

F R O S T & S U L L I V A N



12th Edition

**RECOGNIZING EXCELLENCE
IN SUSTAINABLE DEVELOPMENT**
DECEMBER 3, 2021



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FROST & SULLIVAN AND THE ENERGY AND RESOURCES INSTITUTE (TERI) LAUNCH THE 2021 EDITION OF SUSTAINABILITY 4.0 AWARDS

In its twelfth edition, Frost & Sullivan and TERI present the Sustainability 4.0 Awards 2021 that aims to highlight the need for linkages between an organization's strategy, governance & financial performance and the social, environmental & economic context within which it operates. This program enables businesses to take more logical & sustainable decisions that ensure long-term stakeholder value.

Businesses across the globe share the most 'common' precious asset – **PLANET EARTH**. The industrial revolution, over the years, has dramatically changed the earth's ecosystem and our relationship with it. Today, businesses are dealing with a complex and unprecedented brew of Environmental, Social and Governance (ESG) risks. The effort by the businesses to sustain and overcome this challenge is not only necessary but also makes good business sense.

'**Sustainability**' is foreseen as an increasingly important strategic tool to address these risks. Embedding sustainability with economic value creation, will redefine the business ecosystem by creating value for all stakeholders, build safer environment and a stronger community.

The Sustainability 4.0 Awards are designed to acknowledge the effort made by businesses towards achieving this objective. Through this initiative, we aspire to assist organizations unearth the risks, leverage the opportunities, enable them to benchmark their performance, and of course, be rewarded for their accomplishments.

EFFECT OF COVID-19 ON SUSTAINABILITY 4.0 AWARDS 2020

The year 2020 has been unprecedented and challenging for the service and manufacturing sectors alike. The mandate by the Government of India on self-isolation and social distancing are re-defining the way business operations across all sectors and geographies are operating.

For Frost & Sullivan & TERI, the country-wide lockdown and domestic travel restrictions adversely impacted the timelines of the 2020 edition of this program. However, we were able to uphold the integrity, objectivity and the stringent evaluation process by quickly adapting to the 'new normal' and leveraging the digital platform. Our experience in these times with participating organizations exhibits our commitment towards embedding sustainability with economic value creation that can re-define the new business ecosystem.

We received an overwhelming response, and the participating companies welcomed our virtual approach for evaluation. We were able to match the same quality of deliverables and host the first of its kind, Sustainability 4.0 Awards Banquet and India Sustainability Leadership Summit successfully via our virtual platform on August 28, 2020.

For the year **2021**, due to uncertainty revolving around COVID-19, the site-assessments will be done virtually.

HALL OF FAME

 WIPRO Applying Thought	 TATA	 BAJAJ Definitely Ahead	 vedanta	 LARSEN & TOUBRO It's all about Inspiring	 HP	 ADITYA BIRLA HINDALCO	 Bharat Petroleum
 ADITYA BIRLA UltraTech	 Amul The Taste of India	 Mahindra	 ACC	 Reliance Industries Limited	 Henkel	 Johnsen & Johnsen	 GENPACT GENERATING IMPACT
 Coca-Cola Hindustan Coca-Cola Beverages Pvt. Ltd.	 PHILIPS	 asianpaints	 Schneider Electric	 Pernod Ricard	 ADITYA BIRLA GREEN	 bajaj BHAVAT ALLUMINIUM COMPANY LTD.	 Uthmaniyah Limited
 Cummins	 YES BANK	 ERICSSON	 Dr.Reddy's	 GAIL	 ASHOK LEYLAND	 MARS Incorporated	 UPL OpenAg
 AARV Leading Voice	 Olam	 UNITED BREWERIES LIMITED	 JCB	 Lucas-TVS	 THERMAX	 TITAN	 MINDA Forever Evolving
 SENTISS Clear vision of the future	 PHILIPS	 Piramal knowledge action care	 Mondelez International	 ADITYA BIRLA HINDALCO	 Dalmia Bharat Cement	 एनटीपीसी NTPC	 Nikama
 SENTISS Clear vision of the future	 PHILIPS	 Piramal knowledge action care	 Abbott A Promise for Life	 TATA MOTORS	 IndianOil	 ENDURANCE Complete Solution	 DCM SHRIRAM
 JK LAKSHMI	 Zydus Cadila	 Raymond UCO Denim Private Limited	 WELSPUN Care to Connect	 vedanta Sustaining Progress	 Shree Cement	 ADITYA BIRLA UTKAL ALUMINA	 Vardhman
 HINDUSTAN ZINC	 ADITYA BIRLA FASHION & RETAIL	 marico	 CLP INDIA The power of new standards	 JK TYRE Tires. Control.			

