iron</i> <b>E.I.D. - Parry (India) Limited, Karur</b> <i>Mr. Rohit Rathnakumar, Executive Assistant to Chief Operating Officer</i> <b>(Q &amp; A) Interaction with audience</b>	<b>1600 – 1715 hrs</b>
	<b>-----The Programme Ends-----</b>	<b>1715 hrs</b>
<b>** Subject to change and modifications</b> <b>* Confirmation Awaited</b>		

26<sup>TH</sup> INTERNATIONAL CONFERENCE ON  
**Environment Management  
and Climate Change 2025**

**SPEAKERS' PROFILE**

**THEME**

**Board Leadership for  
Driving Climate Action &  
Promoting Sustainability**



**Ashish Agarwal**

Managing Director & Chief Executive Officer  
Seros Energy Private Ltd.

Mr. Ashish Agarwal is the Managing Director & CEO of Seros Group, a leading multi-sector enterprise with strong footprints in energy, offshore, shipping, and logistics. With a distinguished career spanning over 25 years, he has held leadership roles across diverse industries and geographies, demonstrating a consistent ability to drive strategic transformation and operational excellence. Mr. Agarwal began his career as a Group Management Trainee at the Adani Group, contributing to early-stage projects at Adani Wilmar. He later founded and led multiple successful ventures in injection moulding, ginger processing, and air-conditioner manufacturing for global brands like Samsung, LG, and Daikin. In 2007, he joined Essar Group, where he spearheaded its entry into the Special Economic Zone (SEZ) sector and rose to become Senior Vice President in the Chairman's Office, overseeing strategic initiatives across energy, steel, infrastructure, and shipping. Since 2019, he has led the transformation of Seros Energy into India's largest integrated onshore oilfield services company, offering advanced drilling, hydrofracking, well testing, and allied services. A CFA charterholder, he is an alumnus of IIM Ahmedabad and Harvard Business School, and an active member of the Young Presidents' Organization (YPO). His deep expertise spans strategy, finance, operations, and digital transformation, with a strong focus on sustainable and scalable growth.



**Dr. Neelima Alam**

Scientist F & Associate Head  
Climate Energy and Sustainability Technologies (CEST),  
Department of Science & Technology, Ministry of Science & Technology,  
Government of India

Dr. Neelima Alam is a Senior Scientist at the Department of Science and Technology (DST), Government of India. She holds a Doctorate from the All India Institute of Medical Sciences (AIIMS), New Delhi, and has served as a Postdoctoral Fellow on a prestigious NIH-funded project in Boston, USA, for four years. Since joining DST in 2007, she has played a key role in supporting early-stage funding and incubation mechanisms for tech-based start-ups, and later steered national initiatives on water technology solutions. In recent years, Dr. Alam has led pioneering efforts in advancing Carbon Capture, Utilization and Storage (CCUS) and methane mitigation technologies, critical to India's Net Zero ambitions. She has been instrumental in shaping DST's research ecosystem for low-carbon technologies by fostering international collaborations through platforms such as ACT, CETP, and Mission Innovation. Her leadership has also been vital in promoting translational R&D and academia-industry partnerships to deploy decarbonization technologies in hard-to-abate sectors like thermal power, cement, and steel.



**Arun Balakrishnan**

Former Chairman & MD - HPCL, Founder Chairman  
HPCL-Mittal Energy Ltd (HMEL)

Mr. Arun Balakrishnan is the founder Chairman of HPCL-Mittal Energy Ltd. and is currently a member of the Board. He was the CMD of Hindustan Petroleum Corporation Ltd., Currently Mr. Balakrishnan is on the Boards of a number of companies as Independent Director, besides being a Member of the Board of Governors, University of Petroleum & Energy Studies, Dehradun. He is also the immediate past President of Indian Institution of Industrial Engineering. A Chemical Engineer with a Post Graduate Diploma from the Indian Institute of Management, Bangalore, he is the recipient of the "Distinguished Alumni Award 2008" from his alma-mater. In the recent past, the All India Management Association has conferred a fellowship and the Institute of Engineers (India) has presented a Scroll of Honour for recognition 'of his outstanding contribution to the profession of Chemical Engineering'.


**Sri Basavaraju, K.A.S.**

Managing Director  
Karnataka Rural Infrastructure Development Ltd. (KRIDL)

Sri Basavaraju, K.A.S. is the Managing Director of Karnataka Rural Infrastructure Development Ltd. (KRIDL), a key government undertaking responsible for executing infrastructure projects across rural Karnataka. A senior officer of the Karnataka Administrative Service (KAS), he has served in various administrative and developmental roles, contributing significantly to grassroots governance and rural development. With deep experience in project implementation, planning, and public works, Sri Basavaraju is known for driving efficient execution and transparency in government infrastructure initiatives. Under his leadership, KRIDL continues to play a vital role in strengthening rural infrastructure and supporting inclusive growth across the state.


**Varun Chopra**

Executive Chairman  
GEAR Group

Mr. Varun Chopra is the Executive Chairman of GEAR India, where he leads the company's strategic direction, business operations, and overall P&L. Since taking charge in 2021, he has transformed GEAR into a leading player in Sustainable Intralogistics in India, while expanding its presence internationally and delivering consistent financial growth. With over 25 years of global leadership experience, he has held senior roles across Pharmaceuticals, Consumer Healthcare, and FMCG sectors, having worked with industry leaders like GSK, Unilever, and Sun Pharma. Mr. Chopra has lived and worked in India, the USA, China, and the UAE, bringing a broad global perspective to business transformation and growth. He is known for his dynamic leadership style, deep P&L expertise, and ability to build high-performance cultures. He has successfully scaled, turned around, and led businesses to valuations of up to \$1 billion, consistently driving revenue and profit growth. His strategic focus includes developing new Go-To-Market (GTM) models, expanding into new markets, and nurturing strong leadership teams. A passionate advocate for innovation and talent development, he continues to shape GEAR India's vision as a sustainable, forward-looking logistics solutions provider.


**Dr. Richard Vincent D Souza, IAS (Retd)**

Hony. Chairman - Institute of Directors (Bengaluru Region)  
former Secretary, Govt. of Karnataka

Dr. Richard Vincent is a senior officer of the Indian Administrative Service (IAS), 2014–2024 batch, with extensive experience in administrative, managerial, and technical roles across sectors. Known for his commitment to public service, he has contributed significantly to areas including public welfare, road safety, resource management, and governance reform. Over the course of his career, Dr. Vincent has held several key positions in the Government of Karnataka, including Secretary to Government in the Industries & Commerce Department (Mines, MSME, Sugar & Textiles) and the Planning Department, and as Secretary of the Karnataka Public Service Commission (KPSC). He has also served as Managing Director of both the Hutt Gold Mines Company Ltd. and the Karnataka State Warehousing Corporation, playing a pivotal role in industrial and logistical development. His leadership as Mission Director of the National Health Mission and Deputy Commissioner & District Magistrate of Kodagu reflects his wide-ranging impact on public health and district administration. Additional roles include Joint Commissioner, BBMP, Bengaluru, and CEO, Zilla Panchayat, Raichur. Dr. Vincent is recognized for his integrity, people-centric approach, and results-driven leadership in delivering public services effectively and efficiently.


**Mr. Pradumn Kumar Dixit**

 Director (Projects)  
 MECON Ltd.

Mr. Pradumn Kumar Dixit is the Director (Projects) at MECON Limited, a leading public sector enterprise under the Ministry of Steel, Government of India. Since assuming charge in September 2023, he has been driving MECON's strategic initiatives with a strong focus on sustainability, decarbonization, the hydrogen economy, and large-scale infrastructure development. With over 36 years of experience, Mr. Dixit has led diverse engineering consultancy and EPC assignments across the Steel, Oil & Gas, Power, and Environment sectors. An alumnus of IIT Kharagpur (B.Tech, Civil Engineering) and IIT Kanpur (M.Tech, Industrial & Management Engineering), he also holds a PGDBM in International Business from IMT Ghaziabad. Starting his career with MECON as a Management Trainee (Technical), he has steadily advanced through roles in project execution, planning, contract management, and strategic advisory. Mr. Dixit has over 25 years of specialized experience in the Oil & Gas sector, notably as EPMC for City Gas Distribution, LNG, and pipeline projects for GAIL, IOCL, and BPCL. He has led more than 30 CGD projects nationwide and contributed to the modernization of steel plants and regulatory studies for PNGRB. Internationally, he has handled infrastructure feasibility projects in the Middle East. He is a Fellow of the Institution of Engineers (India) and a Life Member of the Institute of Directors.


**Debabrata Dutta**

 Executive Director (EMD)  
 Steel Authority of India Limited (SAIL)

Mr. Debabrata Dutta is the Executive Director (of the Environment Management Division) at Steel Authority of India Ltd. (SAIL). In this leadership role, he oversees environmental management across all SAIL plants and mines, with key responsibilities including regulatory compliance, ESG performance, decarbonization, climate change strategies, waste management, carbon border adjustment mechanisms, and integration of sustainability into core business practices. A strategic thinker, he is instrumental in aligning environmental goals with corporate objectives, fostering innovation, and promoting the adoption of cutting-edge carbon abatement technologies. Before assuming his current role, Mr. Dutta held senior leadership positions including Chief General Manager I/c (Services) and officiating Executive Director (Works) at Rourkela Steel Plant. He has successfully led critical production departments such as the Plate Mill and Hot Strip Mills, and played a pivotal role in the commissioning and stabilization of the 3 MTPA Hot Strip Mill at Rourkela—a 3,600 crore project—demonstrating exceptional project execution and technical acumen. An expert in ferrous metallurgy, he holds a B.Tech in Metallurgical Engineering from NIT Durgapur and an M.Tech in Ferrous Process Metallurgy from NIT Rourkela. His deep understanding of process optimization and sustainability makes him a key figure in SAIL's transformation towards greener, future-ready operations.


**K. Ganesh**

 Director Sustainability & Corporate Affairs  
 Bisleri International Pvt. Ltd.

Mr. K. Ganesh is the Director – Sustainability & Corporate Affairs at Bisleri International Pvt. Ltd., where he leads the company's environmental, regulatory, and corporate engagement initiatives. With over 30 years of diverse industry experience across Shaw Wallace, Mohan Meakins, and CavinKare, he has been a key driver of Bisleri's sustainability agenda since joining in 2010. At Bisleri, Mr. Ganesh has spearheaded the development of greenfield packaged drinking water projects and led significant cost optimization through packaging standardization and redesign. A notable achievement under his leadership is the establishment of India's first zero-liquid discharge plant in the packaged water segment—reflecting his strong commitment to sustainable manufacturing practices. Mr. Ganesh plays an active role in shaping environmental policy and standards in India. He collaborates closely with regulatory bodies such as BIS, FSSAI, CGWA, MOEFCC, and CPCB, and is a member of the Plastic Committee of India. He also contributes to industry dialogues through associations like CII, FICCI, ASSOCHAM, IBA, and PACE. An engineer by training and a strategist by experience, Mr. Ganesh holds a degree in Mechanical Engineering and an MBA, with an Advanced Strategic Management Programme from IIM Calcutta. Under his stewardship, Bisleri's community-led OSR (Ozone, Sustainability, and Recharge) projects have scaled across several states, delivering measurable local impact.


**Rajeev Kumar Gupta**

Director (Rail & Metro Business)  
BEML Limited

Mr. Rajeev Kumar Gupta, currently serves as Director at BEML Limited. He is an Electronics Engineering graduate from BIT Sindri and brings over 35 years of experience in the public sector. His distinguished career spans key roles at SAIL and BHEL, with diverse expertise across manufacturing, strategic management, marketing, project execution, international business, and corporate communication. At BHEL, Mr. Gupta held several leadership roles, most recently as Executive Director (Corporate Strategic Management & Corporate Communication). In this capacity, he aligned BHEL's strategy with evolving global energy trends, enhanced media presence, built in-house creative capabilities, and modernized communication through digital storytelling. As Chief Investor Relations Officer (CIRO) and Chief Risk Officer (CRO), he led investor engagement, post-result calls, and risk management initiatives. As General Manager of BHEL's Transportation Business (2018–2022), he spearheaded marketing and execution of major rail projects, including electric locomotives and semi-high-speed trains, securing the prestigious Vande Bharat order. With two decades in international business, Mr. Gupta significantly expanded BHEL's footprint across Africa, Europe, and Southeast Asia, driving export growth and market entry strategies. He has represented India in global trade forums including CII, FICCI, and various bilateral trade commissions, shaping export policy and industry growth.


**Manoj Jain**

Chairman & Managing Director  
Bharat Electronics Limited

Mr. Manoj Jain is the Chairman and Managing Director of Bharat Electronics Limited (BEL), a Navratna Defence Public Sector Undertaking under the Ministry of Defence, Government of India. He assumed the role on June 20, 2024, after serving as Director (R&D) since September 26, 2022. He also held additional responsibilities as Director (Bangalore Complex) from August 1, 2023, and Director (HR) from November 1, 2022, to May 31, 2023. Mr. Jain joined BEL in August 1991 as a Probationary Engineer after earning his BE in Electronics from REC Jaipur (now MNIT Jaipur), where he graduated with a Gold Medal. Over his career spanning more than three decades, he has made significant contributions in the fields of R&D, defence networks, avionics, and radar systems. He began at BEL's Kotdwara unit, working on digital multiplexers and CDOT exchanges, and later contributed to secure defence communication technologies and radar display systems at BEL's Central Research Laboratory in Bangalore. He served as Chief Scientist at CRL-Bangalore and later as General Manager at BEL's Product Development & Innovation Centre and the Electronic Warfare & Avionics Strategic Business Unit. A recipient of multiple R&D and defence excellence awards, he has published technical papers, filed patents, and regularly engages with DRDO and armed forces stakeholders.


**Ashok Kapur, IAS (Retd.)**

Director General  
Institute of Directors

Mr. Ashok Kapur was an officer of the Indian Administrative Service (1967 Batch). He has served the Government in various capacities, including Secretary & magistrate of various districts. During 1992-94, was appointed leader of the Indian Delegation to the UN Conference on Biological Warfare. In September, 1991 was appointed as Joint Secretary, Ministry of Civil Supplies & food & science & technology, Govt. of India. Currently he is the Director General of Institute of Directors, India and Member, International Academy of Law. He is a qualified Arbitrator, member of FICA & MICA.


**Motupalli Prasanna Kumar**

Chairman and Managing Director  
NLC India Ltd.

Mr. Motupalli Prasanna Kumar is the Chairman and Managing Director of NLC India Ltd. (formerly Neyveli Lignite Corporation), a Navratna public sector enterprise under the Ministry of Coal, Government of India. He assumed office in January 2023, bringing over three decades of experience in the power and coal sectors. An accomplished professional, Mr. Kumar is a gold medalist in Mechanical Engineering and holds an MBA with specializations in operations, marketing, finance, and HR. He began his career at NTPC and went on to hold leadership roles at Coal India–NTPC Urja, Gujarat State Electricity Corporation, and Mahaguj Collieries Ltd., where he led large-scale coal and renewable energy projects, including the addition of over 2,500 MW of solar PV capacity. He is also a certified Energy Auditor and an IPMA-certified Project Director. At NLCL, he is leading the company's transition towards a sustainable 20,000+ MW energy portfolio, combining lignite, coal, renewables, and power generation.


**Thulasi Maddineni, IAS**

Secretary, DPAR (AR)  
Govt. of Karnataka

Ms. Thulasi Maddineni, IAS, is a senior Indian Administrative Service officer of the Karnataka cadre, currently serving as Secretary, Department of Personnel and Administrative Reforms (Administrative Reforms), Government of Karnataka. An officer of the 2011 batch, she has held diverse leadership roles in the state, including Deputy Commissioner of Udupi and Managing Director of Karnataka State Tourism Development Corporation. Known for her efficient governance and people-centric approach, she has worked extensively in urban administration, tourism, and rural development. She holds degrees in engineering and management and is widely recognized for her progressive initiatives and commitment to public service reform.


**Uma Mahadevan, IAS**

ACS-cum-Development Commissioner  
Govt. of Karnataka

Ms. Uma Mahadevan is a senior Indian Administrative Service (IAS) officer of the 1992 batch, Karnataka cadre, currently serving as Additional Chief Secretary and Development Commissioner, Government of Karnataka. With a distinguished public service career spanning over three decades, she has held key roles at both the central and state levels, bringing policy depth and administrative insight to sectors critical to inclusive development. She has served in departments such as Women & Child Development, Education, Planning, Health & Family Welfare, and Skill Development, Entrepreneurship & Livelihoods. Her work reflects a consistent focus on human development, equity, and institutional reform. At the central level, she has contributed to the Department of Atomic Energy and the Tata Institute of Fundamental Research, demonstrating her ability to engage with complex scientific institutions. Holding a postgraduate degree in English Literature, Ms. Mahadevan is also a writer and public thinker. She has authored several articles and publications exploring sociocultural issues, public policy, and the arts, reflecting her interdisciplinary perspective. Known for her intellectual rigor and people-centric approach, she is widely respected for integrating cultural insight with administrative effectiveness.


**Major Manivannan P. IAS**

Commissioner  
Bangalore Development Authority  
Govt. of Karnataka

Major Manivannan P. IAS, is the Commissioner of the Bangalore Development Authority, Government of Karnataka. A senior officer of the Indian Administrative Service (IAS), he has over two decades of experience in public service, with a strong focus on citizen-centric and transparent governance. He has served in a wide range of leadership roles, including Commissioner of districts with populations exceeding one million and CEO of utility companies. In these capacities, he has effectively leveraged social media and digital platforms to engage citizens, build trust, and promote accountability in governance. Major Manivannan is a strong proponent of participative governance. He works closely with citizens, leveraging their technological and managerial expertise to co-create solutions for pressing public challenges in Karnataka. His vision is to build sustainable governance systems that are transparent, responsive, and inclusive. Through sustained engagement with diverse stakeholders, he strives to deepen democratic participation and equity in public administration. His leadership reflects a commitment to empowering communities and fostering a collaborative model of governance in the world's largest democracy.


**Dr. Ram Prasath Manohar V. IAS**

Chairman  
Bengaluru Water Supply and Sewerage Board (BWSSB)

Mr. Ram Prasath Manohar V is the Chairman of the Bengaluru Water Supply and Sewerage Board (BWSSB). Since assuming the role, he has positioned the Board as a national exemplar in sustainable urban water management. Under his leadership, BWSSB won the prestigious World Water 2025 Award, a Water Digest/UNESCO accolade, by implementing a suite of initiatives including replenishment of 23 lakes with treated water, collaboration with IISc to form a groundwater task force, and construction of 3,000 rainwater harvesting tanks. During his tenure, the Board also deployed 986 percolation wells in a month ahead of monsoon and introduced a "green star" rating system to incentivize all sectors toward rainwater harvesting. Mr. Manohar led the adoption of IISc's "Zero Bacteria" technology in apartment sewage plants, delivering 60 million liters per day of treated water to IT parks for sustainable groundwater management. He championed innovative ground water solutions at the UN Climate Change Innovation Workshop. His proactive, tech-driven, and inclusive governance, spanning lake rejuvenation, rainwater harvesting, reuse of recycled water, and equitable delivery to underserved communities, has set a national benchmark for climate-resilient urban water systems.


**Hilary McGeachy**

Consul General for Karnataka and Telangana  
Australian Consulate-General

Ms. Hilary McGeachy is the Consul-General for Karnataka and Telangana at the Australian Consulate-General in Bengaluru. She is a career officer with Australia's Department of Foreign Affairs and Trade (DFAT), and was most recently the Director of the CPTPP Section. Her diplomatic experience includes previous overseas postings in India and Germany, reflecting her strong regional expertise and global engagement. Ms. McGeachy holds a Bachelor of Arts/Law from The Australian National University and a Master of International Affairs from King's College London.

**Vijay Menon**

Chief Operations Officer  
Tata Motors Smart City Mobility Solutions

Mr. K Vijay Menon, the Chief Operating Officer of Tata Motors Ltd Smart City Mobility Solutions (TSCMSL), is a an Automobile Industry Professional with a stellar track record of handling challenging assignments & delivering superior Business results across the Automotive value chain; with rich experience in Product Creation, P&L Management, Building & handling large teams of Knowledge Professionals, Brand & Channel management, Manufacturing Technology & IT systems, at India's largest automobile company. He has vast experience of both the Passenger and Commercial vehicle businesses. He has also worked in various cities and travelled extensively in India and globally. In his current role as COO TSCMSL, he had led the planning, creation, and delivery of India's largest Electric Bus deployment across 11 cities in the country, covering more than 34cr km with a fleet of over 3300 e-buses supported by a robust charging infrastructure. TSCMSL has successfully deployed a fleet of over 920 e-buses in the city of Bengaluru with a fleet uptime of more than 97%, contributing significantly to reducing the tailpipe emissions in the city of Gardens, with another order of close to 150 e-buses in progress.

**Sudhir Balkrishna More**

General Manager- HOD, HSE  
AFCONS Infrastructure Limited

Mr. Sudhir B. More is the General Manager – Health, Safety & Environment (HSE) at Afcons Infrastructure Ltd., a Shapoorji Pallonji Group company, where he leads the HSE function across multiple national and international infrastructure projects. With over 34 years of experience, he has served in leadership roles across sectors including oil & gas, marine, civil, manufacturing, and government regulatory bodies. Mr. More holds dual Master's degrees in Occupational Health & Safety Management (UK) and Environmental Science (India), along with several advanced certifications such as NEBOSH (UK), ADIS (CLI), and GDCSM (NICMAR). He has worked with globally reputed organizations like Dubai Municipality, Saudi Aramco, Shell, PDO, and ADNOC, and has trained over a thousand professionals in NEBOSH, IOSH, IEMA, and first aid courses. A certified lead auditor in ISO systems and a recognized safety consultant, he is also pursuing a PhD in Occupational Health and Safety from a European university.

**Shailesh Nigam**

Chief Operating Officer - EEMEA SAARC & CIS  
AAF International India

Mr. Shailesh Nigam, a distinguished HVAC professional and the Chief Operating Officer at AAF International, a 103-year-old pioneer in clean air solutions and part of the Daikin group. AAF is a leader in the air filtration industry, specializing in advanced technology for air filters, purifiers, and IAQ products that set the standard for air quality excellence. Mr. Nigam is responsible for overseeing the company's operations across India, the Middle East, Africa, and the CIS regions, spearheading a campaign to promote air filtration as a vital health and wellness solution. He also serves as a Director at AAF India and is a board member for AAF LLC Dubai, AAF JAFZA Dubai, AAF Saudi Arabia, and AAF Turkey. With 32 years of expertise, Mr. Nigam excels in regional and global operations management, profitability enhancement, business expansion, strategic client relationships, HVAC systems, project management, and stakeholder management. Known as a visionary leader, he has a proven track record of building motivated teams and driving processes that deliver superior results. Over the years, he has held key leadership roles at prominent organizations such as Fedders Lloyd, Blue Star, McQuay, Trane, and Daikin. He is widely recognized as a 'change agent' for his ability to challenge the status quo and drive transformative improvements, leading to successful turnarounds in every company he has led.


