



**BENCHMARKING SUSTAINABILITY  
PERFORMANCE**

**DETERMINATION OF KEY INDICATORS**

**REPORTING AND DISCLOSURE**

# **ESG Initiatives by SgurrEnergy**

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# SgurrEnergy & Sustainability

To promote transparency on Environmental, Social, and Governance risks and opportunities within the organization, SgurrEnergy believes in ensuring sustainability in its operations and project execution.

Though there is no regulatory obligation to adhere to the ESG guidelines, SgurrEnergy being an ISO 9001:2015, 14001:2015 & 45001:2018 certified organization, has voluntarily decided to take initiatives to intermingle ESG reporting into its mainstream reporting procedures. Taking a step forward SgurrEnergy has developed an in-house team of Environmentalists, Sociologists, Hydrogeologists, Strategists and Climate Change Experts to help its corporate setting in strengthening its sustainability performance. This helps SgurrEnergy, cope with the ever-changing world where success is no longer limited to financial success alone but is also about future-proofing and delivering sustainable business. Sound ESG standards of the organization are seldom viewed by socially conscious investors to screen potential investments.

# What is ESG?

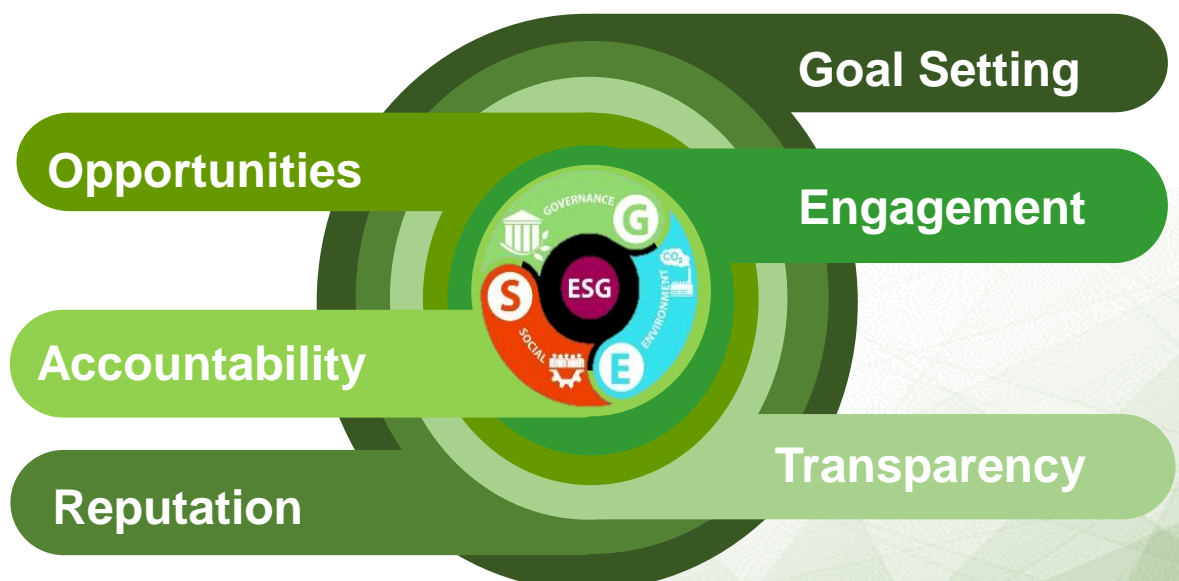
ESG abbreviated as Environmental, Social and Governance is a framework designed to be embedded into an organization's strategy that considers the needs and ways in which value is generated for all organizational stakeholders (such as employees, customers suppliers and financiers).

Reporting the ESG efforts is a pathway for creating a plan of commitment to sustainability goals. In the process, it also identifies the scope of improvement which eventually helps in better company standings among consumers. Relevant data such as comparisons against benchmarks, management commentary, and future plans form an integral part of the report.

# What are the benefits of ESG?

Various benefits of carrying out ESG reporting are: -

- It can help estimate the level to which an organization is adhering to its sustainability goals.
- It can help identify the Opportunities for Improvement (OFI).
- Enhances engagement with a variety of stakeholders resulting in stronger relationships and efficient communication.
- Encourages accountability of the organization.
- Ensures transparency among all parties involved in organizational value creation.
- Creates a long-lasting Reputation for consumers, employees, and investors.





# What are the major ESG frameworks?

**Global Reporting Initiative standards(GRI):** These standards by far allow organizations to publicly report the impacts of their activities in a structured way that is transparent to stakeholders and other interested parties.<sup>[1]</sup> By far this is the most widely used reporting framework worldwide.