TESTIMONIALS: 2020 VIRTUAL ASSESSMENT



At Henkel, our ambition is 'to achieve more with less'. We aim to deliver more value in the focal areas of social progress, performance, and safety & health while aiming to reduce our carbon footprint. Frost & Sullivan's assessment is methodical and is based on a well-defined framework. The "Leaders Award" is testimony to Henkel's contribution to sustainability by the robust and comprehensive evaluation by Frost & Sullivan, recognizing a year-on-year improvement. The insights provided by the Frost & Sullivan team helped us identify gaps that we need to work upon to further accelerate our journey towards becoming a more sustainable company.

Mr. Bappa Bandyopadhyay
Director Operations & Projects - India
Henkel Adhesive Technologies
India Private Ltd.



The framework of Frost & Sullivan and TERI's Sustainability 4.0 Awards 2020 edition was very robust, well defined, methodical, and well-structured. The assessment was very insightful and productive - quantitatively and qualitatively. Frost & Sullivan's credibility in this field is well known, and it motivated us to showcase our work and get it assessed. Being recognized in the "Challengers" Category (Process Sector) and receiving the Jury Special Mention Award is a major motivating factor for us and also improves our credibility in the emerging business market. It further helps us to identify the opportunities to excel in our sustainability journey.

Mr. Dinesh Kumar K.T.,
Chief Manager, Vardhman Fabrics -
A Unit of Vardhman Textile Limited



Frost & Sullivan has been playing a significant role in our journey towards Sustainability/Green Manufacturing for almost a decade. Their robust, methodical, and comprehensive assessment provides tremendous opportunity to analyze year-on-year progress and a sense of where we stand among our peers nationwide. The detailed outcome of the evaluation provides important inputs to us for setting milestones.

Mr. V.V. Reddy,
General Manager – Works,
UPL Ltd., Unit 2



GAIL (India) Limited

The Frost & Sullivan-TERI awards assessment process was in-depth, comprehensive and served as a valuable learning experience for GAIL. Through this award, Frost & Sullivan and TERI drive and inspire the sustainability journey in India to greater heights. Despite the entire assessment being done virtually (online) due to COVID-19, Frost & Sullivan and TERI ensured that the process remained robust, data-driven and holistic. To win the Leaders Award as a part of the Frost & Sullivan-TERI Sustainability 4.0 Awards 2020, is an important validation of GAIL's eco-conscious and sustainable development model.

Mr. Manoj Singh
Chairman and Managing Director of
GAIL (India) Limited

SUSTAINABILITY IN COVID-19 ERA

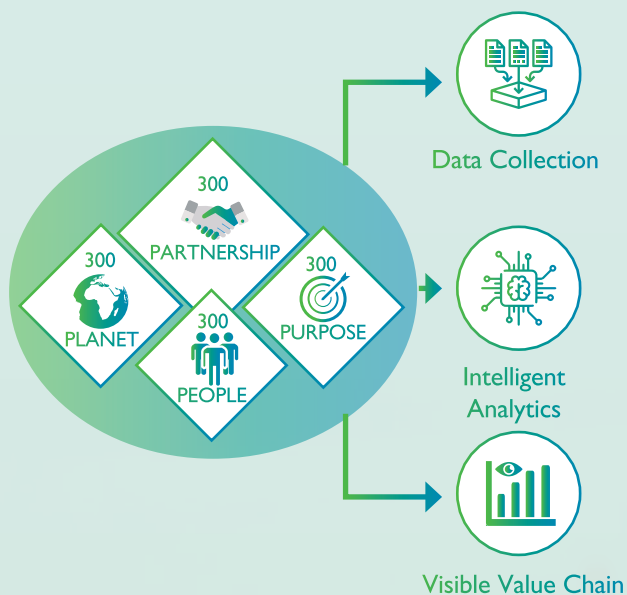
COVID-19 crisis reveals clear linkages between an organization's strategy, governance & financial performance, social, environmental & economic context within which it operates. This resonates with the ethos of Sustainability 4.0 Awards framework. Our experience with your organization and several others exhibits that embedding sustainability with economic value creation can redefine the business ecosystem and besides building a safer environment and a stronger community, it also creates value for all stakeholders.