**Dr. Gopiprasad S.**

Head - ESG & Sustainability  
Provident Housing Limited

Dr. Gopiprasad Srinivasan is an urbanist currently leading the ESG initiative at Provident Housing Limited. He is based in Bengaluru, bringing over two decades of invaluable experience in urban development, planning, and real estate. Throughout his career, Dr. Gopiprasad has engaged with the public and private sectors, holding various leadership roles that have given him a unique, 360-degree perspective on development and sustainability challenges and opportunities. With a Ph.D. in Development Studies from the University of Mysore and a Master's degree from the prestigious School of Planning and Architecture in New Delhi and the National Law, He's a familiar face in expert committees and has worked on the conceptualization and implementation of sustainable development at the World Bank, USAID, the Asian Development Bank and Indo-French protocol. At Provident, Dr. Gopiprasad has been instrumental in putting together a workable net zero plan for 2031 and is overseeing the implementation across the organization. The results he envisages from this action will make Provident a top contender for being a responsible and sustainable real estate developer at scale in the country.


**R. G. Rajan**

Honorary Zonal Director, Institute of Directors  
Former CMD, RCF/NFL/PDIL, Former Chairman, FAI/SCOPE

Mr. R. G. Rajan has four decades of experience in a wide range of industries including Gas Processing, Gas Pipelines, LPG pipelines, LNG terminals and associated facilities, Petrochemicals and Fertilisers and Chemicals. His areas of expertise include conceptual design, process design, preparation of pre-feasibility reports and detailed feasibility reports (DPR), technology section, plant operations, project management, etc. He was Chairman & Managing Director (CMD) of PDIL, a consultancy PSU from Jan 2007 to Nov 2010 and CMD of Rashtriya Chemicals & Fertilisers (RCF) from Nov 2010 to June 2016. He also had the additional charge of CMD of National Fertilisers Limited (NFL) from Jan 2013 to August 2013. He also served as Chairman of Fertiliser Association of India (FAI) from September 2012 to September 2014 and as Chairman of Standing Conference of Public Enterprises (SCOPE) from June 2015 to June 2016. Since July 2016 He is an Independent Consultant available for giving advice in the areas of his expertise. He is also a Board Member of National Governing Council and All India Honorary Director of IOD.


**Ramachandran R. IAS**

Managing Director  
Bangalore Metropolitan Transport Corporation Ltd

Mr. Ramachandran R is a 2012 batch Indian Administrative Service (IAS) officer of the Karnataka cadre and currently serves as the Managing Director of Bengaluru Metropolitan Transport Corporation (BRTC). In this role, he addresses critical urban mobility challenges in Bengaluru. He has held several key positions in the state, including Director of Pre-University Education, Chairperson of the Karnataka School Examination Board, and State Mission Director of the National Health Mission, where he led Karnataka's public health response during the COVID-19 pandemic. He also served as Managing Director of the Karnataka State Warehousing Corporation, gaining expertise in procurement, logistics, and food grain storage. Mr. Ramachandran has held pivotal administrative roles as Deputy Commissioner in Bagalkote and Bidar districts, handling land acquisition, flood management, forest rights, and farmer welfare. Earlier, he served as CEO of Zilla Panchayats in Koppal and Belagavi, and as Assistant Commissioner in Chikkamagaluru. He holds a B.Sc. in Zoology from Loyola College, Chennai, and a Law degree from Dr. B. R. Ambedkar Law College. A graduate of LBSNAA, he has also served as Returning Officer and Central Observer in various state and national elections.


**Manoj K. Raut**

Secretary General and Chief Executive Officer  
Institute of Directors  
India

Mr. Manoj K. Raut holds a Post Graduate Diploma in Business Management and also a Degree in Law (LLB) from Govt. Lingaraj Law College, Berhampur University, India. A Science Graduate, passed Bachelor of Science (B.Sc. Botany Honours) with 1st Class Honours Distinction from the Khallikote Autonomous College, Berhampur, Odisha, one of the century old educational institutions of India. He is an Advocate on record and member of Bar Council of Delhi, left Law practice joined Institute of Directors, India as a Management Trainee in the year 2000 and later on, he was elevated as CEO of the Institute of Directors, India and also as Secretary-General in the year 2010. Currently he is also on few not-for-profit Boards including on the boards of World Environment Foundation and International Academy of Law besides the Editor of 'Director Today'- A Monthly Journal of IOD. He is also an advisory Board member of RIMS (USA), Lincoln Business School (UK), and CII TCM Board. It has been his sheer passion to drive business with innovative strategies and dedication to ensure a win-win situation for the entire business ecosystem, consisting clients, partners, members and the team members.


**Mr. R. Ravishankar, IFS**

Chief Conservator of Forests, Karnataka  
Govt. of Karnataka

Mr. R. Ravishankar, an officer of the Indian Forest Service (IFS), is currently serving as the Chief Conservator of Forests (Development), Karnataka Forest Department. He also serves as the Executive Director of the World Bank-funded K SHORE Project, steering key developmental and conservation initiatives across the state. With over two decades of experience, Mr. Ravishankar has worked across diverse forest landscapes in Karnataka, including the tropical wet evergreen forests of the Western Ghats and semi-arid zones. He has twice managed Tiger Reserves, focusing on man-animal conflict mitigation, community engagement, and tribal welfare. He led the successful relocation of 171 tribal families from the core area of Nagarhole Tiger Reserve. An advocate of e-Governance, he has implemented digital systems in timber operations and received commendation from the Head of Forest Force. He has also served as a faculty member at Lal Bahadur Shastri National Academy of Administration, Mussoorie, teaching natural resource management, forest conservation, and leadership. Mr. Ravishankar holds a BSc in Forestry and a diploma from the Indira Gandhi National Forest Academy, recognized as equivalent to an MSc. He also completed executive training in Ethics and Governance at the University of California, Berkeley in 2017.


**Nirupa Shankar**

Jt. Managing Director  
Brigade Group

Ms. Nirupa Shankar is the Joint Managing Director of Brigade Group, a leading real estate company based in Bengaluru. After starting her career with Ernst & Young in the U.S., she joined Brigade in 2009 and has since played a pivotal role in expanding the group's hospitality, commercial, and retail verticals. In 2016, she launched Brigade REAP, Asia's first real estate tech accelerator, fostering innovation in proptech and sustainability. She also co-founded BuzzWorks, Brigade's co-working brand, and led the launch of F&B brands like HIGH Ultra Lounge. In 2025, she co-founded the Earth Fund, a 200 crore real estate sustainability venture in partnership with Gruhas. She is a committed endurance athlete and has completed multiple marathons and triathlons. Ms. Shankar was India's only female participant at the 2021 Ironman Copenhagen. She is recognized among Fortune India's and Business Today's Most Powerful Women. She has been a two-time TEDx speaker and an active voice in entrepreneurship and sustainability. She holds a B.A. in Economics from the University of Virginia and a Master's in Hospitality Management from Cornell University. Her work blends business innovation, environmental impact, and leadership in real estate transformation.


**Sanjay Kumar Singh, IAS (Retd.)**

Director, Strategy & External Relations; Jindal Steel & Power Ltd  
Former Secretary, Ministry of Steel; Govt. of India

Mr. Sanjay Singh is the Director, Strategy and External Relations at Jindal Steel & Power. He brings in more than 36 years of professional experience in Policy, Management, Administration, Project Implementation and Strategic Planning from the Government as an Indian Administrative Service Officer in the Central Government and State Government at implementation level and top level. His noteworthy work has been in the sectors of Steel, Telecommunication, Research Management, Human Resource Development, Information Technology. During his tenure in Steel Sector as Secretary, Government of India he worked towards formulation and preparing the implementation roadmap of medium and long term vision of the Sector with particular emphasis on sustainability in the sector and adoption of Industry 4.0. In the Telecom Sector he was instrumental in implementing a country-wide Broadband project; BharatNet to connect all 2.5 lakh Gram Panchayats in the country by Broadband.


**Dr. Zelalem Birhanu Taffesse**

Chief of Field Office for Andhra Pradesh, Karnataka and Telangana  
UNICEF

Dr. Zelalem Birhanu Taffesse is currently serving as the Chief of Field Office for UNICEF in Andhra Pradesh, Karnataka, and Telangana, based in Hyderabad, since 2023. He brings over 15 years of experience in international development, with a strong focus on system building and strengthening to ensure equitable access to essential services for vulnerable and marginalized populations. A seasoned development professional, Dr. Taffesse has held leadership roles across various contexts, contributing to multi-sectoral initiatives that improve outcomes in health, education, child protection, and social inclusion. His work reflects a commitment to equity-driven programming and evidence-based policy implementation. Dr. Taffesse's approach is rooted in collaborative engagement with governments, civil society, and communities to create sustainable, rights-based systems that advance the well-being of children and families.


**Desh Deepak Verma, IAS (Retd.)**

Principal Advisor, Institute of Directors  
Former Secretary General, Rajya Sabha

Mr. Desh Deepak Verma, IAS (Retd), an experienced multi-disciplinary professional with a demonstrated history of working with the Governments, utilities /industry and non- Government sectors in strategic planning and policy making at the top level, He has proved himself to be of unmatched value to every organization that he worked for. With strong leadership and consulting skills in Team Management, Project implementation, Governance and Public Policy, he has been recognized, nationally and internationally, for developing strategies and finding out of box solutions through innovative thinking, for some very complex and challenging work environments.


**N. Sivasailam IAS (Retd.)**

Former Special Secretary (Logistics), Department of Commerce  
Govt. of India

Mr. N. Sivasailam is a former Special Secretary (Logistics), Department of Commerce, Government of India, and a retired senior officer of the Indian Administrative Service (1985 batch, Karnataka cadre). Over his distinguished career, he has held key positions in both the Government of India and the Government of Karnataka, across sectors such as logistics, telecom, public enterprises, environment, health, and urban development. At the Centre, he served as Special Secretary in the Department of Telecom and Deputy Secretary in the Department of Personnel and Training. In Karnataka, he held senior leadership roles including Additional Chief Secretary, Department of Public Enterprises, Principal Secretary, Health & Family Welfare, and Managing Director, Bangalore Metro Rail Corporation Ltd. Mr. Sivasailam holds a Bachelor's in Mechanical Engineering from Delhi College of Engineering, an MBA from FMS, Delhi University, a Master's in Social Policy in Developing Countries from the London School of Economics, and a PG Diploma in Intellectual Property Rights Law from NLSIU, Bangalore. He assumed charge as Administrative Member, Karnataka State Administrative Tribunal on 17th June 2020. He has strong professional interests in entrepreneurship, metro rail, telecom, and logistics, and takes a keen personal interest in sports and music.

26<sup>TH</sup> INTERNATIONAL  
CONFERENCE ON

# Environment Management and Climate Change 2025

June 26 - 27, 2025  
Bengaluru (India)



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The image shows two Switch EV trucks, the IeV3 and the IeV4, in a delivery and loading scenario. The IeV3 is on the left, a cab-over-engine model with a blue cab and a blue box body, with a person loading boxes into it. The IeV4 is on the right, a more modern cab-and-chassis model with a blue cab and a blue flatbed trailer, with a person loading crates of produce. The background shows a city skyline and a market area with fruit and vegetable stalls.

**IeV3**  
1.25 Ton Payload  
2510mm Load Body Length  
220 km ARAI Certified Range

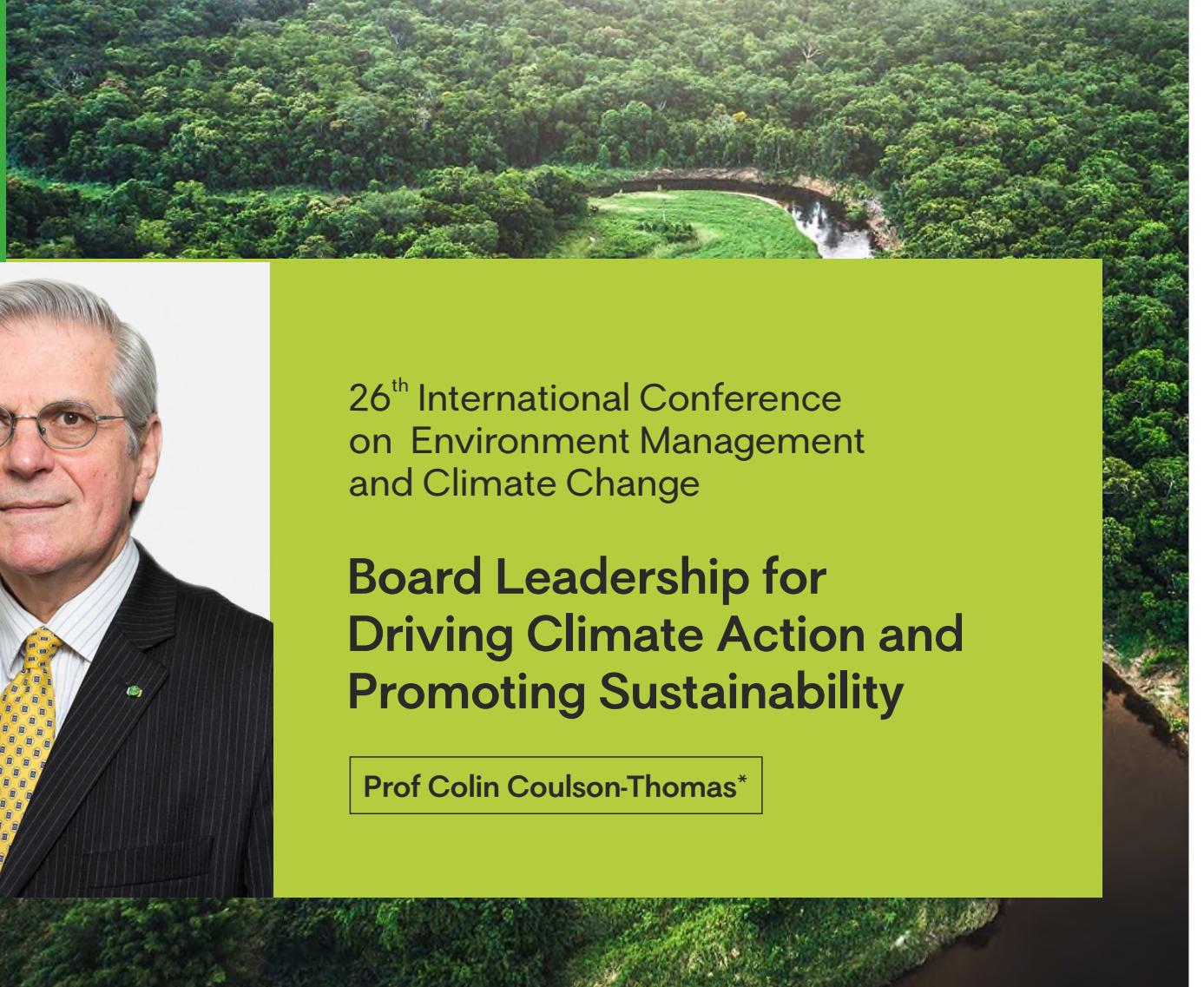
**IeV4**  
1.75 Ton Payload  
2590 mm Load Body Length  
206 km ARAI Certified Range

\*Assumed standard charging rates for a green meter ; compared with a similar diesel vehicle and based on ARAI- certified range

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## 26<sup>th</sup> International Conference on Environment Management and Climate Change

# Board Leadership for Driving Climate Action and Promoting Sustainability

Prof Colin Coulson-Thomas\*

People, organisations and governments face a combination of inter-related challenges, global risks and existential threats. According to the World Economic Forum (WEF) the outlook for environmental risks over the next decade is alarming, with the top four global risks in terms of severity of impact all being environmental (WEF, 2025a & b). Global warming continues, extreme weather events multiply and collectively we are not doing enough, whether to adapt, mitigate or respond. International scientific agencies agree that 2024 was the warmest year on record (Bardan, 2025; Copernicus, 2025; WMO, 2025). Economic losses from natural disaster events driven by Hurricanes Milton and Helene in the U.S. and flooding across Europe reached \$368 billion in 2024 (Aon, 2025). Biodiversity loss and habitat degradation continues, and tipping points approach, after which changes and trends become irreversible (WWF, 2024). The Arctic tundra has recently been emitting more carbon than it stores (NOAA, 2024). With pushback against net zero pledges increasing and climate deniers emboldened, should business leaders now drive climate action and promote sustainability?

### Confronting Rather than Avoiding Realities

While evidence of negative externalities, global warming, climate change, and damage to the environment is

overwhelming, and may correspond with common sense and our experience, why is it denied, rejected and/or ignored? Why do so many people still seem so determined to avoid knowing about things that might be inconvenient, uncomfortable or challenging and opt for ignorance rather than understanding (Gore, 2006; Lilla, 2024)? Do they derive some comfort in avoidance and not knowing? Are they trying to keep in with power and potential patronage, such as when corporate policies that were providing a slim prospect of human survival have been reversed following the election of Donald Trump, a climate change denier, as US President? Environmental, technological, economic and political changes are inter-related and exacerbating tensions, fuelling violence and leading to conflicts in many parts of the world (Schwartzstein, 2024). How might boards engage with stakeholders to refocus corporate and collective action upon climate change and sustainability?

An examination of human activities over the past 500 years from an environmental perspective suggests that throughout this period successive ecological impacts have been profound and may have affected the climate before more recent global warming (Amrith, 2024). Many of the impacts of natural disasters that may occur because of the climate change caused by collective human activity, are also made worse by various human activities, inadequate prevention and

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mitigation measures, and a failure to think ahead (Cottam, 2024). They are compounded and made worse by the choices we make. What more can and should boards do to help prevent disasters and reduce their negative impacts? Companies may have disaster recovery plans to cope with adverse impacts upon their operations, but what about the collective recovery of communities, entities and shared infrastructures and services? How should boards articulate, initiate and implement positive corporate and collective visions, plans and strategies for a more responsible, inclusive and sustainable future?

This Theme Paper explores areas on the agenda of the 26th International Conference on Environment Management and Climate Change. It suggests issues and questions that directors, speakers, and other participants might wish to consider ahead of the event and discuss with their peers, and highlights developments since last year's event. It includes references to recent investigations and studies related to the conference's agenda. When reading claims, proposals and reports relating to corporate environmental and climate action a degree of caution and scepticism is often advisable. Evidence presented may be selected to portray what has been done in the best possible light, and it could be misinformation, subject to confirmation bias and/or be misleading (van der Linden, 2023; Edmans, 2024). Directors should consider the source and purpose of board papers and other documents and be alert to the possibilities of hidden agendas, ulterior motives, and self-interests.

## Environment Management Challenges

People are not always aware of environmental damage, or it may seem remote, unconnected with their daily lives, and the responsibility of someone else. Areas inhabited by other species such as the oceans of the world are also being degraded by human activities and need our attention as much as the land ecosystems we may encounter daily (Bradley, 2024). The future of marine environments may depend upon local community awareness of issues relating to them and willingness to pay for their protection and sustainable management (Mai et al, 2024). How might stakeholder

environmental awareness best be increased, and more people and organisations encouraged to embrace rather than avoid responsibility for our collective future? How could they be made more aware of the implications of existential threats such as global warming and climate change? Are there better ways of communicating the impacts of contemporary lifestyles, and options and choices open to them, for example with more use of diagrams, graphics and other visuals (Jancovici and Blain, 2024)?

Environment management systems must often accomplish multiple objectives. For example, in relation to water which in many areas is becoming increasingly scarce and the source of

many disputes, rural water management systems may have to address quality, water pollution level, and water resource utilization rate concerns and might significantly improve the latter (Chen, 2024). How might the interests of competing users be aligned and better reconciled? In urban areas the prevention and control of the pollution of water environments can require a large amount of capital investment with the benefits accruing over the longer-term, so long-term planning is required (Jiang, 2024). Will timescales required for investment justification be available when migrations occur, and significant populations must be relocated? What mechanisms or interventions would ensure a more equitable sharing of costs and benefits, which can also influence the attitudes and behaviours of participating and/or affected

parties?

Beneficial environmental changes can take time. A study of selected Chinese cities suggests the cost of the governance of water environments can have a negative effect in the short term and a positive effect in the long term (Jiang, 2024). It may also be important to know what can be beneficial in different contexts. Knowledge, consumption behaviour and adoption of renewable energy have been found to have a positive association with environment management in the industrial sector in Germany (Azam et al, 2024). Much of the natural world will not have a voice or anyone acting on their behalf. How should their interests and those of future generations be taken into account and addressed? Should respecting nature and living in harmony with the natural world rather than thinking only about our own welfare, involve more respect for the 23 billion poultry, pigs and cattle living in factory farms (Godfrey-

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Smith, 2025)? Should their welfare be of concern to directors and stakeholders of companies supplying these farms or purchasing from them? What role should a board play in transitioning from current activities and operations to approaches and models that are less damaging to eco-systems and the environment?

### Transition Planning and Corporate Boards

Transition planning may seem problematic, without a motivating imperative and convincing justification for change, and a shared understanding of both the realities of what is being transitioned from and a clear and common vision of an alternative that is being transitioned to. The hoped for benefits of transition should exceed its costs, and delaying tactics from vested interests in the status quo and determined and powerful opponents, whether lobbies or climate change denying governments may be encountered on route (Coulson-Thomas, 2024a). Imperatives and justifications for change are likely to increase as tipping points approach. Certain tipping points have already been crossed, for example with the melting of large sheets of ice such as Greenland now irreversible (Moon, 2025). Impacts such as wildfires, floods, excess deaths from higher temperatures, and water shortages are being felt. How resilient and able to cope with environmental and other challenges are people, organisations, communities and their leaders (Coulson-Thomas, 2025b)?

How prepared are directors and boards for multiple uncertainties, contemporary insecurity, approaching tipping points and fundamental shifts that are occurring (Coulson-Thomas, 2025b)? Do they and other business leaders have the qualities and capabilities to lead corporate and collective initiatives to address existential threats (Coulson-Thomas, 2024c & d)? How prepared are they and companies for environmental and climate change challenges? What needs to be done now for them to be more flexible, adaptable and innovative in responses to climate change impacts and withstanding them? To manage climate risks, one needs first to recognise them along with associated regulatory risks and then analyse them and how they might be addressed and/or mitigated in what could be a regulatory environment that varies across business divisions and areas of operation (Kouloukou et al, 2025). What strategies should boards adopt for integrating climate risks into corporate governance arrangements, along with related business and innovation opportunities?

Transition plans can be a way of bringing distant future risks into the present (Dikau et al. 2025). How essential are they for ensuring that steps to protect or restore ecosystems and the environment, and to mitigate and tackle or cope with the impacts of climate change, are taken and their consequences monitored? Should credible transition plans be mandatory for

entities of a certain size or in sectors that are either harmful or crucial for the effectiveness of responses? When decarbonising, the advantages of achieving climate related targets may have to be balanced against competitive considerations, against a background of cost uncertainty (Wolf, 2025). The priority given to climate targets can also change, and sometimes dramatically following a change of Minister or government. In some sectors, there may be calls of a wider sharing of the costs of transition or public financial support and a sharing of financial risk with customers and/or taxpayers (Wolfe, 2025). How should boards ensure effective and appropriate financial risk assessment in a decarbonizing economy?