For companies, an important lesson to learn from COVID-19 is the need to be transparent and ensure stakeholder management. Companies will now reassess the supply chain risks and go beyond the Tier-1 suppliers to address the vulnerabilities. Tier-2 and Tier-3 suppliers will gain importance as they will now be part of the sustainable development plan. This inclusion may bring the required strategic changes in the SME (Small & Medium Enterprises) ecosystem and create more reliable employment opportunities.

The concept of Sustainability itself is collaborative. Practically the efforts from companies to go beyond their operations to address the value chain risks & what impacts them is very limited. Areas like shared employment, skill availability, supplier development, and environmental protection need strong collaborative actions within our industry.

As far as sustainability is concerned, the focus should be more on effectiveness, and not just compliance.

SUSTAINABILITY ANALYTICS



The 12th edition of Sustainability 4.0 assessment will additionally evaluate how companies are effectively using analytics in their sustainability management. It will assess the existing maturity of companies in three aspects: Effective Data Collection, Usage of Smart Analytical Tools, and End-to-End Visibility in the value chain.

Sustainability Analytics has been added as an additional parameter and all companies assessed will receive insights on their maturity level of leveraging analytics to drive sustainability management.

VIRTUAL ASSESSMENT ENABLERS



FRAMEWORK & QUALIFYING CRITERIA



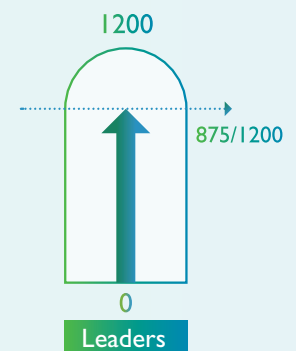
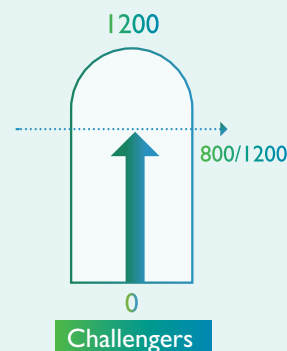
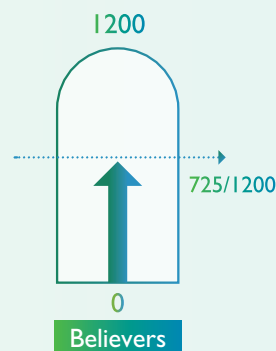
Sustainability Assessment Framework



300 POINTS	300 POINTS	300 POINTS	300 POINTS
P 1.1 Sustainability Strategy P 1.2 Governance & Ethics P 1.3 Risk Management	P 2.1 Stakeholder Management P 2.2 Supply Chain P 2.3 Customers P 2.4 Society	P 3.1 Raw Materials P 3.2 Energy & Water P 3.3 Waste & Emissions P 3.4 Biodiversity	P 4.1 Human Capital Management P 4.2 Occupational Health & Safety
P1. PURPOSE	P2. PARTNERSHIP	P3. PLANET	P4. PEOPLE

QUALIFYING CRITERIA

There are three levels of recognition based on the predefined qualifying scores. These levels of recognition are Believers, Challengers and Leaders. The qualifying scores are 725, 800 and 875 respectively.



AWARD CATEGORIES



CERTIFICATION & AWARDS

SUPER ACHIEVERS		SUSTAINABLE BUSINESS OF THE YEAR	
		SUSTAINABLE BUSINESS OF THE YEAR – 1ST RUNNER UP	
Leader Award	Leader Award	Leader Award	Leader Award
Challengers Award	Challengers Award	Challengers Award	Challengers Award
Emerging Business	Medium Business	Large Business	Mega Large Business
Certificate of Merit (Believers/Challengers/Leaders)			



The highest-scoring, top two companies of the year will be recognized with Super Achievers Award: 'Sustainable Business of the Year' and 'Sustainable Business of the Year - 1st Runner-up' Award, respectively.

Companies qualifying in Challengers and Leaders band under various business categories will be given respective awards and certificates.