As conditions worsen, existential threats loom and tipping points approach, directors may find companies whose boards they sit upon increasingly held responsible for environmental damage (Rudall, 2024). What are the legal implications of 'ecocide' and corporate liabilities relating to the environment? Establishing the crime of Ecocide, prosecution criteria, and means of enforcement in diverse locations and circumstances could lead to greater accountability, more innovative approaches to preventing environmental damage, further restoration initiatives, and enhanced commitment to environmental protection (Davoodipad, 2025). What strategies and guidelines should be adopted for recognising and handling contingent and other liabilities? How might the financial costs of reduced biodiversity be assessed (Dasgupta, 2021)? Who should undertake such assessments and for whom?

Companies can be so focused on the environmental consequences of current operations, that they fail to explore alternative ways of operating more in harmony with the natural world, as advocated by Indian ancient wisdom (Baindur, 2015; Coulson-Thomas, 2019). What role could corporate boards and companies play in advocating, initiating or leading social and economic transformation towards more environment friendly lifestyles, infrastructure and public services? How would and should customers and other stakeholders respond? A lack of knowledge and cognitive and motivational biases can lead some consumers away from more effective climate mitigation responses (Winterich et al, 2024). How might association with LiFE and other campaigns and/or themes enable potential collaborators to be identified, and public-private and community partnerships forged?

### Climate Change Related Finance

Is contemporary capitalism both a cause of climate change and a means of addressing it, depending upon the behaviour of boards and whether they act responsibly and quickly enough in relation to trends, such as the falling cost of renewables in relation to fossil fuels for electricity generation (Rathi, 2024)? Given other claims on resources, the financial requirements for



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energy transitions that would bring rising global average temperatures closer to Paris Agreement (2015) objectives are considerable. Green finance to support environment friendly activity has been found to accelerate green growth in 19 selected OECD economies (Tufail et al, 2024). What changes would increase its utility and take up for the funding of renewable energy transitions? How might green and/or climate finance be used to address environmental and other risks and cope with the consequences of global warming and climate change? What changes would alter the relative attractiveness of climate finance?

The costs of climate change impacts such as extreme weather events is already considerable and set to increase (Aon, 2025). They remain modest in relation to the expected rapidly rising costs of climate inaction, especially if a combination of existential threat impacts occurred simultaneously and infrastructures, governments and response services were overwhelmed (Stern, 2006; Coulson-Thomas, 2024b). What should boards do to put the case for corporate leadership in collective action to address climate change? How might a 'call to arms' best be issued, and what steps could be taken to engage stakeholders and business and collaborating partners and secure their involvement in collective action? Are pressures for action likely to be more acute in some locations than others? What can boards do in collaboration with others to ameliorate the impact of heat islands in cities and urban areas, especially in poorer areas, by introducing green spaces, roof gardens and reflective surfaces (El-Said, 2025)?

Green finance, green innovation, green growth, and environmental taxes have been found to curb CO<sub>2</sub> emissions in 25 environmentally friendly countries, but internet users increase them (Wei et al, 2025). As more activities are undertaken online, and the adoption of AI increases, CO<sub>2</sub> emissions are likely to further increase along with the possibility of our collective demise. What strategies should directors, boards and companies use to prevent this and leverage climate finance to mitigate economic volatility? How can they increase the transformative influence of financial institutions in building a sustainable green economy? Growth needs to be sustainable. While human capital and green finance have a positive relationship with green growth, an increase in globalization and GDP can decrease green growth (Tufail et al, 2024). How can finance best mobilize resources to bridge climate and sustainable development goal (SDG) funding gaps? Which SDGs should be prioritised?

The impact of carbon pricing in developing countries is sometimes undervalued in relation to non-pricing but can be effective and increase carbon emission abatement effects (Zhang et al, 2024). What role should carbon pricing and market mechanisms play in financing climate action? How might additional incentives, inducements or other regulatory or

financial interventions help or hinder it? India's National Action Plan on Climate Change (NAPCC) resulted from a proactive and partially consensual policy style involving state and non-state actors (Deshpande et al, 2025). What forms of public-private partnerships would best mobilize climate finance? How could they become more synergistic, and how should they be governed? While higher temperatures may increase intention to migrate, this may be easier for some people than for others. A Chinese study recommends that policymakers consider the different impacts of climate change on various demographic groups and provide support to the underprivileged to bolster their ability to adapt to climate changes (Yue et al, 2025).

### **Climate Change Anxiety, Deniers and Opponents**

In comparison with its physical impacts, how climate change affects our behaviour, health, thinking and wellbeing is sometimes overlooked (Aldern, 2024). Climate anxiety is already affecting our prospects in ways as profound as the decision of whether to have children in view of what they might encounter in their lifetimes (Sasser, 2024). What can be done to ease anxiety and retain focus on climate related mitigation, action and innovation? Corporate and collective efforts to address climate change are facing resistance as growth projections are reduced, and expenditure on armaments increases in the face of hot and hybrid warfare. Pushback from people under pressure from cost-of-living increases and confronted simultaneously with other challenges, risks and threats seems to have eroded much of an earlier consensus (Catt, 2025). How can it be restored and climate momentum renewed?

Climate action can provoke the initiation of activities to counter it. Over a 30-year period a network of companies, think tanks, nonprofits, and advocacy organizations in the US have sought to obstruct climate change action, and such counter climate change organizations are most likely to develop in countries with more extensive state policies and structures oriented toward protecting the natural environment (Furuta and Bromley, 2025). The level of climate change denial in a local community might influence corporate environmental commitment and performance. A US study has found that firms located in counties with higher levels of climate change denial have weaker environmental performance ratings, are more likely to commit environmental violations, and impose greater environmental costs on society (Afzali et al, 2025). How might boards better understand where they and companies stand in relation to changing community and stakeholder views and priorities relating to climate change?

While US educators report that many children are worried about climate change, teachers may not be comfortable in helping them to cope with their concerns (Clayton et al, 2025).



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- Artificial reef projects and Coastal connecting roads development for Fisheries Department.
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Secretary to Government  
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Climate change teaching in the US is limited and often only available in science classes with many teachers feeling unprepared for it (Parnes et al, 2025). Views can reflect engagement with the natural world and positions taken in the contexts in which people are socialised. In authoritarian societies climate change deniers encouraged by fossil fuel lobbies may exert pressure upon public education bodies to remove references to global warming and climate change from textbooks that require approval (Branch, 2025). In the US, climate change has become a polarising issue with differing sustainable behaviours among conservatives and liberals (Cakanlar, 2024). An examination of global twitter data from the past 13 years has found a globally strong climate denier stance among men (Singh, 2025).

Pushback is occurring as evidence suggests action to achieve net zero is beginning to have a beneficial impact. The issue is whether electorates and governments will feel that these outweigh the immediate and short-term costs at a time of cost-of-living pressures (Catt, 2025). A series of simulations on the impact of China's efforts to achieve carbon neutrality on CO2 emissions has found positive impacts, but that confronting global warming and climate change will require worldwide concerted and collaborative efforts (Tan et al, 2025). Following the election of a climate change denying US President Trump, certain international oil companies have reignited their 'green' investments in renewables and ramped up oil and gas production (Jack, 2025). Others have followed suit, suggesting the commitment of some boards to climate and sustainability action might not have been as deep as rhetoric may have suggested? How should boards navigate reactions from different categories of stakeholder when they change course, alter priorities and handle their reporting?

Exaggerated claims have been made by many companies for poorly regulated carbon offsetting schemes (Burton, 2024). Boards may find governments in some jurisdictions are more flexible and sympathetic to sudden changes of direction and priority than others. How should they handle differing responses across countries in which they operate? There may be multiple policies and projects to change. Reaching net zero can involve action on several fronts. Amazon's efforts to achieve net zero carbon by 2040 have included efficiency improvements, lower-carbon substitutions, longer-term innovation investments, and engagements with supply chains (O'Rourke, 2025). Which areas need review and how might positive momentum be maintained? As efforts to control CO2 emissions fall further behind what is required to ensure our survival? Should more attention be devoted to reducing methane emissions which are at record levels and some thirty times more potent as a cause of global warming (Rowe, 2024a)? What can boards do to initiate collective action?

## Green and Sustainable Growth

Changing corporate priorities, moderation of net zero ambitions, and geopolitical developments can impact growth projections and environmental impacts. The International Monetary Fund (IMF) is anticipating that global uncertainties, including those relating to US tariff policies, will lead to lower growth and inflationary pressures in many countries around the world (IMF, 2025). Green growth refers to economic growth that is achieved while ensuring environmental sustainability. There are questions to ask and positions that can be taken in terms of whether growth can be green or de-growth is required for sustainable operations and lifestyles (Thornton, 2024). What steps should boards take to ensure that the implementation of policy and priority changes and new investments are responsible in terms of green considerations and sustainability implications?

The importance of green production is sometimes overlooked. Data from BRICS countries suggests that green production practices significantly contribute to long-term green growth (Zhao and Syed, 2024). There is a danger that more companies might soft pedal and reduce their efforts at a time when evidence is showing that past efforts have been beneficial and more needs to be done. A study of G7 countries has found that environmental policy and cleaner energy correlate with environmental protection and carbon mitigation and are linked with green growth, and that eco-friendly technologies can sustain and enhance environmental quality (Yin et al, 2024). As environmental challenges escalate globally, various incentives are still required to encourage many individuals and businesses to act in a more environmentally friendly and sustainable way (Gizyatova et al, 2024). How can boards ensure that opportunities to tackle negative externalities and advance SDGs are taken across organisations, and appropriate incentives to undertake production and other activities in environmentally responsible ways are in place across supply and value chains?

Given pushback against green and sustainability ambitions, commitment to them should not be assumed (Catt, 2025). There is some evidence that the impact of a board's sustainability experience upon a firm's sustainability performance is contingent upon age, with younger boards amplifying the positive effect of sustainability experience, while for older boards, this effect diminishes, up to the point of being completely mitigated (Collevecchio et al, 2025). Where do boards currently stand in terms of internal views and opinions among stakeholders? Do existing policies and functional and business unit practices require review? For example, green HRM policies may reinforce that an organization is particularly concerned about social sustainability, hoping employees may become more committed to serving this cause (Azeem et al,



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2025). Are policies and practices across an organisation aligned with SDGs? What is required to better align finance, technology, and capacity-building for sustainability?

## From Fragmented Approaches to Integrated Strategies

Alignment and integration may not occur without action to assess how a current situation falls short of what is desired and could be achieved. A study of 270 major cities across China suggests their climate resilience could be evaluated using an indicator system focused on exposure, vulnerability and resilience, and the influence of financial investments on urban climate resilience, with the rate of urbanisation as a moderating factor (Li et al, 2025). Boards may wish to check the alignment of corporate environmental and other policies, with those of governments, including Nationally Determined Contributions (NDCs), city authorities and local communities. Is corporate climate action aligned with national development strategies? How might NDCs be used as a tool for achieving targets equitably? What external sources of financing and collaboration options might be available and appropriate?

Energy aid can support transition to energy decarbonization, with the most substantial positive impact stemming from aid directed towards renewable energy generation, energy policy, and energy distribution (Liu et al, 2024). However, as countries such as the US cut overseas aid, increase fossil fuel production and refocus on their own national interests, it is not clear that others will step up their efforts to compensate and support energy transition. To balance economic growth with environmental sustainability, and based on past CO<sub>2</sub> emissions, policy interventions in India could include transitioning to clean energy, enforcing afforestation initiatives, managing population growth sustainably, and promoting eco-friendly agricultural practices (Dhayal et al, 2024). Joined up approaches are required. How might corporate and other initiatives be better coordinated and integrated?

When pursuing environmental objectives and navigating a net-zero transition, how should boards balance ecological imperatives with business profitability? How aligned are corporate approaches and priorities with those of supply and value chain partners? Does a perceived environmental footprint coincide with the impacts of corporate operations when negative externalities are considered? The consequences of human activities and pollution extend beyond territorial waters to the deep ocean and the high seas, threatening known and unknown creatures and eco-systems that we are barely aware of (Hefferman, 2024). Are companies and their directors and executive teams aware of best practices in implementing integrated sustainability strategies? Financial

and other formal objectives are sometimes achieved at the expense of negative externalities and associated costs for wider society.

Social sustainability involves creating value more widely than just for shareholders. Organisations with a social sustainability orientation may achieve higher sustainable performance because their employees develop a shared belief that environmental conservation initiatives are both valued and expected (Azeem et al, 2025). A regression study has found that corporate sustainability reporting practices have a significant positive relationship with Environment Performance Management (EPM) (Saeed and Cek, 2024). Both may derive from a board and corporate commitment to EPM and benefit from integrating sustainability reporting and environment management systems. The ISSA 5000 standard for sustainability assurance is designed to cover a wide range of sustainability considerations and frameworks. It can be used for both limited and reasonable assurance.

## Clean Energy and Infrastructure for a Sustainable Future

The creation of more sustainable communities, lifestyles and infrastructures and the provision of more sustainable choices, options and offerings is an arena of unprecedented business opportunity. Global investment shifts are occurring. Prior to the industrial revolution and emergence of fossil fuel use, biomass energy was the primary source of fuel (Mensah and Yankson, 2025). Renewable energy schemes to achieve energy security, affordability and sustainability objectives can involve both environmental and economic trade-offs (Badrudeen et al, 2024). A study of 20 years of data across 104 countries has found that renewable energy, globalization, and labour can have a positive impact on sustainable development (Chuong et al, 2025). Are global investment shifts occurring? Is the rise of renewables and the fall of fossil fuels likely to continue, or will oil and gas prospecting and production increase following pushback against net zero ambitions and the abandonment of renewable drives by some major oil companies (Catt, 2025; Jack, 2025)?

Will greenhouse gas emissions escalate, or will progress towards net zero and beyond be sustained by innovation and the efforts of others? How should boards prioritise business development opportunities relating to renewable energy, the pursuit of SDGs and the development of more environmentally responsible and sustainable business, operating and lifestyle options? Should more companies explore smart city options for building more sustainable cities that balance the needs of urban stakeholders while safeguarding the environment (Ito and Kato, 2025)? How might successful early-stage developments, solutions and their trials be more quickly scaled up? What can and should boards do to advance green

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hydrogen, solar and wind technologies? Are there inspiring transformations that others could learn from? What lessons can be derived from global clean energy success stories?

Biomass energy represents a pathway to energy security, carbon neutrality and socio-economic development, but its prospects are likely to require incentives for people to make the investments required and supporting technological, regulatory and other policy measures (Mensah and Yankson, 2025). Whether renewable energy, a circular economy solution or some other development pathway, what foundations for change need to be in place to accelerate progress? What legal, regulatory and financing changes are needed to build more resilient infrastructures for supporting more sustainable activities, lifestyles, communities and societies and promote clean energy adoption? The extent to which renewable energy is integrated into the energy mix can determine whether the contribution of energy consumption in the industry, transport, and residential sectors is positive or negative in relation to green growth and an ecological footprint (Pradhan et al, 2025).

Progress in more sustainable energy and aviation and shipping fuels depends upon marketplace demand and investments to increase capacity to meet it. Renewable energy can require significant up-front capital investments and enabling infrastructure costs against a background of fluctuating energy prices and the intermittent nature of some sources (Spilnichenko et al, 2024). The reliability of renewable energy autonomous generation systems is also an important factor in investment decisions (Mammadov and Mukhtarova, 2024). Energy storage batteries have a key role to play in overcoming the intermittency of renewable sources and ensuring a stable and efficient energy supply (Redouani et al, 2024). Policies should reflect their life cycle and end-of-life demands on scarce resources and the environment. What should boards do to increase recycling, focus on end-of-life issues, and reduce the vulnerability associated with complexity (Tainter, 1990; Dhanorkar et al, 2025)?

## **Innovation, Digital and Other Technologies**

Transition to less damaging sources of energy to combat climate change is not free of environmental costs. A scramble to secure lithium required by electric batteries and other minerals and the development of processing facilities outside of China can lead to environmental damage, including the destruction of sensitive locations and habitats (Scheyder, 2024). Given scarcity of natural capital and the mineral, energy and water requirements of certain technology applications involving AI and data centres, how should we leverage science and technology for sustainable and green solutions? Digitisation could be an obstacle to the achievement of net zero, but need not be, depending upon its purposes, adoptions and uses. A survey of 964 UK SMEs found that digitally

advanced firms are more likely to adopt net zero innovations (Kesidou et al, 2025).

Digital technology and infrastructure have been identified as key enablers of the digital economy (Patwa et al, 2025). Digital innovations, such as artificial intelligence, blockchain, and the Internet of Things (IoT) while demanding of scarce resources, could be leveraged to promote economic efficiency, resource conservation, and social equity, and advance SDG goals (John et al, 2025). How might boards ensure environmentally beneficial applications are prioritised? An AI strategy may be desirable to ensure that: required infrastructure and skills are available when needed, including data centres with access to the power they require; sustainability and security risks are mitigated; and capacity is allocated to priority requirements, whether from a corporate or national perspective (Clifford, 2025). Data centres are the equivalent of small cities in terms of their power and water consumption, and companies building them are likely to be unable to address their environmental impacts without collaboration with other entities. How might boards ensure that required capabilities are available to be accessed as and when required?

Due to the lead times involved, an AI strategy could cover the selection and development of priority data sets, some of which may derive from the public sector, and their structure and arrangements for access to them (Clifford, 2025). While there are multiple potential applications of AI in the fight against climate change, it is not a panacea, as it and required data may not be available in much of the Global South, past training data may be suspect, and patterns from previous years may not reflect unfolding scenarios (Rowe, 2024b). Adoption and spread of a new technology may reflect its perceived usefulness and perceived ease of use (Davis, 1989). AI applications may be easy for people to use for trivial or non-essential purposes in relation to challenges facing humankind but can sometimes be more difficult to use for more socially and environmentally beneficial purposes. Board assurance uses could include compliance with requirements using the captured knowledge of experts in each area and the assessment of sustainability claims against emissions data to identify greenwashing.

Tackling the worldwide increase in the generation of waste may require holistic examination of waste management supply chains and a focus on factors such as the price of processed waste and the margin between this and the cost of pre-processed waste from the perspective of waste management companies (Chintapalli and Vakharia, 2024). Encouraging a scarcity mindset, rather than an abundance one, may be a way of reducing food waste (Gao et al, 2024). Digitisation has created a growing volume of E-waste, much of which is transported to developing countries where it becomes subject



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to informal recycling with environmental risks to those involved. Information systems and digital products should be designed for e-waste recycling monitoring and collaboration, and electrical and electronic equipment should be designed for repairability and recyclability (Du and Zeng, 2024). What circular economy options might be available? How should they be initiated, coordinated and managed?

## Pollution and Water Management

Care needs to be taken to ensure that concern with immediate and emerging issues does not lead to traditional concerns being overlooked. Air pollution remains an issue in urban areas around the world and is especially acute in India. It can have negative educational and health impacts, for example by reducing test scores and the acquisition of gross motor, fine motor and problem-solving skills, and being detrimental to educational attainment (Nduka and Jimoh, 2024; Villalobos and Blackman, 2025). A direct relationship has also been found between air pollution and COVID-19 infection and fatality rates (Kargi and Coccia, 2024; Kadhom et al, 2025). How might collaboration across discipline, functional, business unit and organisational boundaries and national borders be facilitated?

Conflicts of interest and the influence of vested interests can affect attempts to control or limit emissions from power plants (Buonocore et al, 2025). At international talks in Busan, South Korea on a treaty to limit plastic pollution, oil and gas lobbyists have outnumbered scientific representatives three to one, and while 100 countries wanted to limit plastic production, several countries including major fossil fuel producers prevented this (Rowe, 2025a). For them and oil and gas companies emboldened by US President Donald Trump plastic production represents an arena of business opportunity. How might climate change backsliding, defensive reactions and active opposition best be countered?

A Chinese study has shown that environmental information can help pollution abatement efforts and related technology upgrades and increase productivity, but the beneficial impact was found to be more pronounced in non-resource-based cities, coastal areas, areas with stronger environmental regulations, non-state enterprises, and exporting enterprises (Lou and Zhu, 2025). A study of heavy-polluting A-share firms listed on the Shanghai and Shenzhen stock exchanges has found that boards with a larger number of foreign directors spend more on environmental protection, and this relationship is more pronounced in state-owned enterprises (Wang et al, 2024). Chinese firm data suggests women on corporate boards enhance a company's environmental performance and disclosures, while limiting greenwashing behaviour, with the impact increasing exponentially once females reach the threshold of 33.5% representation on a board or higher (Zahid

et al, 2025). Where do factors that relate to the environment and sustainable development rank in board selection criteria?

Water management and availability, and unequal access to it, is a pressing issue in many parts of the world as water becomes scarcer and is increasingly polluted because of human activity (Boateng et al, 2024; Rifkin, 2024). The UN has warned that the unprecedented speed of glacier melting is threatening food and water supplies to two billion people (UN, 2025). Despite the Namami Gange programme, clean water in the Ganges for devotees to bathe in at Varanasi remains an aspiration rather than a reality. Is the need to tackle pollution from discharges of sewerage, chemicals and other waste not being addressed with the urgency and seriousness it deserves? What changes to policy, laws and regulations are required to avoid, reduce or better treat harmful emissions to reduce their negative impacts? Regular supplies of water are essential for certain operations and activities. How might boards ensure future supplies will be available in the light of multiple threats to them?

What strategies and collaborations and changes of practice are required to ensure continuing operations? Agricultural runoff can adversely affect water in streams, rivers and lakes. For example, a lake basin study has found that it directly and negatively affects the quality of soil and water, ecological balance and human health (Liu et al, 2025). Have water related risks and vulnerabilities been identified and addressed? Suspended particles in rainwater during rainy season and in flood water can present problems that require technological solutions (Yu, 2025). The quality of potable or drinking water can be an issue for developed as well as developing economies. For example, a US study has found that among different socio-economic groups, black and Hispanic citizens can be at higher risk from contaminants in drinking water (Maruzzo et al, 2025). What special measures might be required in certain locations in respect of particular communities and groups?

## Business, Policy and Climate Leadership

Smart boards try to address multiple issues simultaneously. A resilient organisation can hopefully be a more sustainable one and vice versa. A Chinese FMCG sector study suggests organisational resilience may influence various aspects of sustainability and might enhance social, economic, environmental and human sustainability (Xu et al, 2024). What should a board encourage for a company to be more resilient, responsible and sustainable? In which areas is leadership required and what should the priorities be? For example, should strategies be adopted to unlock demand for low-carbon products? Are there changes to regulatory frameworks and policies that would better enable private sector action?



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California evidence suggests e-waste recycling standards that are observed and/or enforced can: induce firms to design products with reduced environmental impact that are easier to recycle; enhance inventive activity to better comply with regulatory requirements and may lead to further patents for related green and other innovations (Dhanorkar and Muthulingam, 2025). Recent evidence from China suggests that market-based environmental regulation and taxes can reduce industrial water pollution (Guo et al, 2025). In what areas would further regulation be most desirable and effective and at what point might there be a risk of regulation overload? Are costs and benefits measured and reviewed? How could the drafting and ease of adoption and implementation of environmental regulations be improved? In relation to the built environment, there may not be agreement on what constitutes a sustainable building and how it is defined and measured (Isaksson and Rosvall, 2025). How might differences of perspective, interpretation, priority and understanding be reconciled?