In Believers band, only Certificates of Merit will be awarded.

JURY SPECIAL MENTION AWARDS

Started in 2019, "Jury Special Mention Award" will be conferred for programs that are best-in-class, scalable and replicable across industry verticals. Through this recognition, we aim to enhance sharing of best practices across the organizations.

EVALUATION PARAMETERS

Design:
Result-oriented &
Measurable Progress

Sustainability
Relevance

Scalability & Replicability

Additionality: Going
Beyond Business



- The Award category is open to all past and new participants of the Frost & Sullivan-TERI Sustainability 4.0 Awards.
- Each company can nominate any number of projects under this category.
- Only philanthropic initiatives under CSR mandate are not eligible. Interventions under a company's CSR mandate submitted for consideration are eligible only if they exhibit company efforts in designing interventions that are regularly monitored, verified, and evaluated for effectiveness.
- CSR programs submitted should be on project-mode initiated not before 1st April 2016. Such initiatives should showcase demonstrable socio-environmental impact.
- The nominated projects will be reviewed by the Frost & Sullivan and TERI team and submitted to the Jury with its observations.
- The projects shortlisted by the Jury shall be required to be presented by the respective companies at the Jury Meeting.
- The award winning projects will receive the "**Jury Special Mention Award**" at the Awards Banquet on 3rd December 2021.
(Note: subject to COVID-19 state regulations)

RE CONSUMPTION INDEX

Developed by TERI, the RE Consumption Index aims to recognize industry's transition to RE while aligning with India's commitments under the Paris Agreement.

The Index captures an applicant site's direct energy consumption through RE in its operations and allied processes, and its indirect energy consumption through RE utilizing factors within the value chain, comparing it with the location's RE potential. The Index shall be offered to each applicant site participating in this year's edition of the Sustainability 4.0 Awards.

The feedback shall be shared for each applicant site, as part of the 2021 Awards edition.
(Scope of assessment is limited to electricity consumption)



SAFETY EXCELLENCE AWARDS



Safety Excellence Assessment Framework



300 POINTS	200 POINTS	200 POINTS	200 POINTS	100 POINTS
<ul style="list-style-type: none"> • Safety Policies and Goals • Performance Management • Safety Training • Accident and Incident Prevention • Emergency Preparedness 	<ul style="list-style-type: none"> • Workplace Safety • Hazard Management • Material Storage and Handling • Work Permit System • Fire Safety 	<ul style="list-style-type: none"> • Machine and Tool Safety • Lifting Tools and Tackles • Storage Tanks and Vessels • Safety Equipment Management 	<ul style="list-style-type: none"> • Safety Culture • Safety Compliance • Contractor Safety 	<ul style="list-style-type: none"> • Medical Facilities • Ergonomics • Occupational Diseases.
SAFETY MANAGEMENT	PROCESS SAFETY	EQUIPMENT SAFETY	BEHAVIOURAL SAFETY	OCCUPATIONAL HEALTH

SAFETY AWARDS & RECOGNITION

All the companies scoring over 700 out of 1000 will be recognized with 'Safety Excellence - Certificate of Merit'. Under each participating category, the highest-scoring top two companies will be recognized with 'Safety Excellence Award - Winner' and 'Safety Excellence Award – 1st Runner-Up' respectively.

SAFETY EXCELLENCE AWARD – WINNER	SAFETY EXCELLENCE AWARD – WINNER	SAFETY EXCELLENCE AWARD – WINNER	SAFETY EXCELLENCE AWARD – WINNER
SAFETY EXCELLENCE AWARD – 1st RUNNER-UP	SAFETY EXCELLENCE AWARD – 1st RUNNER-UP	SAFETY EXCELLENCE AWARD – 1st RUNNER-UP	SAFETY EXCELLENCE AWARD – 1st RUNNER-UP
EMERGING BUSINESS	MEDIUM BUSINESS	LARGE BUSINESS	MEGA LARGE BUSINESS
SAFETY EXCELLENCE - CERTIFICATE OF MERIT (QUALIFYING SCORE – 700 OUT OF 1000)			

GLIMPSES OF 2019 AWARDS



Mahindra & Mahindra Ltd.



Aditya Birla Fashion & Retail Ltd.



Reliance Industries Ltd.



Hindustan Coca-Cola
Beverages Pvt Ltd.



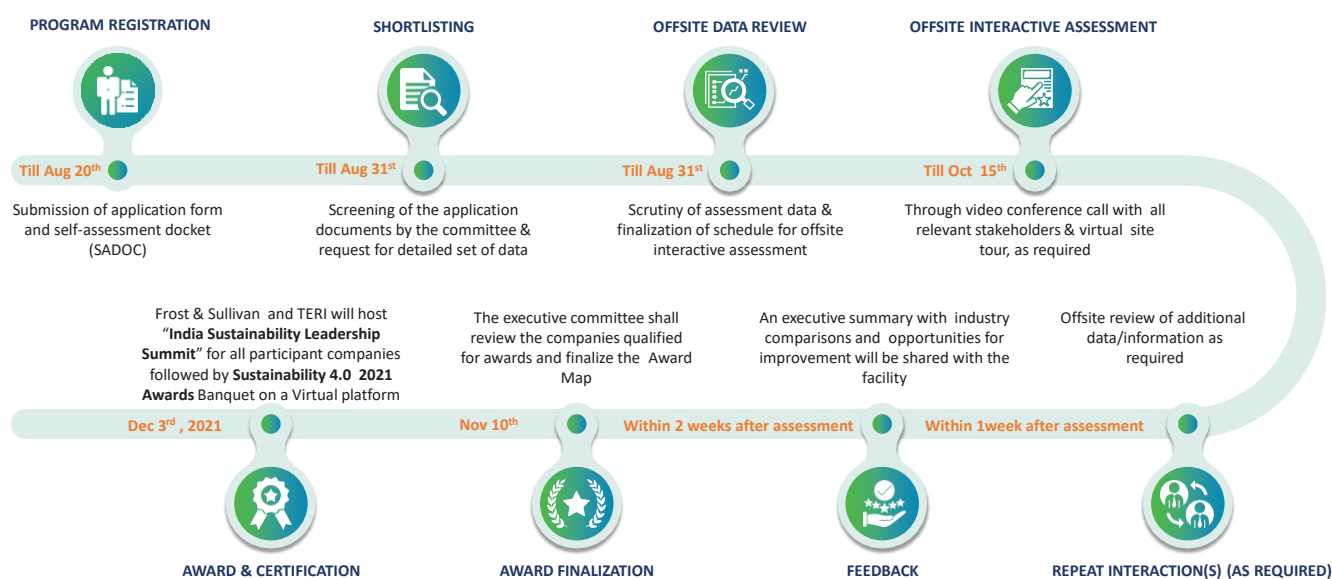
All Award Recipients

PARTICIPATION CATEGORIES & FEE STRUCTURE

Participation Categories		Application Fee	Sustainability Assessment Fee		Safety Assessment Fees (optional)
			Site Level	Corporate Level	
Annual Sales <= INR 100 Cr	Emerging Business	INR 75,000	INR 2,10,000	INR 2,55,000	INR 1,38,000
Annual Sales > INR 100 Cr and <= INR 500 Cr	Medium Business		INR 3,42,000	INR 4,56,000	INR 2,16,000
Annual Sales > INR 500 Cr and <= INR 2000 Cr	Large Business		INR 4,62,000	INR 5,76,000	INR 2,76,000
Annual Sales > INR 2000 Cr	Mega Large Business		INR 5,52,000	INR 6,96,000	INR 3,42,000
Jury Special Mention Awards	Per Project Nomination	New Participant: INR 75,000		Past Participant: INR 60,000	

- The fee is exclusive of GST @ 18%
- The awards review team will decide on the facilities to be shortlisted for site visit under corporate nomination.

VIRTUAL AWARDS PROGRAM FLOW & KEY MILESTONES



2019 & 2020 PARTICIPANTS SPEAK



We are pleased by the comprehensive Sustainability Assessment Framework (Purpose, Partnership, Planet, and People) adopted by Frost & Sullivan and TERI for evaluating organizations on their sustainability journey. Participation in Sustainability 4.0 Awards helped us assess our current performance while enabling us to improve from the previous year and move from Challengers to Leaders category. Our best wishes to the Frost & Sullivan team in their endeavor to drive the sustainability journey in India to greater heights.