Given changing and polarising attitudes concerning global warming and climate change in different jurisdictions, and the changing positions of some governments, what environmental and sustainability strategies should contemporary boards pursue? Is a reset or renewed commitment required? How might sustainability be embedded at the heart of corporate strategy and governance? What forms of engagement and consultation should be undertaken before a significant change of direction? Is a paradigm shift for long-term value creation required (Kuhn, 1962)? What role should corporate leadership play in driving decarbonization in terms of vision, accountability, and transformative action? Engaging and communicating with people in relation to sustainability in ways that secure attention, commitment and beneficial action can be a challenge. Could it be helped by conceptualising sustainability as the pursuit of life (Dahlmann, 2025)?

Customers may not fully appreciate the environmental consequences of their purchasing and consumption. Consumers may overlook or underestimate both the environmental harm of production waste, and the benefits of reducing it (Xu and Bolton, 2024). How might their understanding of negative externalities and unintended consequences best be improved? Is collaboration between industry leaders required to cultivate demand for sustainable products? What more could and should be done to explore and incentivise recycling and reuse and circular economy and waste to energy solutions? Exaggeration, concealment and misinformation should be addressed. How might certain claims, such as those for biomass energy generation be verified where investigations have revealed the use of unsustainable, uncertified or unreported wood by subsidised

plants (Ro and Brown, 2025)?

Are consumer environmental issues, the behaviours of stakeholders and their expectations of businesses monitored identified and addressed? What priority and resources are allocated to different environmental risks and existential threats and how do these compare with others in the sector? How do the rankings compare with those surveyed by the WEF (2025a & b)? Climate change is also a threat to biodiversity, both being directly impacted negatively by human activities. Unintended consequences and efforts to address one negative impact can affect others and create further dilemmas, as with efforts to control invasive species (Warwick, 2024). Biodiversity, the mass extinction of other species, and the threat posed by monoculture risks to food security represents a global risk and existential threat (Dasgupta, 2021). Where do biodiversity and other challenges feature in corporate priorities? What should the role of central and state governments be in improving biodiversity in coastal zones and other areas and combating sea level rise? Are contingency plans in place for relocations?

## Confronting Multiple Challenges

Technological changes, geopolitical differences, seismic shifts and mega disruptions are leading to alienation, destabilisation, distrust, fracturing and polarisation, and the distrust, insecurity and instability they cause inhibits collective action to address common challenges and shared interests (Coulson-Thomas, 2025a & b; Kaplan, 2025). Demographic changes are going to add to social and environmental problems, including migratory flows, caused by global warming, and challenge the capacities of many countries to cope (Rowe, 2025b). Common challenges and shared problems can require collective solutions. Collective responses to climate change and becoming more sustainable can involve sustainability alliances and understanding how to establish and maintain them and retain focus upon what the parties are seeking to achieve together (Johansson et al, 2025). How might we avoid vulnerability resulting from complexity and energy dependency (Tainter, 1990)?

Contemporary societies could learn much from Indian and other ancient wisdom on living in harmony with the natural world (Baird, 2015, Coulson-Thomas, 2019). Bishnoi, desert dwellers in Rajasthan still act to protect plants and animals and operate sustainably in harsh conditions more people are likely to encounter (Goodman, 2025). One can also learn from how past communities and civilisations have sometimes coped with various catastrophes, including societies that have been riven with religious and other conflicts and divisions (Wade, 2025). The challenge now is to cope and survive, with global challenges, risks and existential threats that may be denied or



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ignored by key players and when it is questionable whether there is sufficient bandwidth to maintain order and cope with a combination of catastrophic events occurring simultaneously (Coulson-Thomas, 2024b). How might boards ensure collaboration efforts are pursued to enhance collective capability to address environmental challenges, climate change and other existential threats and be sustainable?

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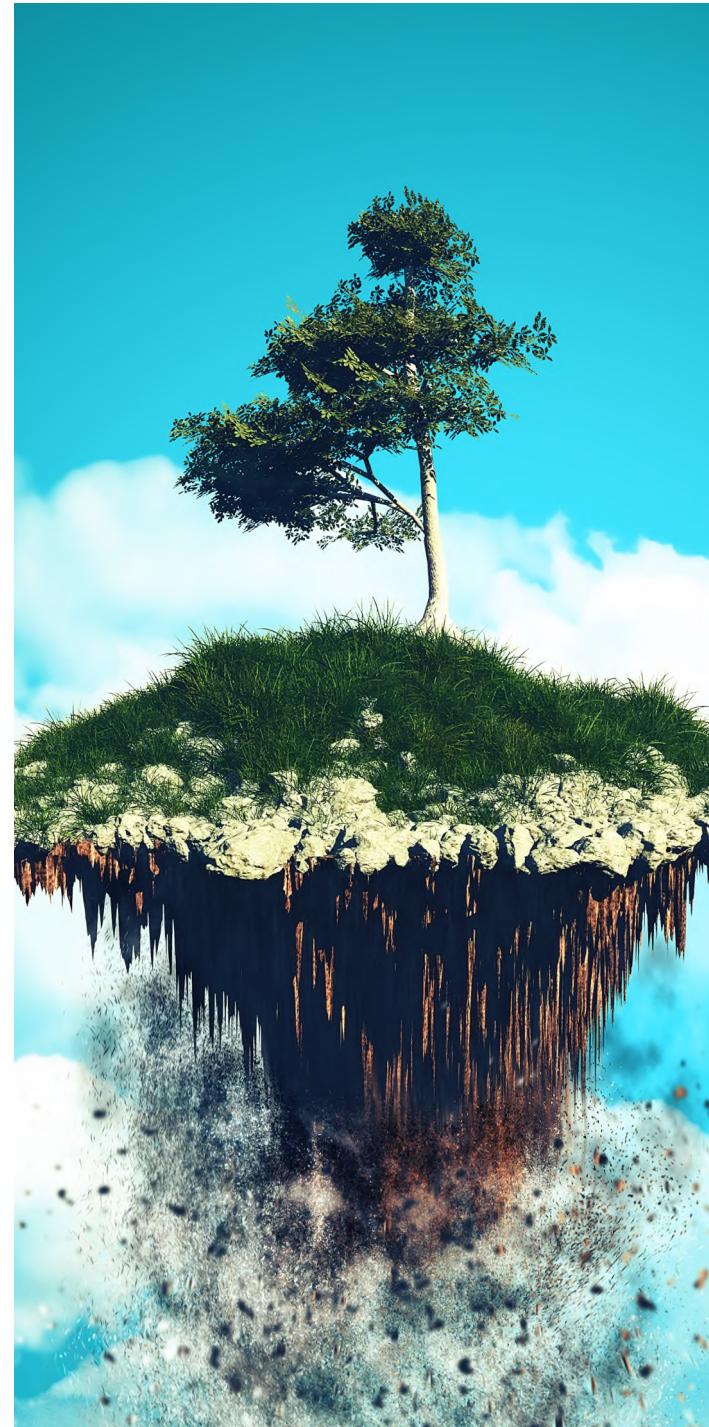
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### Further information

Details the 26th International Conference on Environment Management and Climate Change, including the agenda, can be obtained from the website of the organiser: India's Institute of Directors ([www.iodglobal.com](http://www.iodglobal.com)): [https://www.iodglobal.com/upcoming\\_events/details/26th-international-conference-on-environment-management-and-climate-change](https://www.iodglobal.com/upcoming_events/details/26th-international-conference-on-environment-management-and-climate-change)

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Prof (Dr) Colin Coulson-Thomas, President of the Institute of Management Services and Director-General, IOD India, UK and Europe, leads an International Governance Initiative and is an experienced chairman of award-winning companies and vision holder of successful transformation programmes. He has helped directors in over 40 countries to improve director, board and corporate performance and held public appointments at local, regional and national level and professorial roles in Europe, North and South America, Africa, the Middle East, India and China. He is currently *inter alia* Honorary Professor at the Aston India Centre for Applied Research of Aston University and Lincoln International Business School, College of Arts, Social Sciences and Humanities of the University of Lincoln, a Distinguished Research Professor and President of the Council of International Advisors at the Sri Sharada Institute of Indian Management-Research (SRISIIM), a Governing Director of the SRISIIM Foundation and has supervised dissertations at the University of Greenwich. Colin was educated at the LSE, London Business School, and the Universities of Chicago, Southern California and Westminster and obtained first place prizes in the final exams of three professions. He has authored over 70 books and reports and some 2,000 articles. Details of his recent publications can be found on: <http://www.policypublications.com> and <http://www.academia.edu>



26<sup>TH</sup> INTERNATIONAL CONFERENCE ON  
**Environment Management**  
**and Climate Change**  
2025

Board Leadership for  
Driving Climate Action  
and Promoting Sustainability



# India's Narrative on Climate Action

Pradeep Chaturvedi



## Recent Observations Necessitating Climate Action:

A look at how climate change has affected the global perspectives brings forth the necessity of action. Some of the facts are as follows;

- 2024 is officially the hottest year on record, with average global temperatures now exceeding 1.5°C compared to pre-industrial temperatures.
- In recent decades, as the global population has grown, economies have improved, and demand/production of goods and services has increased, energy demand has soared, along with collective carbon footprint. The increased combustion of fossil fuels to meet this demand has seen annual global greenhouse gas emissions increase by 50% over the past 30 years.
- China is responsible for about 31% of global fossil fuel CO<sub>2</sub> emissions in 2022, making it the largest carbon polluter in the world.
- In 2023, approximately 430 million tonnes of plastic were produced, about 65% of which were short-lived products that soon became waste.
- However, it is estimated that current commitments made by governments and industries will only reduce the annual volume of plastic flowing into the ocean by 8% by 2040.
- By the end of 2023, the social and economic costs of plastic pollution were US\$600 billion.

- A global shift to a circular economy, which refers to using resources efficiently, reducing waste, and recycling, by 2040 could create savings of more than US\$4.5 trillion.
- Each year, between 19 and 23 million tonnes of plastic waste seep into aquatic ecosystems, contaminating lakes, rivers, and oceans. That's the equivalent of about 2,000 garbage trucks per day.
- The world is losing around 10 million hectares of forest every year due to deforestation.
- Agriculture is the main driver of deforestation in all regions except Europe. Urbanization, climate changes, and over utilization of resources are other leading causes.
- In 2024, 55% of CEOs expect to see significant returns from sustainability investments by 2030.

While Global Organisations and Companies have a huge role to play in driving climate change, the barrier is the 'choice' between short-term profitability and the urgent need to reduce carbon footprint.

### **Focus of COP 30:**

The World is now preparing for COP 30 in Brazil. Greater uncertainty prevails. The experts highlight the defense of multilateralism and respect for science. The President designate of COP 30 underscored the UNFCCC's role in inaugurating multilateral climate governance. He identified cooperation among people for the progress of humanity as its guiding principle and called for deep, rapid, and sustained cooperation of all countries. Recognizing 2024, as the first year to exceed the 1.5-degree Centigrade threshold, the President Designate stressed the need to strengthen climate governance and ensure agility, preparedness, and anticipation in decision making and implementation. He expressed hope that COP 30 will provide a decisive impulse in three dimensions:

- Protect and expand the institutional legacy we have built together over three decades.
- Connect to real life the abstraction of negotiations and COP decisions.
- Accelerate implementation of the Paris Agreement on Climate Change through structural solutions and levers beyond the climate regime, including in global governance and financial architecture.

### **Theme of 26th ICEM:**

Underscoring, that adaptation is no longer a choice and it does not compete with mitigation, it is necessary to fulfill the mandate on indicators and to advance the Baku Adaptation Road Map. It is necessary to integrate climate, biodiversity, desertification, and sustainable development agendas for our multilateral institutions to deliver results commensurate with

the climate challenge. The Institute of Directors, realizing the significance of the present State of Climate Action, has decided to organize the 26th International Conference on Environment Management & Climate Change with the theme "Board Leadership for Climate Action & Promoting Sustainability". The conference will focus on various issues that are currently of significance in dealing with climate governance while at the same time promoting sustainability.

India's leadership in climate action, sustainability and green energy is in keeping with India's new Narrative. India's rise is proof that global power can be shared, even multiplied, because when India starts to dominate in pharmaceuticals, in tech services, in space exploration and in green energy innovation, it pushes a new narrative into the world that leadership is no longer limited by geography or skin color or colonial legacy. The data doesn't lie. India is set to surpass major global economies, in both, 'production' and 'consumer' demand, in the coming years. It's becoming a global hub for manufacturing, a center of fintech innovation, and a hotbed for unicorn startups. That's not just growth, that's transformation.

### **Business Growth and Environment Intertwined:**

Business growth and the environment are closely intertwined – and prioritizing sustainability and flexibility for your business to grow while respecting local and global ecosystems will be essential for flourishing in 2025 and beyond.

This year's World Economic Forum at Davos in January 2025 focused on climate and environmental, social and governance (ESG) challenges. The devastating impacts of human-induced climate change were felt globally in 2024, with wildfires, hurricanes, and flooding wreaking havoc on communities and economies. Such disasters have inflicted over \$3.6 trillion in damage worldwide since 2000, according to a World Economic Forum (WEF) report, and the risks continue to escalate. Businesses, therefore, also face mounting threats, with physical climate risks projected to reduce annual earnings by up to 7% by 2035 if adaptation efforts fall short.

The Forum's, '2025 Global Risks Perception Survey' revealed that environmental concerns dominate the list of long-term global risks. Economic and societal leaders attending Davos addressed the magnitude of the crisis and explored actionable solutions – from harnessing AI and data to setting shorter-term deadlines for emissions reductions.

Corporate Responsibility was a recurring theme at Davos. Leaders from the Centre for the New Economy and Society stressed that while more than half of the world's largest companies have incorporated climate targets into their strategies, less than 20% have addressed the broader implications for workers, communities, and supply chains.

Businesses that prioritize long-term sustainability over short-

term profits can drive systemic change, proving that economic growth and environmental stewardship can coexist.

To achieve an equitable green transition, businesses must balance profit motives with societal responsibilities. This includes reskilling workers, supporting affected communities, and ensuring that sustainability efforts do not exacerbate inequalities.

While long-term goals like achieving net-zero emissions by 2050 are vital to keep the world on track to meet the unanimous climate commitments made at COP 29, the 2025 World Economic Forum emphasized the power of short-term deadlines to drive meaningful action.

Short-term goals instill urgency and accountability in encouraging organizations to prioritize immediate action. They also show that significant progress is achievable within a single generation, offering hope and momentum for broader climate efforts.

Now, every fraction of a degree counts. Every year- every gain by our actions - will matter. Every leader who takes responsibility - will matter.

As per the UNFCCC Standing Committee on Finance, a cumulative amount of \$5 trillion to \$6.8 trillion will be required until 2030 to support developing countries to achieve their determined contributions. Yet, in the last decade, Organisation for Economic Development (OECD) met a \$100 billion target only once.

### India's Climate Action:

According to the Global Carbon Budget of 2024, India's carbon emissions are projected to increase by 4.6%, representing 8% of global emissions.

India has also seen 18% more frequent and intense extreme weather events in 2024 as per the Centre for Science and Environment (CSE).

To combat the situation, the Government of India, multiple startups, and many NGOs are working together to control this pace. Some crucial actions are as follows:

- India has drastically improved its Renewable Energy (RE) utilization with a 32% overall RE. In October 2024, India ranked fourth in the world for wind power capacity and fifth largest solar power capacity.
- Switching from rice and wheat to millets to improve groundwater depletion in the Indo-Gangetic Plains.
- India's climate adaptation is currently predominantly funded by domestic sources of green finance. Now, it is actively working to channel from the growing pool of international sources.

- The International Solar Alliance formed with solar energy endowed countries to reduce the dependency on non renewable sources of energy.

But, we need to do much more. These were much needed meagre efforts to control the fast-paced environmental damage. When the world has moved into a different today, we must plan for a different tomorrow.

### India's New Narrative:

India has faced colonization, partition, poverty and global skepticism but instead of letting those moments define its limitations, India has used them to shape its resilience. And that resilience, unyielding, self-assured and deeply rooted in identity is something that is driving the global south with great confidence to fight climate change impacts. When a nation rises with a kind of inner strength, it does not ask for validation, it claims its space. India no longer fixes in convenient roles that once defied it. It's not dependent, it is not docile and it is certainly not deterred by pressure tactics dressed up as policy. India's foreign policy carries the new narrative globally reflecting its independent opinion and determination to write the global agenda to the best benefit to the country. The only difference is that the new narrative is reflecting India as one, that is trying to carry other countries in policy development, survival and prosperity. Systems that global powers are now studying and, in some cases, trying to replicate are not followed by India. It is building its own pathway integrating resilience - that means its evolving, expending and, enduring. It means embracing challenges not as setbacks but as tests of national character. And each time India passes that test in Technology, Diplomacy or Crisis Management, it rewrites what it means to be a global leader.

India has taken a lead and established models and developed strategies to solve climate related issues by promoting climate justice, climate finance and alternative route of development which is least dependent on fossil energy, minimalist on natural resource use and promotes circular economy. Sustainability remains the "Mantra for India's Growth".

I am glad that IOD has appropriately chosen a topic to find a smooth, green and clean pathway for development for the humanity by providing Leadership for Climate Action and ensuring sustainability of the system.

The focus of the Conference and also my contribution is on India's leadership in new Avtar and the role of industry in fighting climate related issues and ensuring a sustainable future.

**Pradeep Chaturvedi**  
Vice President  
Institute of Directors

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# Golden Peacock Awards®

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JURY RESULT SHEET

## GOLDEN PEACOCK AWARDS JURY MEETING - 2025

The Selected List of **WINNERS** of **Golden Peacock Awards** for  
**Occupational Health & Safety, Environment Management,**  
**Energy Efficiency** and **Eco-Innovation**  
for the year 2025

Under the Awards' 2<sup>nd</sup> cycle for the year 2025, the **Golden Peacock Awards Secretariat, Institute of Directors, India** invited applications for the following Institutional awards from Corporates, including both large enterprises and SMEs, covering all types of Public, Private, and Government Enterprises:

1. Golden Peacock **OCCUPATIONAL HEALTH & SAFETY** Award (GPOHSA)
2. Golden Peacock **ENVIRONMENT MANAGEMENT** Award (GPEMA)
3. Golden Peacock Award for **ENERGY EFFICIENCY** (GPAEE)
4. Golden Peacock **ECO-INNOVATION** Award (GPEIA)

These prestigious awards aim to recognise and celebrate organisations that have demonstrated outstanding achievements in various areas of Health & Safety, Environment, Energy and Climate Change practices.

This year, the **Secretariat received over 573 responses**, for the above annual Golden Peacock Awards.

After careful scrutiny, **273 applications were shortlisted** across various business sectors for final selection, through a rigorous 3-tier Assessment Process. The quality of the shortlisted entries clearly reflected the immense commitment of the participating organizations to strive for excellence and their desire to maintain world-class quality standards.

An Assessment Group, consisting of experts in Health & Safety, Environment, Energy and Climate Change, was established to evaluate the applications. Each application was independently reviewed by assessors, who thoroughly analyzed the submissions. Following this, a peer review by the committee was conducted to ensure consistency, transparency, and fairness in the selection process. This process underlined the high standards of the Golden Peacock Awards and the focus on recognizing excellence in corporate practices.

### Review Parameters/Criteria:

The applications, submitted on self-assessment parameters, were evaluated on a total score of 1000 marks. **A final cut-off of 80% was applied**, ensuring that only the highest-quality submissions were considered for the awards.

Among the shortlisted applicants, the organisation with the highest score in each respective Business Sector was recommended to the Jury for their final decision.

The selection process highlights the commitment of the awardees to achieve excellence in innovative Health & Safety, Environment, Energy and Climate Change practices.

Based on these recommendations, the **Jury selected the following organizations as the Winners** of the Golden Peacock Awards for the year 2025:

## WINNERS - 2025

| GOLDEN PEACOCK OCCUPATIONAL HEALTH & SAFETY AWARD | (GPOHSA)

S.NO.	ORGANIZATION	SECTOR
1	<b>Tagros Chemicals India Private Limited</b> Dahej	Agrochemical
2	<b>Coromandel International Limited</b> Dahej	Agrochemical
3	<b>Tata Motors Limited</b> Mumbai	Automobile
4	<b>Shanthi Gears Limited</b> <b>Foundry Division</b> Coimbatore	Automobile Ancillary
5	<b>Udaipur Cement Works Limited</b> Udaipur	Cement
6	<b>Himadri Speciality Chemical Limited</b> Kolkata	Chemical
7	<b>Afcons Infrastructure Limited</b> <b>Mumbai Ahmedabad High Speed Rail C-02 Package (Bullet Train)</b> Navi Mumbai	Construction
8	<b>TKIL Industries Private Limited</b> Pune	Engineering
9	<b>GAIL (India) Limited</b> <b>Hazira Compressor Station</b> Surat	Gas
10	<b>HCL Technologies Limited</b> Chennai	IT
11	<b>Avery Dennison India Private Limited</b> Bengaluru	Labelling & Packaging
12	<b>Larsen &amp; Toubro Limited</b> <b>L&amp;T Energy Hydrocarbon</b> <b>Modular Fabrication Facility</b> Kattupalli	Oil & Gas Fabrication
13	<b>Castrol India Limited</b> Silvassa	Oil Lubricant
14	<b>Hindustan Petroleum Corporation Limited</b> <b>Visakh-Vijayawada-Secunderabad-Dharmapuri Pipeline</b> Visakhapatnam	Oil Pipeline
15	<b>Seros Energy Private Limited</b> Navi Mumbai	Oil Production
16	<b>Bharat Petroleum Corporation Limited</b> <b>Kochi Refinery</b> Ernakulam	Oil Refining

## | GOLDEN PEACOCK OCCUPATIONAL HEALTH &amp; SAFETY AWARD | (GPOHSA)

S.NO.	ORGANIZATION	SECTOR
17	<b>IndianOil Petronas Private Limited</b> LPG Import/Export Terminal Haldia	Oil Terminal
18	<b>Grasim Industries Limited</b> Birla Opus Paints Division Cheyyar Unit Tiruvannamalai	Paints
19	<b>Mankind Pharma Limited</b> Unit-I Paonta Sahib	Pharmaceutical
20	<b>NTPC Limited</b> Muzaffarpur Thermal Power Station Kanti	Power (Generation)
21	<b>Nuclear Power Corporation of India Limited</b> Rajasthan Atomic Power Station 3 & 4 Rawatbhata	Power (Generation)
22	<b>Shapoorji Pallonji and Company Private Limited</b> Hyderabad Ground up (Google) Hyderabad	Real Estate & Construction
23	<b>ArcelorMittal Nippon Steel India Private Limited</b> Steel Service Centres Mumbai	Steel

## | GOLDEN PEACOCK ENVIRONMENT MANAGEMENT AWARD | (GPEMA)

S.NO.	ORGANIZATION	SECTOR
1	<b>TVS Motor Company Limited</b> Hosur	Automobile
2	<b>Honda Motorcycle &amp; Scooter India Private Limited</b> Tapukara Factory Alwar	Automobile
3	<b>Kirloskar Brothers Limited</b> Pune	Engineering
4	<b>National Aluminium Company Limited</b> Panchpatmali Bauxite Mine Koraput	Mining and Metallurgy
5	<b>Lupin Limited</b> Mandideep Raisen	Pharmaceutical
6	<b>Avaada Energy Private Limited</b> Unit: Avaada Sunce Energy Private Limited Bikaner	Power (Renewable)

## | GOLDEN PEACOCK AWARD FOR ENERGY EFFICIENCY | (GPAEE)

S.NO.	ORGANIZATION	SECTOR
1	<b>Tata Motors Limited</b> Jamshedpur	Automobile
2	<b>Prism Johnson Limited</b> <b>Cement Division</b> Satna	Cement
3	<b>Grasim Industries Limited</b> <b>Unit: Indian Rayon</b> Veraval	Chemical
4	<b>L&amp;T Heavy Engineering</b> Surat	Engineering
5	<b>Hindalco Industries Limited</b> <b>Mouda</b> Nagpur	Mining and Metallurgy
6	<b>Emirates National Oil Company (L.L.C.)</b> UAE	Oil Refining
7	<b>JSW Steel Limited</b> <b>Dolvi</b> Raigad	Steel

## | GOLDEN PEACOCK ECO-INNOVATION AWARD | (GPEIA)

S.NO.	ORGANIZATION	SECTOR	INNOVATION
1	<b>Tata Motors Limited</b> <b>CV Engineering</b> Pune	Automobile	Pioneering Low Carbon Footprint through Innovative Sealant and Paint Solutions for TATA Small Commercial Vehicles
2	<b>Dow Chemical International Private Limited</b> Navi Mumbai	Chemical	REVOLOOP™ XUS 60941.01/ XUS 60943.01: Mechanically Recycled Plastics Resins for Primary and Secondary Packaging (Non-Food) Applications
3	<b>BEML Limited</b> Bengaluru	Engineering	BRS <sub>21</sub> Rope Shovel – an Indigenous Milestone in Surface Mining
4	<b>Armoured Vehicles Nigam Limited</b> <b>Engine Factory Avadi</b> Avadi	Government (Defence)	Concept of Utilization of Waste Product of Gas Nitriding Process
5	<b>Oil and Natural Gas Corporation Limited</b> <b>Well Stimulation Services</b> Ahmedabad	Oil Production	Development of New Generation Frac Fluid Formulation using Effluent Water
6	<b>Steel Authority of India Limited</b> <b>Bhilai Steel Plant</b> Bhilai	Steel	Paver Blocks/Tiles
7	<b>E.I.D. - Parry (India) Limited</b> Karur	Sugar	Artificial Growing Medium from Bagasse

## GOLDEN PEACOCK AWARDS JURY



### CHAIRMAN

**Hon'ble Justice Uday U. Lalit**

former Chief Justice of India



### SOME OF THE OTHER JURY MEMBERS WERE



**Hon'ble Justice  
Ritu Raj Awasthi**  
Judicial Member, Lokpal of India  
former Chairperson, Law  
Commission of India and  
former Chief Justice,  
Karnataka High Court



**Lt. Gen. Surinder Nath, PVSM,  
AVSM (Retd.)**  
former Vice Chief of Army Staff  
former Chairman, Union Public  
Service Commission (UPSC),  
and former Independent  
Director, Larsen & Toubro  
Limited



**Dr. Vivek K. Agnihotri**  
IAS (Retd.)  
former Secretary-General  
Rajya Sabha  
(Parliament of India)



**Mr. Dhanendra Kumar, IAS (Retd.)**  
former Chairman, Competition  
Commission of India, former  
Chairman, Committee on  
National Competition Policy  
of India, former Secretary to  
Government of India and  
former Executive Director,  
World Bank



**Ms. Ruchira Kamboj, IFS (Retd.)**  
former Permanent Representative  
of India to the United Nations at  
New York and former Ambassador  
of India to Bhutan



**Mr. Hem Pande, IAS (Retd.)**  
former Secretary, Ministry of  
Consumer Affairs, Food &  
Public Distribution, Govt. of India  
and former Special Secretary,  
Ministry of Environment  
Forests and Climate Change  
Government of India



**Dr. Aruna Sharma, IAS (Retd.)**  
Board Member on multiple  
Boards and former Secretary,  
Ministry of Steel & IT,  
Government of India



**Mr. Ovais Sarmad**  
Vice-Chair, GHG Protocol,  
Steering Committee, Spain &  
former Deputy Executive Secretary,  
United Nations Climate Change  
Secretariat (UNFCCC)



**Mr. Desh Deepak Verma**  
IAS (Retd.)  
Board Member on multiple  
Boards and former  
Secretary-General,  
Rajya Sabha  
(Parliament of India)



**Mr. Sumanta Chaudhuri,  
IAS (Retd.),**  
former Secretary  
Ministry of Coal  
Government of India



**Mr. Prasanta Mahapatra,  
IAS (Retd.)**  
Senior Advisor  
International Solar Alliance (ISA)  
and former Additional  
Chief Secretary,  
Government of Haryana



**Dr. Uddesh Kohli**  
Secretary General  
IFTDO, Senior Advisor  
Global Compact Office,  
UN and former Chairman  
and Managing Director,  
Power Finance Corporation  
Limited



# Golden Peacock Awards®

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## Golden Peacock Awards Presentation WINNERS & HIGHLIGHTS OF ACHIEVEMENTS 2025

### GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

#### **Tagros Chemicals India Private Limited, Dahej**

##### **Sector – Agrochemical**

Tagros Chemicals India Private Limited, Dahej specializes in manufacturing agrochemicals. Integration of the OH&S Management System into governance model is a strategic imperative, rooted in commitment to operational excellence, employee well-being, and sustainable growth. OH&S Policy is communicated across all levels and is translated into measurable objectives at each department. AI driven Risk Assessment tool for Quantitative Risk Assessment is used for different Critical Storages and Processes. For manual activities HAZARD classification is done through HIRA – Hazard Identification and Risk Assessment methodology. For hazard associated with process and operations, assessments are done with PHA – Process hazards assessment (HAZOP & What If) tools. Plant had total 1601 accident free days.



#### **Coromandel International Limited, Dahej**

##### **Sector – Agrochemical**

Coromandel International Limited, Dahej is in Crop Protection Chemicals (CPC) business that produces insecticides, fungicides, herbicides and plant growth regulators. OH&S Policy is available at site and displayed at prominent places. Pre-qualification for selection of business partner considers OH&S policy through due diligence. AI based video analytics for various safety measures, and AI based group training system are carried out. Activity hazard classification is done by using various Process Hazard Analysis (PHA) tools that enable ascertain the risk level. 100% of employees are trained on health and safety measures. Emergency siren system available at site which is easily audible in company premises, Fire alarm system is also installed in company premises along with manual call points. Behaviour Based Safety program is adopted to help strengthen the culture of safety in the organization.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### Tata Motors Limited, Mumbai Sector – Automobile

Tata Motors Limited, Mumbai is a leading global automobile manufacturing company. Its diverse portfolio includes an extensive range of cars, sports utility vehicles, trucks, buses and defence vehicles. A robust Occupational Health & Safety Management System (OHSMS) aligned with ISO 45001:2018 (with commitment to a zero-harm culture) is reinforced through proactive risk management, digital safety interventions, and leadership driven governance. Company utilizes Hazard Identification and Risk Assessment (HIRA) Standard to proactively identify hazards before incidents occur. AI algorithms analyse CCTV footage to ensure workers wear mandatory PPE in designated areas, promoting compliance and preventing injuries. By fostering a culture of innovation and encouraging active participation from all levels of the workforce, company is continuously working to create a safer and healthier work environment for all employees.



### Shanthi Gears Limited, Foundry Division, Coimbatore Sector – Automobile Ancillary

Shanthi Gears Limited, Foundry Division, Coimbatore, a subsidiary of Tube Investments of India (Murugappa Group), is a leading gear and gearbox manufacturer. Company has implemented a structured and integrated HSE Management System Governance Model (HSEMS) aligned with Safety Excellence Model (SEM) that ensures Environmental, Health, and Safety (HSE) responsibilities are shared across key functions and departments, promoting a culture of collective accountability and ownership. Company has a well-established Occupational Health and Safety (OH&S) Policy, which reflects unwavering commitment to protect the health and safety of all employees, contractors, visitors, and the community. AI-enabled 360° camera vision system installed on forklifts to detect human presence in real time and alerts operators instantly. A detailed hazard classification of all operational and support activities has been carried out as part of structured Hazard Identification and Risk Assessment (HIRA) system.



### Udaipur Cement Works Limited, Udaipur Sector – Cement

Udaipur Cement Works Limited, Udaipur is a subsidiary of JK Lakshmi Cement Limited. It manufactures world class cement under the brand name- Platinum Heavy Duty Cement. Occupational Health & Safety Management System has been implemented in entire plant. Company has Safety Committee with equal numbers of representatives of Trade Union and Management. AI System have been introduced in Training Need Assessment, IOT for real time data for Fire Hydrant System, Sensors to detect Flame / Smoke. Company has Kaizen & Suggestion Scheme in place for innovative, cost saving, Safety improvement related ideas and suggestions. Hazard identification and risk assessment have standard format in SAP containing the information about the activity, nature of job and hazard associated with the activity. 100% staff including workman are trained in on-site emergency plan & Incident reporting. Plant observed 730 accident-free days.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### Himadri Speciality Chemical Limited, Kolkata

#### Sector – Chemical

Himadri Speciality Chemical Limited, Kolkata, manufactures carbon black and chemicals like coal tar pitch, naphthalene, and battery materials. OH&S management is integrated into corporate governance through strategic oversight, accountability, and alignment with ESG goals. AI-driven systems are used for driver safety, forklift operations, safety audits, AR-based training, and PPE deviation detection. Work hazards are classified via engineering and job risk assessments. Human risk assessment considers attention failures (slips), memory lapses, judgment errors, and deliberate violations. Key OH&S features include zero lost time injury and zero occupational illness in FY 2024–25. A digital safety observation system and Behavioural-Based Safety (BBS) approach further strengthen workplace safety and culture, ensuring proactive risk mitigation and continuous improvement.



### Afcons Infrastructure Limited, Mumbai Ahmedabad High Speed Rail C-02 Package

#### (Bullet Train), Navi Mumbai

#### Sector – Construction

Afcons Infrastructure Limited, Mumbai Ahmedabad High Speed Rail C-02 Package (Bullet Train), Navi Mumbai is a project of Afcons Limited. Company has addressed and integrated ISO 45001:2018 OH&S management system in governance model. AI algorithms analyse real-time data from sensors (VMT, GPS, geological sensors) on the TBM to provide precise navigation, adjusting the machine's course and depth autonomously to follow the planned tunnel alignment to enhance accuracy and reduces the risk of deviations. Job Safety Analysis (JSA) / Job Hazard Analysis (JHA) of each job is carried out to identify potential hazards at each stage. To minimize the impact of fire in underground (under sea) tunnel the construction work includes a comprehensive strategy encompassing prevention, detection, suppression, and emergency response. Company has observed 660 days of accident-free operation.



### TKIL Industries Private Limited, Pune

#### Sector – Engineering

TKIL Industries Private Limited, Pune is a premier Engineering and EPC organization delivering turnkey solutions across sugar, cement, energy, and material handling sectors. Occupational Safety, Health and Environment (OSHE) Management System is aligned with the Safety Framework and the ISO 45001:2018 standard and fully integrated into Integrated Management System (IMS). AI-based CCTV surveillance systems embedded with computer vision algorithms have been deployed at key locations, designed to automatically monitor real-time compliance with mandatory PPE requirements. Actively encourage and foster a culture of creativity and problem-solving across all levels of employees and contractual staff. Hazards are identified using structured tools HIRA (Hazard Identification and Risk Assessment), LMRA (Last Minute Risk Assessment), and JSA (Job Safety Analysis). A structured Behaviour-Based Safety (BBS) program has been rolled out to systematically identify unsafe behaviours, promote safe work practices, and embed safety into everyday tasks.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### **GAIL (India) Limited, Hazira Compressor Station, Surat**

#### **Sector – Gas**

GAIL (India) Limited, Hazira Compressor Station, Surat is a part of GAIL a Maharatna company. The Compressor Station at Hazira is the Gateway of HVJ pipeline system. HSE management system document has been prepared in-line with OISD GDN – 206 “Safety Management System in Petroleum Industry” for managing safety and covers all aspects of plant and facilities to control loss to personnel, equipment, material and environment. Health, Safety and Environment requirements are duly integrated in General Conditions of Contract or Special Conditions of Contract which clearly spells the requirements are binding on the of part of contractors or suppliers. Safety performance for various HSE elements is being monitored on monthly and quarterly basis. 731 accident free days observed from 01.04.2023 upto 31.03.2025. Behavioural Based Safety (BBS) observations are reported in SAP system.



### **HCL Technologies Limited, Chennai**

#### **Sector – IT**

HCL Technologies Limited, Chennai is structured as three business segments—IT and Business Services (ITBS), Engineering and R&D Services (ERS) and Products and Platforms (HCLTECH Software). Company has established an OH&S policy that aligns with its overall governance principles, reflecting the organization's commitment to providing a safe and healthy work environment for all employees. OHS related objectives and targets of FY24-25 are focused on workplace incidents/illnesses (zero incident), nutrition and well-being. Campus has equipped with various auto-sensing and AI features. 100% employees, contract workers are trained on safety aspects. Following Significant aspects are monitored: Incident reporting; Near miss reporting; Unsafe act /unsafe condition; and Employee interaction. Company has maintained a zero-accident record for the last two consecutive financial years.

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### **Avery Dennison India Private Limited, Bengaluru**

#### **Sector – Labelling & Packaging**

Avery Dennison India Private Limited, Bengaluru is a leading solution provider of labelling and packaging materials for various global garment and apparel brands. Plant Site has a well-defined EHS Policy. The plant safety system uses automated voice, visuals, and interactive AI avatars to deliver critical safety instructions, site rules, emergency procedures, and PPE requirements in an engaging, easy-to-understand format. Company encourages employee engagement, ownership, and innovation through multiple structured initiatives aimed at making safety a way of life rather than a compliance requirement. A structured Hazard Identification and Risk Assessment (HIRA) is followed to proactively recognize risks, assess their severity, and implement appropriate controls. 508 accident-free days have been observed.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### Larsen & Toubro Limited, L&T Energy Hydrocarbon, Modular Fabrication Facility, Kattupalli Sector – Oil & Gas Fabrication

Larsen & Toubro Limited, L&T Energy Hydrocarbon, Modular Fabrication Facility, Kattupalli is a part of L&T Group, a technology, engineering, construction, projects, manufacturing and financial services conglomerate. Health, Safety and Environment Management System (HSEMS) has helped to translate company's HSE policy into practice. Annual HSE Program is in place in order to implement the policy and to achieve continual improvement. Following HSE Campaigns were conducted - Heat Stress Awareness Campaign and Observation and Near miss reporting Awareness campaign. Company has a site specific "Procedure for Hazard Identification and Risk Assessment and Environmental Aspect Impact Identification" for identifying the site's health, safety and environmental hazards. Significant HSE aspects are being monitored and evaluated periodically. No Reportable Accident occurred during year 2024.



### Castrol India Limited, Silvassa Sector – Oil Lubricant

Castrol India Limited, Silvassa is part of the BP group and serves customers and consumers in automotive, marine, industrial and energy sectors. Lubricants Operating Management System (OMS) is the way company does business and achieve sustainable, safe, systematic, and reliable operations. Factory has adopted a Health, Safety, Security & Environment policy which is periodically reviewed by the management. Plant follows the task-based risk assessment methodology which is Hazard Identification and task- based risk assessment (HITRA). Any new process or equipment is subject to 'management of change' procedure which sets a systematic and consistent approach for managing changes that impact plant, process, or people; whether permanent, temporary, or emergency. Howsoever minor, incidents are reported and investigated to adopt lessons learnt. Over the past five years, the incident rate has decreased by 40%, demonstrating the effectiveness of safety protocols.



### Hindustan Petroleum Corporation Limited, Visakh-Vijayawada-Secunderabad-Dharmapuri Pipeline, Visakhapatnam Sector – Oil Pipeline

Hindustan Petroleum Corporation Limited, Visakh-Vijayawada-Secunderabad-Dharmapuri Pipeline, Visakhapatnam is a 1272 km, cross country multi-product pipeline. Company's HSE management system helps to manage process safety, personal safety, and environmental risks, as well as drive performance improvements. Company has established and maintained common policy for Quality, Environment and Occupational Health & Safety Management System (QEHS). Company has implemented AI-based Video Analytics solutions across all locations to ensure safety measures and ensure adherence to standard operating practices, thereby fortifying its commitment to safety and operational excellence. Company has developed a detailed competency mapping based Functional Training Calendar to enable enhanced competency building for employees. Company has implemented technologies that enhance transport safety and ensure comprehensive training for all personnel.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### **Seros Energy Private Limited, Navi Mumbai**

#### **Sector – Oil Production**

Seros Energy Private Limited, Navi Mumbai is the owner and operator of one of India's largest drilling rig fleet, empowering oil and gas discovery and production enhancement. Company has embedded OH&S at every level of governance framework: from the Corporate Policy through Generic Procedures, down to Site-Specific Instructions and Forms, mirroring overall Management System hierarchy and ensuring that HSEQ considerations are "baked-in" to every strategic and operational decision. Company ensures all supplier and contractor agreements explicitly require compliance with OH&S Policy. All new equipment, operating procedures or facility modifications follow eight-step Management of Change (MOC) process, which includes risk evaluation, stakeholder review, training and post-implementation verification. Field personnel are trained to conduct peer-to-peer safety observations, fostering accountability and continuous learning on-site.



### **Bharat Petroleum Corporation Limited, Kochi Refinery, Ernakulam**

#### **Sector – Oil Refining**

Bharat Petroleum Corporation Limited, Kochi Refinery, Ernakulam is manufacturing Unit of Bharat Petroleum Corporation Limited. Products include Liquefied Petroleum Gas, Naphtha, Motor Spirit, Kerosene, Aviation Turbine Fuel, High Speed Diesel and Asphalt. Integration of OH&S into overall governance is done through various elements of OH&S Management system like Safety Trainings, Refinery Operating Systems (ROS), HAZOP and Risk Analysis, Work Permit System and Job safety Plan etc. Drones with AI detection technology was used to provide real-time surveillance of equipment and infrastructure while ensuring safety of on-site personnel. Process Hazard Analysis (PHAs) are used to pinpoint weaknesses in the design and operation of facilities. Competency and training matrix is developed for all employees. 100% employees trained on fire safety. No LTA in last 2 years.



### **IndianOil Petronas Private Limited, LPG Import/Export Terminal, Haldia**

#### **Sector – Oil Terminal**

IndianOil Petronas Private Limited (IPPL), LPG Import/Export Terminal, Haldia is a leading marketer of Propane, Butane, and LPG in India. Company is integrating Occupational Health and Safety (OH&S) Management Systems into overall governance framework for ensuring operational safety and regulatory compliance. Unit is dedicated to zero accidents, injuries, and environmental harm by fostering a proactive safety culture, ensuring strict regulatory compliance, and continuously improving safety performance in LPG storage, handling, and transfer operations. Tech-enabled program empowers all IPPL members to contribute ideas seamlessly while strengthening health and safety standards. A thorough hazard classification has been performed for all work activities. Terminal conducts task-based risk assessments for each role. Terminal has accident free period of 10 years.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### Grasim Industries Limited, Birla Opus Paints Division, Cheyyar Unit, Tiruvannamalai Sector – Paints

Grasim Industries Limited, Birla Opus Paints Division, Cheyyar Unit, Tiruvannamalai is a major players in the fast-growing decorative paints industry. Technical Safety Management is in place to establish, enhance and align existing business management processes and system to achieve the goal of "Zero harm" along with the business goals of zero defects. Company provides strategic direction to the management efforts through consistent and auditable safety management system implementation. 'Enablon' Reporting Software now incorporates an advanced Risk AI algorithm, meticulously trained on a comprehensive dataset of over 17,000 real incidents, including near misses from industry operations. 100% of employees and contract workmen have been trained on health and safety topics. National Building Code 2016 is followed for designing the safety system. 1032 accident-free days.



### Mankind Pharma Limited, Unit-I, Paonta Sahib Sector – Pharmaceutical

Mankind Pharma Limited, Unit-I, Paonta Sahib (HP) is an Indian pharmaceutical and healthcare products company having products in therapeutic areas ranging from antibiotics, to gastrointestinal cardiovascular, dermal, and erectile dysfunction medications. Company has incorporated policies, procedures, and practices that prioritize the health and safety of employees within the organization. Company communicates OH&S Policy to supply chain partners, ensuring they understand the expectations and requirements. By identifying and classifying hazards, unit effectively assesses risks and implements control measures to ensure safety and well-being of employees. Company has developed a standardized process for hazard identification and risk assessment that can be applied to all new processes and equipment under Change Control Process / Management of Change & HIRA. 4318 reportable accident-free days.



### NTPC Limited, Muzaffarpur Thermal Power Station, Kanti Sector – Power (Generation)

NTPC Limited, Muzaffarpur Thermal Power Station, Kanti is coal based thermal power generation plant with total capacity of 390 MW. Safety Framework (SFW) is envisaged to provide a consistent conceptual structure and serve as the guidance document to the various functions and roles aligned with the overall Policy and objectives of company. Plant has its own OHS Policy in line with NTPC Safety Policy and Health and Wellness Policy. Annual Safety Plan is available with objectives and targets well defined and linked with KPA of individual employees. Individual departments do the hazard classification based on work activities and develop HIRA document. Plant has implemented procedures to monitor and measure Occupational Health & Safety performance on a regular basis. Last two years were accident free.



## GOLDEN PEACOCK OCCUPATIONAL HEALTH AND SAFETY AWARD I (GPOHSA)

### Nuclear Power Corporation of India Limited, Rajasthan Atomic Power Station 3 & 4, Rawatbhata Sector – Power (Generation)

Nuclear Power Corporation of India Limited, Rajasthan Atomic Power Station 3 & 4, Rawatbhata have two units of 220 MW Pressurized Heavy Water Reactors (PHWR). Company is having a well-structured “OH&S Policy”, formulates a clearly defined Annual Plan, which includes measurable objectives and actionable targets based on the policy. Various initiatives have been taken to ensure that every employee should be involved to encourage innovations and suggestion schemes for building and maintaining health & safety culture at work place. All routine jobs of hazardous nature and Non routine jobs in station are identified. 100% employees and contract workmen are trained on health and safety measures annually. Total accident free days till 25.04.2025 are 2485. A program was initiated at station to correct any behavioural based safety non-compliance by ROKO-TOKO method.



### Shapoorji Pallonji and Company Private Limited, Hyderabad Ground-up (Google), Hyderabad Sector – Real Estate & Construction

Shapoorji Pallonji and Company Private Limited., Hyderabad, is executing the Google Connect Services Private Limited. office project. OH&S management is integrated through a “safety first” culture and top-down approach. All project managers receive construction safety training from reputed organizations. The company fosters innovation, suggestion schemes, and a strong safety culture. The ROMESH (Respect, Own, Manage, Environment, and Safety & Health) scheme promotes staff involvement in safety. The ESWER (Either Safe Work Else Refuse) scheme empowers workers to refuse unsafe tasks. Behavioural safety is actively promoted. The qualitative and quantitative impact of OH&S management on company performance is regularly assessed, ensuring continuous improvement, enhanced safety standards, and strengthened workplace accountability across all project phases.