Mr. C. J. IYER

Executive Director I/C (Mumbai Refinery)
Bharat Petroleum Corporation Limited



Frost & Sullivan's assessment has always enabled us to sustain high performance. The assessment model focuses on all aspects of the business and compels us to continually review and re-evaluate everything we are doing. The assessment framework based on manufacturing effectiveness, enhanced competitiveness, and business growth is a strong enabler for continuous improvement and journey toward world-class manufacturing.

Mr. Vijay Kalra

CEO – Mahindra Vehicles
Manufacturers Ltd. & Chief of
Manufacturing Operations,
Auto Sector



We are happy that Henkel Adhesive Technologies India was recognized as the recipient of the "Leaders Award" in the Large Business Process Sector – Corporate category, at the 2019 Sustainability 4.0 Awards. Winning this award has been an incredible experience and has helped us to further illustrate our commitment to sustainability while inspiring to do even better in the future. The awards assessment of Frost & Sullivan is methodical, comprehensive and based on a well-defined framework. The model also keeps in context global sustainability and future reporting requirements.

Mr. Bappa Bandyopadhyay

Director Operations & Projects - India
Henkel Adhesive Technologies
India Private Ltd.

The framework and assessment for Frost & Sullivan's 2019 Sustainability 4.0 Awards stands out in terms of its depth and rigor. The framework enables an evaluation of the sustainability journey and allows meaningful conversations with various stakeholders. It has brought out qualitative and quantitative insights about our sustainability performance and allowed us to benchmark with other leading companies. The award has motivated us to keep working toward enhancing sustainability in our organization and the industry sector.

Mr. Ashish Dikshit

Managing Director, Aditya Birla Fashion & Retail Ltd.



Everyone aspires to be the best and set benchmarks. For Mondelez India winning the Frost & Sullivan-TERI Sustainability 4.0 Award again is a part of its ambition to attain sustainability goals. Sustainability is a collective journey for the betterment of people and planet, therefore, assessments and recognition from esteemed organizations like Frost & Sullivan and TERI help Mondelez strengthen and build robust plans toward this journey. Mondelez India is impressed with the thoroughness, attention to detail and professionalism of the assessment. It was inspiring and provided us insights on the areas we need to focus on and leverage to go to the next level in the sustainability journey. We would like to thank Frost & Sullivan and TERI for this opportunity and recognition, and the pioneering work done in the area of sustainability.

Mr. Sharad Kalghatgi

Head - Sustainability and HSE
Mondelez India Foods Private Limited



The Frost & Sullivan and TERI Sustainability 4.0 Awards are based on a well-defined framework covering all critical areas of sustainability. The team was cognizant of the sustainability relevance and importance to the business. The assessment outcome, on one hand, established the good sustainability practices we have adopted and on the other hand, helped us identify further opportunities to excel in our sustainability journey.

Mr. Bipin Odhekar

Operations Excellence and Sustainability Head
Marico Limited



ABOUT INDIA SUSTAINABILITY LEADERSHIP SUMMIT 2021

The India Sustainability Leadership Summit 2021 – will be jointly organized by Frost & Sullivan and TERI. Over the last 4 years the summit has emerged as a premier **Thought Leadership** platform that brings together key thinkers and business leaders who share solutions for a sustainable future. Every year the summit explores innovative solutions and business models for addressing sustainability challenges in emerging economies while taking into account new developments and contemporary global issues pertaining to the broader topic of sustainability and its relevance to Indian businesses.

The past editions of the summit have focused on critical themes such as:

2020 Edition: Given COVID-19 Pandemic, How do we jump-start the Decade of Action?

2019 Edition: Now is the Time – Embracing Solutions that transform our Future Choices

2018 Edition: Making Sustainability Everyone's Business

2017 Edition: Is Sustainability Integral to Commercial Normality and Competitiveness?

In addition, the summit aims to enhance awareness on tools, technologies, solutions and approaches followed by global and regional industry leaders towards building sustainable economies.

The summit witnesses an annual participation of around 100 participants – comprising CXOs, Unit Heads/Functional Heads and Managers/Executives from a broad cross-section of leading Indian corporations viz. Banking and Finance, BPO & KPO, Discrete Manufacturing, ICT, Infrastructure, Power, Process Manufacturing, Renewable Energy, amongst others.

Owing to the current pandemic, the summit may happen via an online platform in 2021. Participation in the summit will be by **'invitation only'**



CONTACT DETAILS

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