### ArcelorMittal Nippon Steel India Private Limited, Steel Service Centres, Mumbai Sector – Steel

ArcelorMittal Nippon Steel India Private Limited, Steel Service Centres, Mumbai is a joint venture between ArcelorMittal and Nippon Steel. Company's main products are Hot Rolled /Hot Rolled Pickled & Oiled /Cold Rolled /Galvanised Steel Slit Coils and Blanks. Company has AI-based CCTV surveillance system in plant premises, monitoring entire shop floor activities. A dedicated “Business Excellence Portal” is accessible to all employees and associates (Contract workers) to record suggestions and innovations. Hazard classification has been done for Ergonomic hazards, Environmental hazards and Chemical hazards etc. Plant has defined operational control procedure to asses significant aspect impacts and OH&S hazards and risks. Company covers 100% of employees and contract workers in various safety trainings conducted throughout the year. Training sessions on “Behavioural Based Safety” are conducted.



## GOLDEN PEACOCK ENVIRONMENT MANAGEMENT AWARD I (GPEMA)

### TVS Motor Company Limited, Hosur Sector – Automobile

TVS Motor Company Limited, Hosur is part of TVS Group and is a two and three-wheeler manufacturer. Environment, Health and Safety (EHS) Policy reflects commitment to sustainability and climate change. Plant achieved renewable power contribution of 93% in overall share of power and 58,000+ tCO2e emissions reduction. Company has adopted a robust framework aligned to the Intergovernmental Panel on Climate Change (IPCC) and the GHG Protocol to map its emissions. Plant operates in 100% compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 and Bio-medical Waste Management Rule 2016. Environmental monitoring include: Compliance with Legal and Regulatory Requirements, Emission & Effluent Monitoring, Resource conservation, Waste & Waste Management, Energy and GHG Monitoring, Biodiversity and Ecosystem Monitoring. Achieved over 10% reduction in specific water consumption across all manufacturing plants in 2024-25.



### Honda Motorcycle & Scooter India Private Limited, Tapukara Factory, Alwar Sector – Automobile

Honda Motorcycle & Scooter India Private Limited, Tapukara Factory, Alwar, a wholly owned subsidiary of Honda Motor Co. Ltd., manufactures two-wheelers. The company follows GHG Protocol standards, reporting Scope 1, 2, and 3 emissions to Honda Motors Japan for sustainability reporting. It targets carbon neutrality across products and operations by 2050, focusing on EVs, hybrids, and renewable energy. The Gurukul portal provides annual environment and legal training to top management. Environmental monitoring focuses on CO emissions, water consumption, and waste generation. The factory follows a zero liquid discharge policy. Over three years, electrical energy consumption was reduced from 46.39 to 35.99 kWh/vehicle (~22.5%), reflecting significant energy efficiency improvements and strong environmental commitment.



### Kirloskar Brothers Limited, Pune Sector – Engineering

Kirloskar Brothers Limited, Pune exemplifies engineering excellence with first-in-class fluid management solutions, leveraging cutting-edge technology and energy-efficient products. Company is developing Integrated Annual Report with reference to Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (UNSDGs), Business Responsibility and Sustainability Report (BRSR). Company has undergone voluntarily Independent third party “BRSR Core” assurance in FY 2024-25. Company aspires to become Operational Net Zero by 2040 and Net Zero by 2047. As part of the organization's commitment to sustainable development and environmental stewardship, top management is regularly trained and appraised on environmental appreciation and sustainability best practices. 70% of electricity consumption is catered through renewable energy sources (solar and wind power).



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## GOLDEN PEACOCK ENVIRONMENT MANAGEMENT AWARD I (GPEMA)

### National Aluminium Company Limited, Panchpatmali Bauxite Mine, Koraput Sector – Mining and Metallurgy

National Aluminium Company Limited, Panchpatmali Bauxite Mine, Koraput (Odisha) is the largest bauxite mine in Asia. Sustainability Report is published by the company on yearly basis as per GRI - 4 format. Fixed automatic sprinklers of 3.8 km length was established in the South Block and Central Block to suppress dust generated from haul roads. Blasting has been substantially reduced to only 2% of total excavation in 2023-24 towards endeavour to a blast-free mine. Panchpatmali Bauxite is zero discharge mine and no waste water is discharged to water bodies. 1,20,389 nos of trees were planted by the company in and around Mines against the target of 1,10,000 nos. of trees. Also, around 5,500 nos. of fruit bearing seedlings were distributed to local villagers to improve awareness. The overburden material is 100% reused for backfilling of mined out area.



### Lupin Limited, Mandideep, Raisen Sector – Pharmaceutical

Lupin Limited, a global pharmaceutical leader, manufactures antibiotics and cardiovascular drugs at its Mandideep, Raisen facility. Sustainability disclosures are made annually through its Integrated Report and BRSR. The company conducts materiality assessments to align with stakeholder expectations on environmental and societal impacts. It promotes green office practices like energy conservation, waste reduction, and recycling. Top management receives training on environmental sustainability. In FY 2023-24, GHG emissions were reduced by 9.14%, wastewater generation dropped by 4.92% (KL/day), and renewable energy use rose to 33.8%, resulting in a 21% reduction in carbon emissions—demonstrating Lupin's strong commitment to sustainability.



### Avaada Energy Private Limited, Unit: Avaada Sunce Energy Private Limited, Bikaner Sector – Power (Renewable)

Avaada Energy Private Limited, Unit: Avaada Sunce Energy Private Limited, Bikaner, part of Avaada Group, operates in solar, green hydrogen, ammonia, SAF, and methanol. ESG is integrated into board governance with oversight from an ESG Advisory Committee. The Sustainability Report aligns with GRI 2021, BRSR, IFRS S2, and TCFD. GHG Protocol (Scope 1, 2, 3) is followed with third-party assurance. ESG risks are managed via digital tools, scenario modelling, and geo-tagging. Digitized Compliance is monitored through EY's Compliance Manager Tool. The company delivered 4,935 EHS-related training sessions with leadership participation. Water savings of 93% achieved through robotic dry cleaning and RWH. Biodiversity is integrated via Miyawaki forest projects. AI/ML enable ESG dashboards, SCADA control, forecasting, and energy optimization. IMS embeds real-time monitoring and emergency preparedness.



## GOLDEN PEACOCK AWARD FOR ENERGY EFFICIENCY I (GPAEE)

### Tata Motors Limited, Jamshedpur Sector – Automobile

Tata Motors Limited, Jamshedpur was established in 1954, producing automobile. By fostering innovation, recognizing contributions, and maintaining open communication, plant ensures continuous engagement in its energy-saving initiatives. Company has a robust Energy Policy focused on sustainable growth through efficient energy use. Regular performance audits are conducted to identify inefficiencies, assess equipment performance, and ensure compliance with energy standards. Energy performance is continuously monitored through advanced systems like SCADA and energy meters. Real-time data collection enables precise analysis of consumption patterns and helps in quickly identifying deviations. Performance indicators are tracked against set targets to ensure optimal energy usage and guide strategic planning for continuous improvement in energy efficiency. Plant has achieved measurable success in energy conservation, with consistent reductions in specific energy consumption year over year.



### Prism Johnson Limited, Cement Division, Satna Sector – Cement

Prism Johnson Limited, Cement Division, Satna, is a leading Indian cement manufacturer. The company has invested in renewable energy, including a 10MW solar PV plant (2021), with plans for 8MW additional solar and 24MW captive wind power by March 2025. Key initiatives include HVAC optimization via VFDs, rooftop solar installations, and retrofitting systems. An online monitoring system tracks section-wise energy use for daily analysis. Emission intensity reduced to 616 kg CO<sub>2</sub> /tonne of cementitious material in FY24 from 650 kg in FY22. Renewable power now contributes 32.4% of power used in blended cement production. Use of alternative raw materials like fly ash and GGBS helps reduce clinker consumption and associated emissions, supporting sustainable cement manufacturing.



### Grasim Industries Limited, Unit: Indian Rayon, Veraval Sector – Chemical

Grasim Industries Limited, Unit: Indian Rayon, Veraval has integrated manufacturing capacity Pot Spun Yarn, Continuous Spun Yarn, and Spool Spun Yarn. Energy Policy is in place. It covers energy performance as well as climate change challenges. Electricity and Steam consumption is reduced. Internal training and awareness program are regularly conducted. 848 participants were given training/awareness through external and internal programs since 2015. Process-wise /department-wise monitoring is done. Many steps are taken such as mixer speed optimization and efficient motors up-gradation. Power consumption, steam consumption, water consumption are monitored. Energy efficient system is adopted. Culture of continuous improvement is encouraged, reward and recognition policy is there for ideas and innovation scheme.



## GOLDEN PEACOCK AWARD FOR ENERGY EFFICIENCY I (GPAEE)

### **L&T Heavy Engineering, Surat** Sector – Engineering

L&T Heavy Engineering, Surat, manufacturing arm of Larsen & Toubro is at the forefront of introducing Industry 4.0 digital techniques. Energy Policy complying with ISO 50001 requirements has been established. Awareness training is given to all employees. Energy audits are conducted by external auditors, BEE certified auditors focused on comprehensive energy assessment and identification of improvement areas. Certification audits and re-certification audits were conducted by DNV. Baselines are established. Real time monitoring is done. Energy accounting of all production centre is done, automatic report and alert is generated. 42% reduction from 2021-22 to 2024-25 in total energy consumption. Net zero initiatives are planned.



### **Hindalco Industries Limited, Mouda, Nagpur** Sector – Mining and Metallurgy

Hindalco Industries Limited, Mouda, Nagpur, adopts a comprehensive approach to energy efficiency and sustainability. The plant follows a zero-discharge policy with effluent and sewage treatment facilities and a vacuum distillation unit for rolling oil recycling. A 7.5MW solar power plant with battery storage is installed, with an additional 5 MW planned. AI tools and predictive modelling enhance productivity and energy efficiency. Energy-efficient continuous casting processes are used to produce high-quality aluminium with reduced energy use. About 80% of employees have received sustainability training. The facility has developed high-grade aluminium foils for lithium-ion batteries, currently under qualification with manufacturers in India, Europe, and the U.S., strengthening Hindalco's position in the electric vehicle supply chain.



### **Emirates National Oil Company (L.L.C.), UAE** Sector – Oil Refining

Emirates National Oil Company (L.L.C.), UAE is owned by Govt. of Dubai. It is a leading integrated international energy player operating across the energy sector value chain. Company has established a comprehensive Energy Policy focused on sustainability, efficiency, and environmental responsibility. Regular energy performance audits are conducted to identify inefficiencies and areas for improvement. Focus is on energy performance improvement, resource efficiency and circularity, lifecycle thinking, capacity building and communication as well as Climate change mitigation. Staff training programs are implemented to enhance awareness and skills related to energy management and conservation. Best practices such as efficient lighting, HVAC optimization, and equipment upgrades are adopted to reduce energy use. Company demonstrates measurable energy savings and emissions reductions through structured energy management.



## GOLDEN PEACOCK AWARD FOR ENERGY EFFICIENCY I (GPAEE)

### JSW Steel Limited, Dolvi, Raigad

#### Sector – Steel

JSW Steel Limited, Dolvi, Raigad is an integrated steel plant. Main products are hot rolled coils and TMT bars. Energy Policy support energy performance, stakeholder engagement, renewable energy integration and climate change commitment. 85% of staff were given awareness training on energy efficiency. Energy Conservation practice is followed by promoting capacity utilization, reduction in solid fuel rates, waste heat and waste gas utilization, alternate fuel use and process optimization. To encourage new idea generation, suggestions, and recommendations related to energy efficiency, a structured approach has been implemented. Real time platform to share ideas has been created. Changes in Energy Management system were done to enhance energy efficiency goals, Sustainability alignment, Focus on Renewable Energy, and integration of digital technologies.



## GOLDEN PEACOCK ECO-INNOVATION AWARD I (GPEIA)

### Tata Motors Limited, CV Engineering, Pune

#### Sector – Automobile

Eco-Innovation: Pioneering Low Carbon Footprint through Innovative Sealant and Paint Solutions for TATA Small Commercial Vehicles

Tata Motors Limited, CV Engineering, Pune is a Part of Tata Group. The eco-innovative product is “Pioneering Low Carbon Footprint through Innovative Sealant and Paint Solutions for TATA Small Commercial Vehicles”. The innovation aims to diminish energy & material consumption in paint shop by introducing Novel WOW (wet-on-wet) Sealant & High Throw Power Electro-Coat. This innovation enabled reduction of material and energy consumption in paint shop, yielding into a cost reduction of 20% w.r.t. to existing material, as well as reduction of CO2 emissions by 15%. Use of a higher molecular weight resin significantly improves corrosion resistance, contributing to superior long-term durability of the vehicle body.



### Dow Chemical International Private Limited, Navi Mumbai

#### Sector – Chemical

Eco-Innovation: REVOLOOP™ XUS 60941.01/ XUS 60943.01: Mechanically Recycled Plastics Resins for Primary and Secondary Packaging (Non-Food) Applications

Dow Chemical International Private Limited, Navi Mumbai is a customer-centric materials science company. The eco-innovative product suggested is “REVOLOOP™ XUS 60941.01/ XUS 60943.01: Mechanically Recycled Plastics Resins for Primary and Secondary Packaging (Non-Food) Applications” The company has introducing recycled polyethylene resin for non-food packaging and industrial films. Post-Consumer Recycled (PCR) plastic resins are created from used plastic material gathered from consumer recycling streams. These recycled pellets are mixed with virgin resins to create a variety of new plastic products that have a lower carbon and energy footprint. These recycled polyethylene resins are used for non-food packaging and industrial films.



## GOLDEN PEACOCK ECO-INNOVATION AWARD I (GPEIA)

### **BEML Limited, Bengaluru** Sector – Engineering

Eco-Innovation: BRS21 Rope Shovel – an Indigenous Milestone in Surface Mining

BEML Limited, Bengaluru is a leading manufacturer of Rail & Metro, Defence and Aerospace; and Mining and Construction equipment. The eco-innovative product suggested is “BRS21 Rope Shovel – an Indigenous Milestone in Surface Mining”. The BRS21 is a high-capacity surface mining machine engineered for digging and loading overburden into large dump trucks. With an imposing operating weight of 720 tons and a 21 Cu.m bottom dump bucket, it stands among the most capable machines in its class. As the first rope shovel of its kind to be fully indigenously developed, the BRS21 reflects BEML's deep-rooted capabilities in mechanical, electrical, and control system integration. Fully electric operation eliminates exhaust emissions. It marks a transformative leap in India's capability to produce advanced mining equipment indigenously.



### **Armoured Vehicles Nigam Limited, Engine Factory Avadi, Avadi** Sector – Government (Defence)

Eco-Innovation: Concept of Utilization of Waste Product of Gas Nitriding Process

Armoured Vehicles Nigam Limited, Engine Factory Avadi (TN) is manufacturing high-power diesel engines for Infantry Combat Vehicle BMP-II (Sarah) and Tank T-72M1 (Ajeya Tank). In collaboration with erstwhile USSR, the project was conceived as Combined Engine Plant (CEP). The eco-innovative product is “Concept of Utilization of Waste Product of Gas Nitriding Process”. Gas nitriding is a well-established thermochemical treatment technique employed to improve the surface hardness, wear resistance, and fatigue life of engine components, including UTD-20 and V46-6 cylinder liners used in defence applications. This research proposes a transformative approach to recover energy from the emissions using modified fuel cell technology.



### **Oil and Natural Gas Corporation Limited, Well Stimulation Services, Ahmedabad** Sector – Oil Production

Eco-Innovation: Development of New Generation Frac Fluid Formulation using Effluent Water

Oil and Natural Gas Corporation Limited, Well Stimulation Services, Ahmedabad is a part of ONGC leading public sector undertaking engaged in upstream as well as downstream activities of oil and gas sector. The eco-innovative product is “Development of New Generation Frac Fluid Formulation using Effluent Water”. Hydraulic fracturing is critical for sustaining production from mature assets. During a typical hydro-fracturing (HF) job, engineered fluids are pumped at high pressure and rate into the reservoir interval to be treated, causing a vertical fracture to open. The developed frac fluid has been successfully utilized for HF jobs in Wadu field of Ahmedabad Asset. This developed frac fluid has the potential to save around 75-100 million litres of ground water annually.



## GOLDEN PEACOCK ECO-INNOVATION AWARD I (GPEIA)

### Steel Authority of India Limited, Bhilai Steel Plant, Bhilai Sector – Steel

Eco-Innovation: Paver Blocks/Tiles

Steel Authority of India Limited, Bhilai Steel Plant, Bhilai is the flagship unit of SAIL. The eco-innovative product suggested is “Paver Blocks/Tiles”. Solid waste utilization is the major area of concern in present scenario for steel industry. Plant has taken initiative for 100% solid waste utilization. Bhilai Steel Plant along with its other research supporting segments, was seeking avenues to utilize LD slag through new applications such as manufacturing of Paver Block, Tiles, bricks and slag-sand etc. Two stage crushing facility at the raw materials processing yard, has been found to be adequate to crush it to the desired size of 5mm to 12mm in substituting natural aggregate used in making paver blocks and tiles.



### E.I.D. - Parry (India) Limited, Karur Sector – Sugar

Eco-Innovation: Artificial Growing Medium from Bagasse

E.I.D. - Parry (India) Limited, Karur is a company operating in sweeteners, biofuels and nutraceuticals space. The eco-innovative product is “Artificial Growing Medium from Bagasse”. Soilless agriculture is a method of growing plants in a nutrient-rich artificial growing medium without soil. The company developed sugarcane bagasse as a viable organic grow medium alternative, by deploying various techniques in the area of seasoning, drying, sieving, segregating, processing and block making of sugarcane bagasse that has resulted in the making of Green Grow Media (GGM) – an effective alternative organic substrate for peat and coir. GGM is being manufactured from a biomass source that is truly carbon neutral. Responsible water consumption is also being ensured as depletion of ground water as well as contamination is avoided during making of GGM.



**ENVIRONMENT  
MANAGEMENT  
(GPEMA)**



**OCCUPATIONAL  
HEALTH & SAFETY  
(GPOHSA)**



**ENERGY EFFICIENCY  
(GPAEE)**



**ECO-INNOVATION  
(GPEIA)**

A REPORT

# 25<sup>th</sup> International Conference on Environment Management and Climate Change



also Presentation of  
**Golden Peacock  
Awards**

## THEME

Board's agenda for addressing  
**Climate Change and Environmental Risks**

June 27 - 28, 2024, Bengaluru



## DAY 1

The **Institute of Directors (IOD), India**, organised the **25<sup>th</sup> International Conference on Environment Management and Climate Change** in Bengaluru (India) during June 27-28, 2024. The venue of the Conference was Hotel The Lalit Ashok in Bengaluru. The theme of this year's Conference was "**Board's Agenda for Addressing Climate Change and Environmental Risks**". The famed Golden Peacock Awards instituted by the IOD for '**Occupational Health & Safety**', '**Environment Management**', '**Eco-Innovation**' and '**Energy Efficiency**' for 2024 were also conferred on the winners during the Awards ceremony. The convention was attended by around 450 participants, comprising Industry and Business Leaders, Board members, directors, policy-makers, educationalists, and private as well as public sector institutions, with representation by both central and state governments.

## PLENARY SESSION - I: Inaugural Session

The Inaugural Session commenced with the ceremonial lighting of the lamp by distinguished guests of the Conference.

The '**Welcome Address**' was delivered by:

**Mr. D. V. Prasad, IAS (Retd.)**

Hon. Chairman, Institute of Directors - Bengaluru Region  
former Add. Chief Secretary, Karnataka &  
former CMD, Food Corporation of India, Govt. of India

**Mr. Prasad** at the very outset underscored the importance of prioritising Climate Change by the leaders and decision-makers. He emphasized the need to place it prominently on the board's strategic agenda, focusing individually on critical issues such as water management and waste management. He called on leaders, policymakers, and environmental experts to focus on



Distinguished guests after the Inaugural Lighting of the Lamp

(L to R) Mr. Ovais Sarmad, Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.), Hon'ble Justice Uday U. Lalit, Hon'ble Justice Ritu Raj Awasthi, Mr. D. V. Prasad, IAS (Retd.), Mr. Ashok Kapur, IAS (Retd.) and Mr. Manoj K. Raut.



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थावरचंद ಗೆಹ್ಲೋಟ  
THAAWARCHAND GEHLOT  
Governor of Karnataka

No. GS 239 MSG 2024

## MESSAGE

*I am glad to know that the Institute of Directors is organizing the '25th International Conference on Environment Management and Climate Change' on June 27-28, 2024, at The Lalit Ashok, Bengaluru (India). The theme of the Conference "Board's Agenda for Addressing Climate Change and Environmental Risks" is very apt and timely. I am sure the detailed deliberations will throw up many fresh ideas and perspectives, to thwart the imminent threat of Climate Change that world economies face today.*

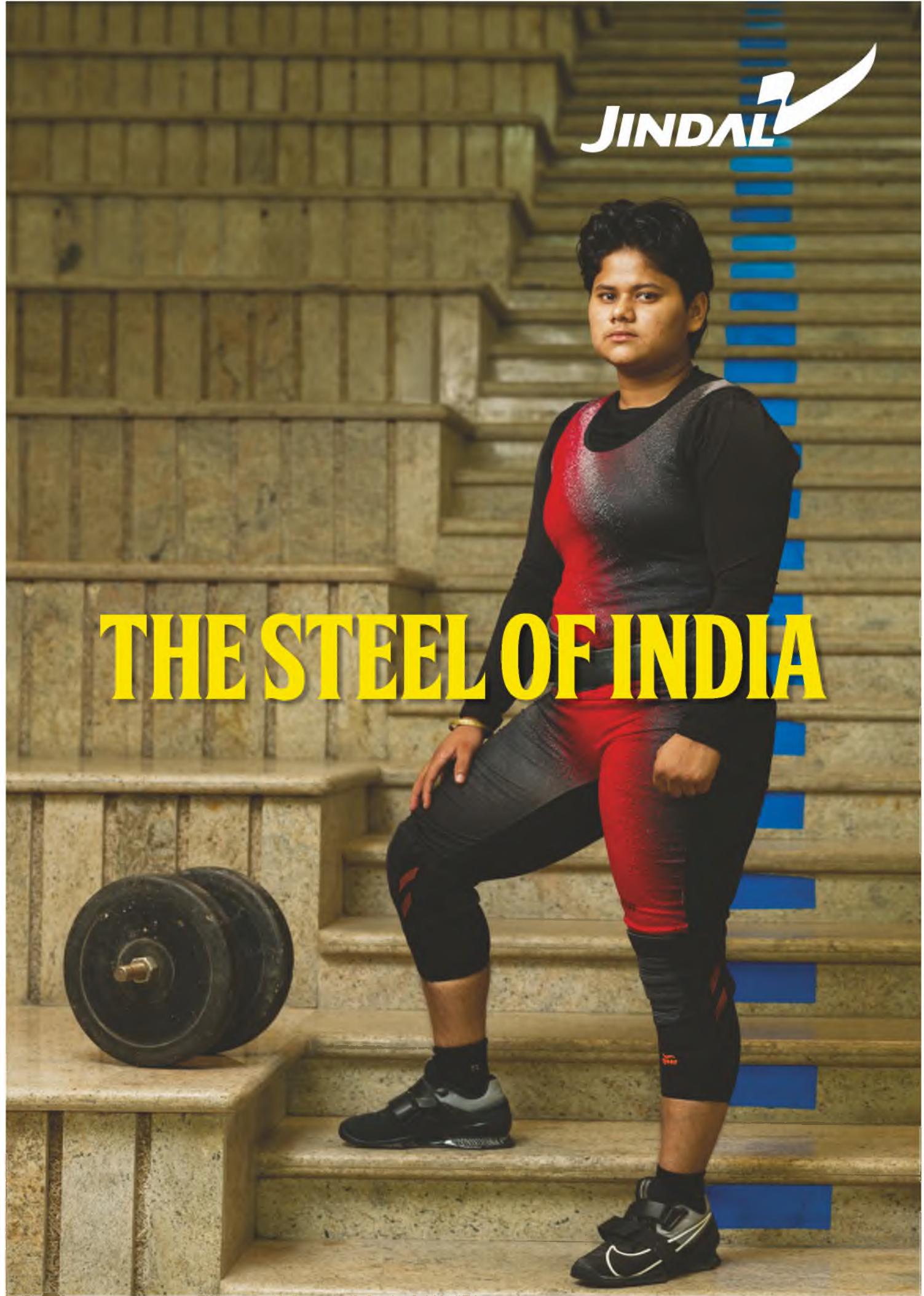
*Climate Change has emerged as the defining issue of our time. From shifting weather patterns that threaten global food production, to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and prohibitive.*

*I applaud the Institute of Directors on completing 25 years of hosting this International Conference annually, for discussions and deliberations with environmental professionals and Industry, on this very topical subject and also, wish this Conference, all success in its endeavor.*

  
22-6-24  
(Thaawarchand Gehlot)

JINDAL

THE STEEL OF INDIA



# PLENARY SESSION - I



**Mr. D. V. Prasad, IAS (Retd.)**  
Hon. Chairman, Institute of Directors  
(Bengaluru Region)  
former Add. Chief Secretary, Karnataka  
& former CMD, Food Corporation of India  
delivering the 'Welcome Address'



**Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**  
President, Institute of Directors  
Ex-Chairman, Union Public Service  
Commission, Ex-Vice Chief of Indian Army  
former Independent Director, Larsen & Toubro  
delivering the 'President's Address'



**Mr. Ovais Sarmad**  
former Deputy Executive Secretary  
United Nations Framework Convention  
on Climate Change (UNFCCC)  
delivering the 'Keynote Address'



**Hon'ble Justice Uday. U. Lalit**  
Co-Chairman, National Advisory Council  
Institute of Directors  
former Chief Justice of India  
delivering the 'Guest of Honour Address'



**Hon'ble Justice Ritu Raj Awasthi**  
Vice-Chairman, National Advisory Council  
Institute of Directors  
Judicial Member, Lokpal of India  
former Chairperson, Law Commission of India  
former Chief Justice, Karnataka High Court  
delivering the 'Guest of Honour Address'



**Mr. Ashok Kapur, IAS (Retd.)**  
Director General, Institute of Directors  
proposing the 'Vote of Thanks'



Distinguished Guests and Speakers of the **Inaugural Session**  
(L to R) **Mr. D.V. Prasad, IAS (Retd.)**, **Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**, **Hon'ble Justice Uday U. Lalit**, **Hon'ble Justice Ritu Raj Awasthi**, and  
**Mr. Ovais Sarmad** releasing the **Conference Souvenir** and **IOD Handbook on Business Sustainability**.

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JNK India Limited is committed to reducing the carbon footprint and improving energy efficiency. JNK is in final stages of completion of India's first CBG based on-site hydrogen generation and dispensing station for refueling H2 run buses for Indian Oil Corporation Limited at Faridabad, Haryana, India. JNK is also focused on other Green projects, including compressed bio-gas (CBG) and Green Hydrogen projects.

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## JNK Renewable Energy Pvt. Ltd.

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these burning issues and take decisive action. He also advised companies and governments to pursue actionable outcomes, aiming to contribute to a greener and more sustainable world, eventually.

This was followed by the '**President's Address**' delivered by:

**Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**

President, Institute of Directors  
former Chairman, Union Public Service Commission  
former Vice Chief of Indian Army  
former Independent Director, Larsen & Toubro

**Lt. Gen. Nath** emphasized that the urgent global climate crisis, underscored by 2023 being the warmest year on record, necessitates immediate action to limit global temperature rise and achieve Net Zero emissions by 2040. He highlighted the extreme weather events, biodiversity loss, and significant economic impacts affecting billions worldwide. He added that business must leverage their resources to mitigate these risks, with corporate boards playing a crucial role in integrating climate action with strategies, governance, and risk management. He further added that effective leadership, deep strategic planning, sustainable finance, transparency, stakeholder engagement, innovation, and capacity building are essential for a sustainable future. He announced that the 2024 IOD conference aims to transform global experience into actionable strategies, and will conclude with the Golden Peacock Awards for Excellence in Environmental Management and Climate Action.

This was followed by the '**Keynote Address**' delivered by:

**Mr. Ovais Sarmad**

former Deputy Executive Secretary  
United Nations Framework Convention on Climate Change (UNFCCC)

**Mr. Sarmad**, as one of the experts of the COP, discussed environmental governance, green growth, and the role of Boards. He emphasized that international efforts and global binding agreements have driven national actions towards a greener future. Without these efforts, the world would have already surpassed 4 degrees of global warming. He noted that all sectors are witnessing innovation, aimed at reducing Climate Change. However, despite these innovations, greenhouse gas (GHG) emissions continue to rise. Mr. Sarmad stressed that Boards need to openly acknowledge the importance of

green growth strategies and prioritise setting a 'net-zero' target as a critical business objective. He highlighted the necessity of implementing a robust and transparent accountability and reporting mechanism. Additionally, he advocated for fostering a culture of green growth—decoupling harmful growth for profit from sustainable development—where all stakeholders, including customers, suppliers, investors, and management, contribute and benefit.

This was followed by the '**Guest of Honour Address**' delivered by:

**1. Hon'ble Justice Uday U. Lalit**

Co-Chairman, National Advisory Council  
Institute of Directors  
former Chief Justice of India

**2. Hon'ble Justice Ritu Raj Awasthi**

Vice-Chairman, National Advisory Council  
Institute of Directors  
Judicial Member, Lokpal of India,  
former Chairperson, Law Commission of India  
former Chief Justice, Karnataka High Court

**Justice Lalit** shared his views on the Institute of Directors (IOD), initially viewing it as an organisation solely focused on corporate governance until he became a jury member for the Golden Peacock Awards of IOD. He recalled learning as a child that Cherrapunji was the wettest place in India and Churu in Rajasthan was the hottest. However, today, Cherrapunji has lost its prominence, and Delhi has surpassed Churu in terms of high temperature. Reflecting on his childhood visits to his grandmother's home in Pune, he noted, "Back then, we didn't even have a fan, but now, air conditioning is essential." Justice Lalit emphasized the importance of balancing the three Ps: People, Planet, and Profit. He believes that achieving this balance is crucial to meeting the Sustainable Development Goals (SDGs). He expressed confidence that institutions like IOD will play a crucial role in encouraging the corporate sector to strive for attaining this balance and contribute to sustainable development.

**Justice Awasthi** started his address by highlighting Bangalore's weather as a gentle reminder of the natural beauty around us. He described the city as a hub of technology and sustainable living. He emphasized the crucial role of ethics in addressing climate change, referencing the latest IPCC report that paints a stark picture of the consequences of inaction. He noted the



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## PLENARY SESSION - I



Winners of the **Golden Peacock Awards for Energy Efficiency, 2024**

## PLENARY SESSION - II



**Mr. Chetan Maini**  
Co-Founder & Chairman  
Sun Mobility  
as 'Session Chair'



**Mr. Ashok Kumar Gupta**  
Managing Director  
Shalimar Paints Limited



**Mr. Chandru Kalro**  
Managing Director  
TTK Prestige



**Mr. Rajesh Mittal**  
President & Managing Director  
Isuzu Motors India Pvt. Ltd.



**Mr. Ovais Sarmad**, former Deputy Executive Secretary, United Nations Framework Convention on Climate Change (UNFCCC), presented mementos to the distinguished Keynote Speakers of the Session.  
(L to R) **Mr. Ovais Sarmad, Mr. Chandru Kalro, Mr. Rajesh Mittal, Mr. Chetan Maini and Mr. Ashok Kumar Gupta**

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recent record-breaking heat waves in the US and Canada as evidence that these consequences are no longer theoretical. Justice Awasthi stressed the significant role of industry and global governance in shaping our future. He advocated for investing in green technology and sustainable growth to reduce our dependency on fossil fuels, emphasizing that the choices we make today will shape the world of tomorrow.

This was followed by the release of the **Convention Souvenir and IOD Handbook on Business Sustainability**, by our Special Guests, **Justice Uday U. Lalit, Justice Ritu Raj Awasthi, Mr. Ovais Sarmad, and Mr. D.V. Prasad, IAS (Retd.)**.

This was followed by the Presentation of **Golden Peacock Awards for Energy Efficiency, 2024**.

The 'Vote of Thanks' was delivered by **Mr. Ashok Kapur, IAS (Retd.)**, Director General, Institute of Directors. Mr. Kapur expressed IOD's gratitude to the Guest of Honour, **Justice Uday U. Lalit**, who had especially travelled from Delhi to inspire the audience. He further extended IOD's thanks to **Justice Ritu Raj Awasthi** for generously sharing his invaluable time with us. Mr. Kapur also thanked **Mr. Ovais Sarmad**, who had travelled all the way from Spain, **Dr. Shalini Rajneesh, IAS** in absentia, and **Mr. D. V. Prasad, IAS (Retd.)** for gracing the international meet.

#### **PLENARY SESSION-II: Role of Board in Achieving SDGs and Net Zero Goals**

The Session was chaired by:

**Mr. Chetan Maini**  
Co-Founder & Chairman  
SUN Mobility

The Distinguished Speakers of the Session were:

- Mr. Ashok Kumar Gupta**  
Managing Director  
Shalimar Paints Limited
- Mr. Chandru Kalro**  
Managing Director  
TTK Prestige
- Mr. Rajesh Mittal**  
President & Managing Director  
Isuzu Motors India Pvt. Ltd.

**Mr. Maini** began by stating, "We should see ESG not as compliance but as an opportunity. It is the Board's

responsibility to address climate change and take action towards it. They should set targets with the SDGs in mind." He emphasized that organisations must consider global perspectives and strategies. He said that an ethical leadership and corporate culture play a critical role in ensuring that the board leads by setting the right examples.

**Mr. Gupta** drew a parallel between meditation and sustainability, noting that while both are often perceived as costs, their long-term benefits far outweigh the initial investments. He noted that CEOs are typically focused on the stock market and driven by the P/E ratio as a primary growth indicator. As a result, they often struggle to prioritize crucial social benefits, as ESG benefits can be realized over the long term. He said that initially, there was widespread resistance to CSR among the corporates, but over time, opposition has declined significantly. He added that as board members, we must ensure we look beyond the next financial year and envision for the next 25 years. We need to rethink beyond our immediate concerns and focus on long-term sustainability and growth.

**Mr. Kalro** stated that over 93% of urban India owns a pressure cooker today. One significant cause of indoor air pollution is the continuing use of traditional chulhas for cooking, which, on an average, produces pollution equivalent to smoking 20 cigarettes per hour. To address this problem, TTK Prestige has promoted electric cooking using 'induction stoves', that are 90% efficient compared to LPG's 70% efficiency. Additionally, TTK recently converted their most power-intensive plant 'green'. This was accomplished by forming a multifunctional team from various departments, providing training, and incentivizing all stakeholders involved in the project. He believes that the future is bright for any company that is both empathetic and sympathetic to its various stakeholders.

**Mr. Mittal** explained his company's efforts in ESG, stating, "There are 17 SDGs, and the Isuzu group has adopted 7 of these for all their factories worldwide. Since Isuzu uses fossil fuels, we have committed to complying with all four listed environmental objectives". He said that they are also transitioning to vehicles that do not cause pollution, including electric vehicles (EVs), and are addressing the challenge of handling the generated EV waste responsibly. We will continue to make aware the civil society and also our employees about sustainability. Our

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\*Base year 2021



## PLENARY SESSION - III



**Mr. Anupam Joshi**  
Senior Environmental Specialist  
World Bank  
as 'Session Chair'



**Mr. Srinivasan Sathyamoorthy**  
IA&AS (Retd.)  
Advisor  
TIW Capital, Singapore



**Mr. Swapnesh Maru**  
Deputy Managing Director -  
Manufacturing, Finance, Administration  
& Corporate Planning  
Toyota Kirloskar Motors



**Ms. Avantika Saraogi**  
Executive Director  
Balrampur Chini Mills Limited



**Dr. Gopiprasad S.**  
Head - ESG compliance & Sustainability  
Provident Housing Limited



**Ms. Ambalika Gupta**  
Vice President - Sustainability  
Snowkap



**Lt. Gen. Rajeev Sirohi, PVSM, UYSM, AVSM, VSM (Retd), Fellow Member of Institute of Director and former Military Secretary, Indian Army presented mementos to the distinguished panellists of the Session**  
(L to R) **Dr. Gopiprasad S., Lt. Gen. Rajeev Sirohi, PVSM, UYSM, AVSM, VSM (Retd), Ms. Ambalika Gupta, Mr. Anupam Joshi, Mr. Srinivasan Sathyamoorthy, IA&AS (Retd.), Ms. Avantika Saraogi and Mr. Swapnesh Maru.**



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The Session was followed by an interactive **Q&A session** with the audience.

### **PLENARY SESSION - III: Environmental Governance: Developing and Scaling up Green Growth Solutions**

The Session was chaired by:

#### **Mr. Anupam Joshi**

Senior Environmental Specialist  
World Bank

The Distinguished Speakers of the Session were:

1. **Mr. Srinivasan Sathyamoorthy, IA&AS (Retd.)**  
Advisor  
TIW Capital, Singapore
2. **Mr. Swapnesh Maru**  
Deputy Managing Director - Manufacturing, Finance, Administration & Corporate Planning  
Toyota Kirloskar Motors
3. **Ms. Avantika Saraogi**  
Executive Director  
Balrampur Chini Mills Limited
4. **Dr. Gopiprasad S.**  
Head - ESG Compliance & Sustainability  
Provident Housing Limited
5. **Ms. Ambalika Gupta**  
Vice President – Sustainability  
Snowkap

**Mr. Joshi** defined the World Bank as a 'developmental institution' that support all its member countries. "India is one of its largest clients, receiving around \$1.3 billion in loans annually". The World Bank devised an Environmental and Social Framework (ESF) that all organisations must comply with when receiving loans. The Bank's new vision is to create a world free of poverty on a liveable planet. Many adaptation solutions can be worked out come from 'biodiversity'. He said that since 2018, the World Bank has focused on reducing marine plastic pollution, and it is making good progress towards this objective.

**Mr. Sathyamoorthy** emphasized the pressing issue of the emerging water crisis. He emphasized the need to prioritise 'water conservation' and 'sustainability' to secure

a sustainable future. Drawing attention to the water crises being experienced at TIW Capital's Gujarat plant, he highlighted several key issues and added that sustainability must become the default choice, starting with Resident Welfare Associations. He stressed that this shift won't be possible if 'greed outweighs need'. Currently, GDP is prioritised over health, and market capitalization over pollution: this perspective must change. He noted that the threshold of 1.5 degrees Celsius has already been breached, reaching 1.52 degrees. To combat these challenges, he said that TIW Capital is committed to investing in and supporting yellow, blue, and 'green bonds' to ensure a sustainable future.

**Mr. Maru** began with a memorable quote: "We are the first generation to feel the effects of climate change, and probably the last generation which can do something about it." He emphasized that ESG is integral to business, yielding real and tangible outcomes. He then highlighted TKM's journey towards sustainability. Starting in 1992, they took voluntary combined action with technology. By 2016, they had identified and addressed six key challenges, developed a sustainability policy, and set specific targets for themselves by 2022. Today, they have established eco-zones covering around 25 acres and have set a policy target to achieve net zero by 2050.

**Ms. Saraogi** began by introducing her organisation, Balrampur Chini Mills Limited. "Today, we operate in 10 locations, have 5 distilleries, and produce around 500 MW of green power. Sugarcane, which is 70% water and 30% biomass, is used for power generation through biomass. Green growth can be sustainable and very profitable," she stated. Highlighting their achievements, she mentioned, "As of May 2024, our company has achieved a 15% blend of ethanol in petrol, up from 1.5%. In the next 1.5 years, we planned to reach a 20% blend. Additionally, all our distilleries operated on a Zero Liquid Discharge (ZLD) basis." Through the example of her company, she demonstrated how green growth could indeed be profitable.

**Dr. Gopiprasad S.** highlighted the pressing demand for housing in the country and the significant impact of real estate on the economy. He acknowledged that improving the quality of life remains a challenge but emphasized his company's commitment to being an early player in achieving Net Zero. He stated, "ESG serves as a vital bridge between growth and sustainability. One cannot

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# PLENARY SESSION - IV



**Mr. Naveen G. V.**  
Global Development Officer &  
Managing Director, AAPAC  
Benchmark Digital Partners LLC  
as 'Session Chair'



**Mr. Satyaki Raghunath**  
Chief Operating Officer  
Bangalore International Airport Ltd.  
(BIAL)



**Mr. V. C. Raghunath**  
Director  
SWELECT Energy Systems Ltd.



**Mr. D. Satyanarayana Rao**  
Director (Electrical & Mechanical)  
The Singareni Collieries Company  
Limited



**Mr. Sanjay Agarwal**  
General Manager  
Bharat Electronics Limited



**Mr. Prabhash Chandra Ray, IFS**, Principal Secretary (Forests), Forest, Ecology and Environment Department, Govt. of Karnataka, presented mementos to the distinguished panellists of the Session  
(L to R) Mr. Sanjay Agarwal, Mr. Satyaki Raghunath, Mr. Prabhash Chandra Ray, IFS, Mr. Naveen G.V., Mr. D. Satyanarayana Rao and Mr. V. C. Raghunath.



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choose between growth and sustainability - we must achieve both." He also outlined the benchmarks set for ESG (Environmental, Social, and Governance) and the sustainability metrics employed by his company. "Our sustainability metrics include identifying key performance indicators (KPIs) for sustainability, engaging with stakeholders, investors, and clients, and collaborating with institutions focused on the environment. We strive to lead by example in the sector," he announced.

**Ms. Gupta** began by discussing Snowkap, a Net Zero SaaS platform designed to help companies improve their ESG performance and reduce their carbon footprint. She outlined several risks that need to be first considered: physical risk, supply chain risk, reputational risk, regulatory risk, litigation risk, taxation risk, and human capital risk. She highlighted the increasing issue of greenwashing, noting that Canada has recently introduced a regulatory framework to address this problem. She explained the misconception about plastics, pointing out that plastic was not invented for multiple uses. For example, she explained that a glass bottle can be more harmful to the environment than a plastic bottle unless it is reused at least 150 times. She also identified several challenges in addressing climate change: poor motivation, limited time, low engagement, complex methodologies, and the gap between knowledge and action.

The Session was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION - IV: Green Growth and Way forward for a Sustainable Future**

The Session was chaired by:

##### **Mr. Naveen G. V.**

Global Development Officer & Managing Director, AAPAC Benchmark Digital Partners LLC

The Distinguished Speakers of the Session were:

##### **1. Mr. D. Satyanarayana Rao**

Director (Electrical & Mechanical)

The Singareni Collieries Company Limited

##### **2. Mr. Satyaki Raghunath**

Chief Operating Officer

Bangalore International Airport Ltd. (BIAL)

##### **3. Mr. V. C. Raghunath**

Director

SWELECT Energy Systems Ltd.

##### **4. Mr. Sanjay Agarwal**

General Manager

Bharat Electronics Limited

**Mr. Naveen G. V.** began by sharing his company's tagline: "Empowering ESG's Digital Transformation with AI." He also introduced their proprietary software, Benchmark Gensuite, which plays a crucial role in their overall ESG strategy. He outlined the key drivers of his company's ESG landscape: global goals and principles, reporting frameworks, regulations, and ESG ratings and rankings. Mr. Naveen highlighted the increasing number of requests from various stakeholders, including regulators, NGOs, and companies, to share their infrastructure. He mentioned the daunting task of replying to around 1500 questions related to reporting frameworks. However, he emphasized that AI has significantly streamlined this process, making it more efficient and aligning it with the Business Responsibility and Sustainability Reporting (BRSR) framework.

**Mr. Rao** informed that their company, one of the oldest coal companies in India, was established during the British era. Today, they operate 39 mines—22 underground and 17 open-air—and produce around 1200 MW of power. He acknowledged the significant challenges facing the coal industry in India, noting that the Ministry of Coal is urging them to increase production limits while ensuring sustainable practices. Mr. Rao then outlined their roadmap for renewable energy (RE) projects within Singareni Collieries Company Limited (SCCL), highlighting several key initiatives such as establishing a 500 MW Ground-Mounted Solar Plant in Rajasthan, setting up a 300 MW Floating Solar Photovoltaic (FSPV) Plant at LMD. He emphasized that these projects are part of their comprehensive energy strategy, which also includes expanding their existing thermal plants.

**Mr. Satyaki Raghunath** began by explaining about

Bangalore International Airport, a public-private partnership that handles around 90-100 million passengers per annum. Over the past 16 years, the airport has experienced a 4x growth, leading to significant environmental impacts. He outlined their vision for sustainability, which includes goals based on sustainability pillars, diversity, and risk assessment. Recently, they have shifted their focus now to water preservation. Notably, the airport has been operating on 100% renewable energy for the past four years. Mr. Raghunath highlighted their

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## PLENARY SESSION - V



**Mr. Prabhash Chandra Ray, IFS**  
Principal Secretary (Forests)  
Forest, Ecology and Environment  
Department, Govt. of Karnataka  
as 'Session Chair'



**Dr. Zelalem Birhanu Taffesse**  
Chief of Field Office - Andhra Pradesh,  
Karnataka and Telangana  
UNICEF



**Mr. Santhosh Muzumdar**  
Director - Government Relations  
and Sustainability  
Johnson Controls India



**Mr. D. V. Prasad, IAS (Retd.)**, Honorary Chairman, Institute of Directors - Bengaluru Region,  
presented mementos to the distinguished panellists of the Session  
(L to R) **Mr. Santhosh Muzumdar, Mr. D.V. Prasad, IAS (Retd.), Mr. Prabhash Chandra Ray, IFS and Dr. Zelalem Birhanu Taffesse.**

## PLENARY SESSION - VI



**Mr. Manoj K. Raut**  
CEO & Secretary-General, Institute of Directors  
delivering a Special Talk on  
"IOD's Journey of Over 34 Years: Making the  
Boardroom Community Future-Ready to Build the  
'India of Tomorrow'.





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**The Rt. Hon. Theresa May MP**, (the then) Hon'ble Secretary of State for the Home Department, Govt. of UK & former Prime Minister, Govt. of UK addressing 2014 London Global Convention & also the presentation of Golden Peacock Awards, London.

She also stressed upon the importance of such initiatives, to promote closer UK-India co-operation.

### Distinguished Fellows felicitated in London



**Mr. Gopichand P. Hinduja**  
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**Mr. Sanjiv Goenka**  
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**Mr. Sunil Kant Munjal**  
Chairman  
Hero Enterprise  
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**Lord (Tariq) Ahmad of Wimbledon**, Hon. Minister of State for South Asia, Middle East and UN at Foreign, Commonwealth & Development Office & PM's Special Representative for Preventing Sexual Violence in Conflict, Govt. of UK receiving the Golden Peacock Leadership Award.



**Prof. (Judge) Mervyn E. King SC**, Chairman, King Committee on Corporate Governance, and former Judge, Supreme Court of South Africa receiving the Golden Peacock Award in London from **Mr. Alok Sharma MP**, Hon'ble Minister of State for Employment at the Department of Work and Pensions. Also seen, **The Baroness Verma**.



**Ms. Roshni Nadar Malhotra** receiving the Golden Peacock Award for Social Leadership - 2014 (on behalf of her father **Dr. Shiv Nadar**, Founder & Chairman, HCL Corporation and Shiv Nadar Foundation).



**The Rt. Hon. Priti Patel MP**, Cabinet Minister & Secretary of State for International Development, Government of UK receiving Golden Peacock Global Award for Leadership in Public Service & UK-India Economic Relations - 2017.

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commitment to sustainable procurement and with pride, mentioned that they were the first airport in India to go paperless in cargo conversions. He concluded by emphasizing the pride that every Bangalorian feels for this airport and its achievements in sustainability.

**Mr. V. C. Raghunath** began by discussing the concept of 'green growth' and outlined a path forward towards a sustainable future, emphasizing the role of technology in enabling companies to adopt environment-friendly practices. He highlighted several key drivers for embracing green initiatives, including achieving net zero emissions, expanding renewable energy (RE) capacity, fulfilling RE purchase obligations, setting ambitious sustainability targets, and implementing Energy Automation Management systems. He said "going green is not an expense; it is achievable by each one of us present here." Mr. Raghunath then provided an overview of capital expenditure (CAPEX) trends for Solar PV systems. Further, he outlined various business models for renewable energy adoption. These include Captive Power Purchase Agreements (PPA), where companies invest in an equity stake in a Special Purpose Vehicle (SPV), and third-party PPAs, where energy is procured from external suppliers.

**Mr. Agarwal** highlighted the pressing challenges we all face, from water scarcity to climate change. He said that his company manufactures vital defense equipment for the government, and has been a pioneer in adopting innovative technologies to improve efficiency and sustainability. They were India's first Public Sector Undertaking (PSU) under the Department of Public Sector Enterprises (DPSE) to implement SAP back in 2008, despite initial cost concerns, setting a precedent in the defence sector. Subsequently, they adopted a file lifecycle management tool, which not only reduced file management costs but also significantly minimized paper usage. Processes like leave requests, payroll management, and medical reimbursements have been digitised, underscoring their commitment to efficiency and sustainability. Originally aiming at 50% renewable energy by 2030, they now anticipate reaching this milestone even earlier by 2024-2025 and aiming at 100% renewable energy by 2028. Additionally, they are fully committed to Extended Producer Responsibility (EPR), further integrating sustainability into their technical operations.

The Session was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION - V: Impact of Environment, Climate and Sustainability Working Group on Water Crisis and Waste Management & Water Security** ▶

The Session was chaired by:

##### **Mr. Prabhash Chandra Ray, IFS**

Principal Secretary (Forests)  
Forest, Ecology and Environment Department  
Govt. of Karnataka

The Distinguished Speakers of the Session were:

##### **1. Dr. Zelalem Birhanu Taffesse**

Chief of Field Office - Andhra Pradesh,  
Karnataka and Telangana  
UNICEF (United Nations International Children's  
Emergency Fund)

##### **2. Mr. Santhosh Muzumdar**

Director - Government Relations and Sustainability  
Johnson Controls India

**Mr. Ray** emphasized the critical importance of water management, highlighting the unfolding crisis exacerbated by unsustainable practices in various industries. He pointed out innovative steps by Karnataka, including the cultivation of less water-intensive crops and proposals for high-rise buildings where adequate water supply is currently lacking. Mr. Ray urged all organisations to adopt a Zero Liquid Discharge (ZLD) policy, thereby promoting water recycling to ensure all processes achieve zero liquid discharge. He cited the example of the Asia Mall in Bangalore as a case of successful implementation. He underscored the need to create wealth sustainably, balancing economic growth with environmental responsibility. He also mentioned the KC Valley Project, designed to treat 440 million litres of sewage water daily and recharge groundwater in drought-prone districts like Kolar and Chikkaballapur. This initiative illustrates a proactive approach to sustainable water management in addressing local water scarcity challenges.

**Dr. Taffesse** from UNICEF highlighted the critical importance of water waste management, especially in the context of India's significant advancements across various social sectors. Despite these advancements, he pointed out that today more than half of underground wells are depleting rapidly, attributing this water stress to factors

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# PLENARY SESSION - VII

## GOLDEN PEACOCK AWARD NITE



**Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**  
President, Institute of Directors  
Ex-Chairman, Union Public Service Commission  
Ex-Vice Chief of Indian Army  
former Independent Director, Larsen & Toubro  
delivering the 'Welcome Address'



**Mr. Sailesh, IAS (Retd.)**  
Member, Public Enterprises Selection Board (PESB),  
former Secretary, Department of Public Enterprises,  
Ministry of Heavy Industries & Public Enterprises, India  
delivering 'Special Address'



**Hon'ble Justice Uday U. Lalit**  
Co-Chairman, National Advisory Council  
Institute of Directors  
former Chief Justice of India  
delivering the 'Guest of Honour Address'



**Hon'ble Justice Ritu Raj Awasthi**  
Vice-Chairman, National Advisory Council, Institute of Directors  
Judicial Member, Lokpal of India  
former Chairperson, Law Commission of India  
former Chief Justice, Karnataka High Court  
delivering the 'Guest of Honour Address'



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such as population growth, industrialization, urbanization, and pollutants. In Karnataka, the water stress situation is particularly severe. He noted that in 2019, air pollution alone contributed to 18% of all deaths in India, totaling 1.7 million people, according to official statistics. He acknowledged the efforts of the Government of India through initiatives like Swachh Bharat and Jal Jeevan Mission, aimed at improving water management cycles. Dr. Taffesse emphasized the need for community-led reduction initiatives, local participation, and the active involvement of the private sector as crucial partners in addressing these challenges. He concluded by highlighting the vulnerability of children to climate change impacts, stressing that protecting them from environmental changes is crucial for securing our common future.

**Mr. Muzumdar** began by highlighting the significance of allocation of water resources in India, with 78% being used for agriculture, 6% for domestic use, and 5% for industrial purposes. He quoted ancient wisdom from Kautilya's Arthashastra, emphasizing the importance of efficiently utilizing natural resources. Addressing general awareness of water scarcity, he expressed that the issue is widely acknowledged. He introduced the concept of the Green Star Challenge, outlining five actions to promote water conservation: (i) Use water-efficient technology and devices; (ii) Utilize eco-friendly treated water for non-drinking purposes; (iii) Implement recharge pits to replenish underground water for bore wells; (iv) Monitor and measure water consumption from bore wells and other sources; and (v) Raise awareness and promote water sustainability among all stakeholders. He concluded optimistically, noting the availability of technology and urging for government incentive models to prioritise rapid implementation of water conservation efforts.

The Session was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION VI: IOD's Journey of over 34 Years: Making the Boardroom Community Future Ready to build the 'India of Tomorrow'**

A Special Talk was delivered by:

**Mr. Manoj K. Raut**  
CEO & Secretary-General  
Institute of Directors

**Mr. Raut** addressed the crucial needs of becoming an effective Independent Director (ID) or Board Member, focusing on tech savvy, personal branding, domain expertise, studying board regulations, and financial literacy. He highlighted the role of the Institute of Directors (IOD) in assisting corporate boards to find skilled members. He said that climate change continues to be a significant challenge for directors in 2024, necessitating sustainable practices and immediate action to mitigate extreme weather events and safeguard critical global areas like the Congo Basin Peatlands. He also noted that Artificial Intelligence (AI) is now being presented as the driver of a new Industrial Revolution, with India focusing on initiatives like 'Make in India' to foster growth. He emphasized the need for 'Total Quality', 'Trust', and 'Transparency' to achieve growth and sustainability. His 'call to action' encouraged everyone to contribute to building a prosperous, ethically governed 'India of Tomorrow', also drawing inspiration from leaders like the late Dr. APJ Abdul Kalam, the former President of India.

#### **PLENARY SESSION - VII: GOLDEN PEACOCK AWARDS NITE**

The '**Welcome Address**' was delivered by:

**Lt. Gen. Surinder Nath, PVSM, AVSM (Retd.)**  
President, Institute of Directors  
former Chairman, Union Public Service Commission  
former Vice Chief of Indian Army  
former Independent Director, Larsen & Toubro

**Lt. Gen. Nath** warmly welcomed the Guests of Honour, **Hon'ble Justice U. U. Lalit**, former Chief Justice of India; and **Hon'ble Justice Ritu Raj Awasthi**, Judicial Member, Lokpal of India, former Chairperson, Law Commission and former Chief Justice, Karnataka High Court. He also welcomed **Mr. Sailesh, IAS** (Retd.), former Secretary, Department of Public Enterprises, Ministry of Heavy Industries & Public Enterprises, India. He further welcomed other important assembled distinguished dignitaries & guests, and congratulated all the winners of the famed Golden Peacock Awards. He mentioned that the Golden Peacock Award had been instituted by the Institute of Directors (IOD), India in 1991, and has since contributed in promoting corporate governance standards in various Indian industries. The Award, one of the flagship initiatives of IOD, has been recognized worldwide as a 'badge of excellence'.

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## PLENARY SESSION - VIII (A)



Mr. Ram Ramasundaram, IAS (Retd.)  
President - Corporate Affairs  
Hero Future Energies (HFE), India  
as 'Session Chair'

## PLENARY SESSION - VIII (B)



Mr. Keerthi Prakash VM  
Managing Director  
Renault Nissan Automotive India Pvt Ltd.  
as 'Session Chair'



## PLENARY SESSION - IX

Mr. R. G. Rajan  
Honorary Zonal Director, Institute of Directors  
former CMD, RCF/NFL/PDIL  
former Chairman FAI/SCOPE  
as 'Session Chair'



The 'Special Address' was delivered by:

**Mr. Sailesh, IAS (Retd.)**

Member, Public Enterprises Selection Board (PESB)  
former Secretary, Department of Public Enterprises,  
Ministry of Heavy Industries & Public Enterprises, India

**Mr. Sailesh** underscored the critical role of environment and climate considerations in achieving sustainable growth, emphasizing that sustainable development must be accompanied by overall economic growth. He highlighted India's ascent to becoming the 4th largest economy globally and pointed out the introduction of regulations that incentivize responsible practices while simultaneously discouraging harmful ones. In his view, while maximizing shareholder value is important, optimizing shareholder value through sustainable practices is crucial. He defined sustainable growth as achieving organisational efficiency, promoting recycling, and creating value not only quantitatively but also qualitatively, ensuring that wealth distribution benefits every corner and citizen of the country. Mr. Sailesh commended the public sector for embracing change and fostering a conducive environment. He emphasized that value creation should benefit all stakeholders, not just the government. He concluded by calling on every company to commit to sustainability, advocating for improved structures and environments that benefit everyone.

This was followed by the 'Guest of Honour Address' delivered by:

**1. Hon'ble Justice Uday U. Lalit**

Co-Chairman, National Advisory Council  
Institute of Directors  
former Chief Justice of India

**2. Hon'ble Justice Ritu Raj Awasthi**

Vice-Chairman, National Advisory Council  
Institute of Directors  
Judicial Member, Lokpal of India,  
former Chairperson, Law Commission of India  
former Chief Justice, Karnataka High Court

**Justice Lalit** delved into significant milestones achieved by IOD, noting that the movement commenced in 1991, coinciding with India's opening up its economy to the global markets. He recounted India's commitment to the Bank of London with 50 tonnes of gold just prior to this economic shift, marking India's emergence as a leading global economy today. Justice Lalit continued by referencing the societal impact of the Mandal

Commission's introduction in the last 34 years, which enabled broader societal contributions to India's growth. He pointed out another milestone in 1992 with the Mohini Jain legal case, which established the 'right to free education' for children up to 16 years old. Lastly, he underscored the founding of the IOD in 1991 as another significant milestone in the landscape of good organisational governance and ethical leadership.

**Justice Awasthi** thanked **Justice Uday U. Lalit, Mr. Sailesh, IAS (Retd.), and Lt. Gen. Surinder Nath**. He then congratulated each and every winner of the Awards, thanking the organisers for their efforts in ensuring the Convention's success.

This was followed by the Presentation of the **Golden Peacock Awards** for 'Environment Management', 'Occupational Health & Safety', and 'Eco-Innovation' for the year 2024.

## DAY 2

### PLENARY SESSION - VIII (A): Case Study Presentations

#### Success Stories on Effective Implementation of Occupational Health & Safety (OHS)

The Session was chaired by:

**Mr. Ram Ramasundaram, IAS (Retd.)**

President - Corporate Affairs  
Hero Future Energies (HFE), India

**Mr. Ramasundaram** emphasized the significance of human life. While acknowledging the importance of achieving bottom-line and Quality results in subsequent quarters, he highlighted incidents where negligence had led to a loss of life. The central concern remains: How can we effectively safeguard the lives of both our employees, clients, and customers?

Case Studies on the 'Effective Implementation of Occupational Health & Safety (OHS)' category were shared by the below-mentioned companies:

1. Tata Motors Limited
2. Subros Limited
3. Heidelberg Cement India Limited
4. Larsen & Toubro Limited
5. Panasonic Life Solutions India Private Limited
6. Indian Farmers Fertiliser Cooperative Limited

7. Reckitt Benckiser India Private Limited
8. GAIL (India) Limited
9. HCL Technologies Limited

Each Presentation was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION - VIII (B): Case Study Presentations**

##### **Success Stories on Effective Implementation of Occupational Health & Safety (OHS)**

The Session was chaired by:

##### **Mr. Keerthi Prakash VM**

Managing Director  
Renault Nissan Automotive India Pvt. Ltd.

**Mr. Prakash** congratulated all the teams on winning the Golden Peacock Awards. In the context of India's rapid industrial growth, he observed that safety often takes a back seat to business results. However, he acknowledged that recent initiatives indicate a positive shift towards prioritizing safety. He emphasized that sustained safety relies on fostering a collective mindset across the entire organization, from operators to directors. Drawing from his experience in Japan and Europe, where Japan is particularly noted for its disciplined approach to safety, he pointed out that risk-taking, whether in everyday situations or industrial environments, often leads to accidents.

Reflecting on his tenure as Managing Director at Renault, he shared that by making safety a top priority through daily audits and management-led initiatives, the incident rate significantly decreased, aligning with European standards. He encouraged adopting a safety-first mindset and demonstrating it through leadership.

Case Studies on the '**Effective Implementation of Occupational Health & Safety (OHS)**' category were shared by the below-mentioned companies:

1. Odisha Mining Corporation Limited
2. Larsen & Toubro Limited, L&T Energy Hydrocarbon
3. Hindustan Petroleum Corporation Limited
4. Bharat Petroleum Corporation Limited
5. Asian Paints Limited
6. NTPC Limited
7. Crest Digitel Private Limited
8. L&T Metro Rail (Hyderabad) Limited

Each Presentation was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION - IX: Case Study Presentations**

##### **Success Stories on Effective Implementation of Energy Efficiency**

The Session was chaired by:

##### **Mr. R. G. Rajan**

Honorary Zonal Director, Institute of Directors  
former CMD, RCF/NFL/PDIL  
former Chairman, FAI/SCOPE

**Mr. Rajan** emphasized the importance of presenting a brief overview of efficiency in various sectors, such as chemicals, transport, and household, highlighting the benefits of cost savings, environmental advantages, and conservation. He discussed the decline in energy intensity since 1981, noting that energy intensity was 6 megajoules per dollar of GDP in 2001 and dropped to 4 megajoules per dollar of GDP by 2020. He mentioned that the UK leads in energy intensity with a figure of 2.8, while India is at 2.4, suggesting that India should aim to improve to 3 or 3.5 in the future. He pointed out that India is among the top countries in energy consumption in the fertilizer sector, with many companies diligently working towards energy efficiency and setting benchmarks.

Case Studies in the '**Energy Efficiency**' category were shared by the below-mentioned companies:

1. MG Motor India Private Limited
2. Tata Motors Passenger Vehicles Limited
3. Marelli Motherson Automotive Lighting
4. Prism Johnson Limited
5. CtrlS Datacenters Limited
6. Schneider Electric India Private Limited
7. Rashtriya Chemicals and Fertilizers Limited
8. Rail Coach Factory
9. Hindustan Petroleum Corporation Limited
10. Reliance Industries Limited
11. JSW Energy Limited
12. Reliance Jio Infocomm Limited

Each Presentation was followed by an interactive **Q&A session** with the audience.

#### **PLENARY SESSION - X: Case Study Presentations**

##### **Success Stories on Effective Implementation of Environment Management & Eco Innovation**

Case Studies in the '**Environment Management**' category were shared by the below-mentioned companies:

1. Tagros Chemicals India Private Limited
2. PI Industries Limited
3. Oil and Natural Gas Corporation Limited
4. NTPC Limited
5. Steel Authority of India Limited

Case Studies in the '**Eco Innovation**' category were shared by the below-mentioned companies:

1. Tata Motors Limited
2. Gujarat Fluorochemicals Limited
3. Benchmark ESG Private Limited
4. Oil and Natural Gas Corporation Limited
5. JSW Steel Limited

Each Presentation was followed by an interactive **Q&A session** with the audience.

In conclusion, IOD is especially grateful to its **Event Partners**:

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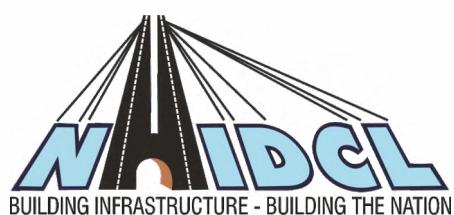
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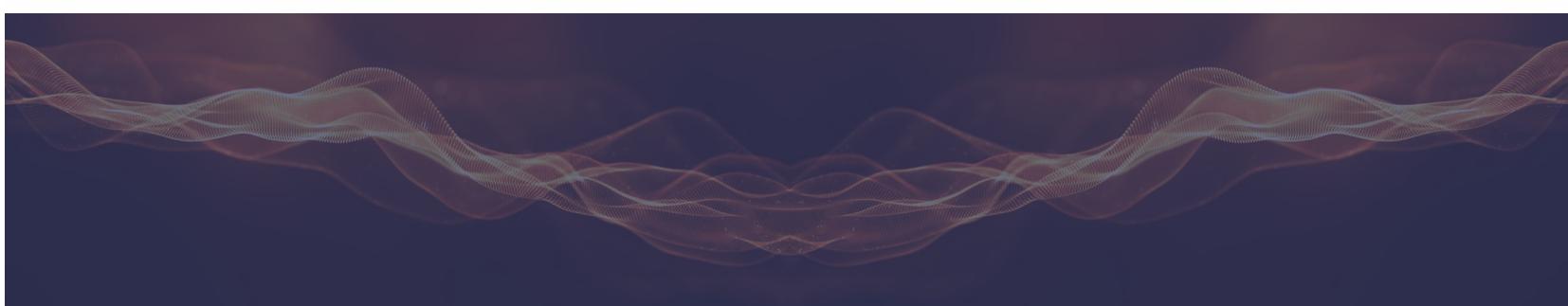
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# SUMMARY OF RECOMMENDATIONS

From the 25<sup>th</sup> International Conference of Environment Management and Climate Change

1. The State of the Global Climate 2023 Report shows that multiple records were broken again, and in some cases by a clear margin, in areas such as greenhouse gas levels, surface temperatures, ocean heat and acidification, sea-level rise, ice cover in the Antarctic, and glacier region.
2. Evidence of the impact of global warming, including on vulnerable communities and fragile ecosystems, continues to mount. A global coral bleaching event is now underway. In recent months, record global mean temperatures have been recorded. At an annual level of 1.52°C above the 1850-1900 pre-industrial average, temperatures have already exceeded the Paris Agreement target limit of 1.5°C, with further increases expected. Insufficient individual, corporate, and collective responses, unsustainable consumer aspirations and lifestyles, and the continuing pursuit of unsustainable growth suggest that boards should prepare for worst-case outcomes.
3. Given the impact of corporate operations and collective lifestyles upon the environment and ecosystems and the role of humans as a cause of multiple threats, what wider role could boards play in enabling and supporting the transition to more inclusive, responsible, and sustainable activities, communities, societies, and infrastructures, as well as social and economic transformation to more environmentally friendly ways of working in harmony with the natural world?
4. In response to climate change and other catastrophes, it is often necessary to adopt flexible approaches rather than bureaucratic ones. Directors should consider creating resilience pathways to handle extreme weather events. Boards should scrutinize the source and purpose of board papers and other documents, remaining vigilant to the potential for ulterior motives and self-promotion within agendas.
5. Last year, the UN Emissions Gap Report ahead of COP-28 predicted that 2030 greenhouse gas emissions need to fall by 28% to stay on the Paris Agreement's 2°C pathway and by 42% for the 1.5°C pathway. The UN did not consider the pre-COP 28 Net-Zero pledge as tradable, since none of the G-20 countries are reducing emissions at a pace consistent with their Net-Zero targets.
6. Scientific opinions that portray climate change as a security threat second only to nuclear war could influence decision-makers with the gravity of the existential threat. However, subsequent actions did not match this threat perception.
7. Many companies are adapting more slowly to climate change than one might expect. Moving faster and more sustainably involves significant investment and cost. The major issue is how boards can ensure they are progressing at an affordable and financeable pace, acceptable to stakeholders, supported by them, and justifiable in relation to potential legal actions.
8. Immediate action is required in crisis areas. Responses to water and waste management challenges, and the ability to fund them, can vary significantly depending on the location. In relation to water management, increasing numbers of people are experiencing impacts such as droughts, and shortages of water for drinking, agriculture, and industry. Water quality, as well as quantity, is an increasing challenge for governments. Integrated water management and conservation, along with the management of other scarce natural resources, is exceedingly important.
9. Existential threats are often seen as unlikely and remote, leading to the potential for their consequences to be underestimated. Future impacts are frequently discounted to such an extent that they fail to influence contemporary decisions as they should, potentially resulting in a significant loss of options and possibilities.
10. The behaviour of directors in the boardroom may be less rational than many might expect, often being subjective and influenced by biases, power dynamics, and the authority of others.
11. In the discharge of their duties and responsibilities, more directors are having to look beyond similar boardrooms and collaborate with like-minded allies and partners. Directors will need to convince leaders and encourage them to take difficult decisions that will enable survival in the face of multiple environmental risks.



Sri Siddaramaiah  
Hon'ble Chief Minister  
Govt. of Karnataka



Sri D.K. Shivakumar  
Hon'ble Deputy Chief Minister  
Govt. of Karnataka

## Bangalore Water Supply and Sewerage Board

# A Historic Milestone in Water Conservation

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for receiving 5,33,642 pledges for a  
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**Sri D.K. Shivakumar**, Hon'ble Deputy Chief Minister of Karnataka  
and **Dr. Ram Prasath Manohar V.**, IAS, Chairman, BWSSB, receiving the  
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Guinness World Record Adjudicator **Sri Swapnil Dangarikar**  
at Presentation Ceremony on 18th June, 2025 held at Bengaluru.

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