**Task Force on Climate-Related Financial Disclosures(TCFD):** The Task Force on Climate-Related Financial Disclosures provides information to investors about what companies are doing to mitigate the risks of climate change, as well as be transparent about the way in which they are governed.<sup>[2]</sup>

**Sustainability Accounting Standards Board(SASB):** The mission of SASB is to establish industry-specific disclosure standards across ESG topics that facilitate communication between companies and investors about financially material, decision-useful information. Such information should be relevant, reliable and comparable across companies on a global basis.<sup>[3]</sup>



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<sup>[1]</sup> <https://www.globalreporting.org/>

<sup>[2]</sup> [https://en.wikipedia.org/wiki/Task\\_Force\\_on\\_Climate\\_Related\\_Financial\\_Disclosures](https://en.wikipedia.org/wiki/Task_Force_on_Climate_Related_Financial_Disclosures)

<sup>[3]</sup> [https://en.wikipedia.org/wiki/Sustainability\\_Accounting\\_Standards\\_Board](https://en.wikipedia.org/wiki/Sustainability_Accounting_Standards_Board)

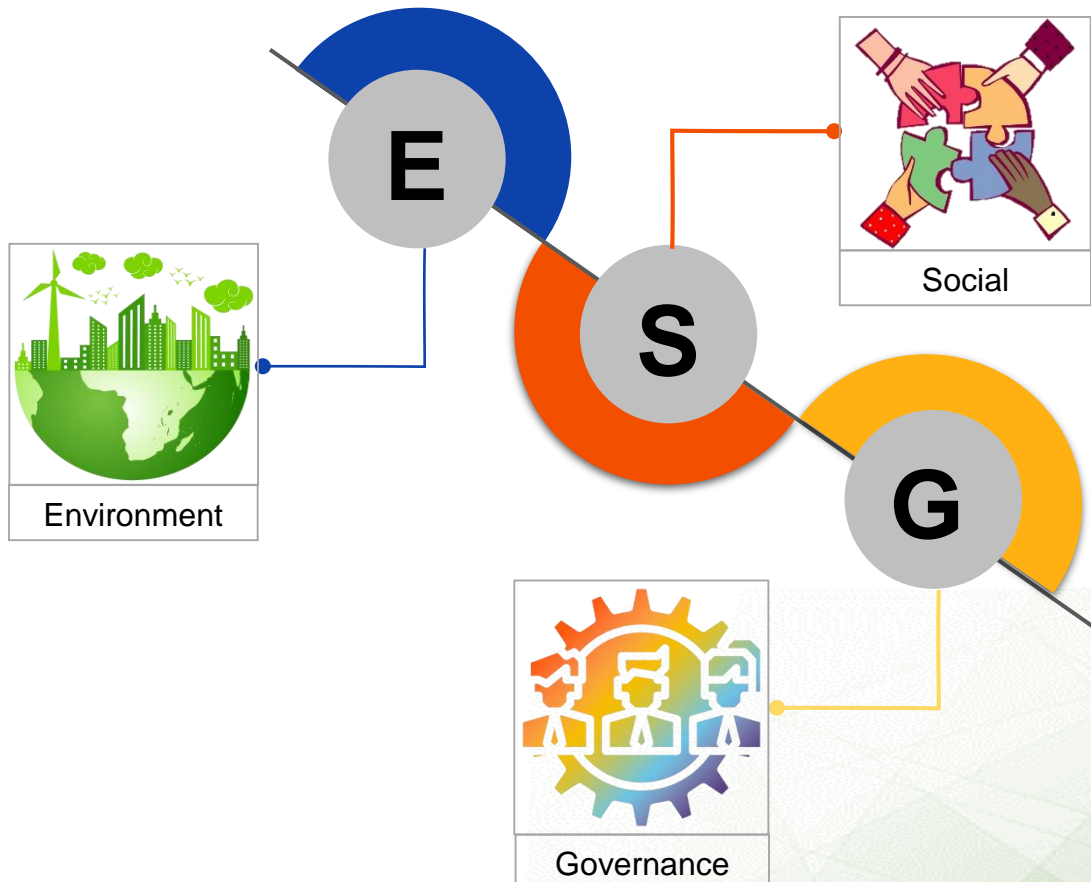
# Dimensions of ESG

ESG encapsulates Environmental Social and Governance dimensions of the organization. The various aspects of each dimension are: -

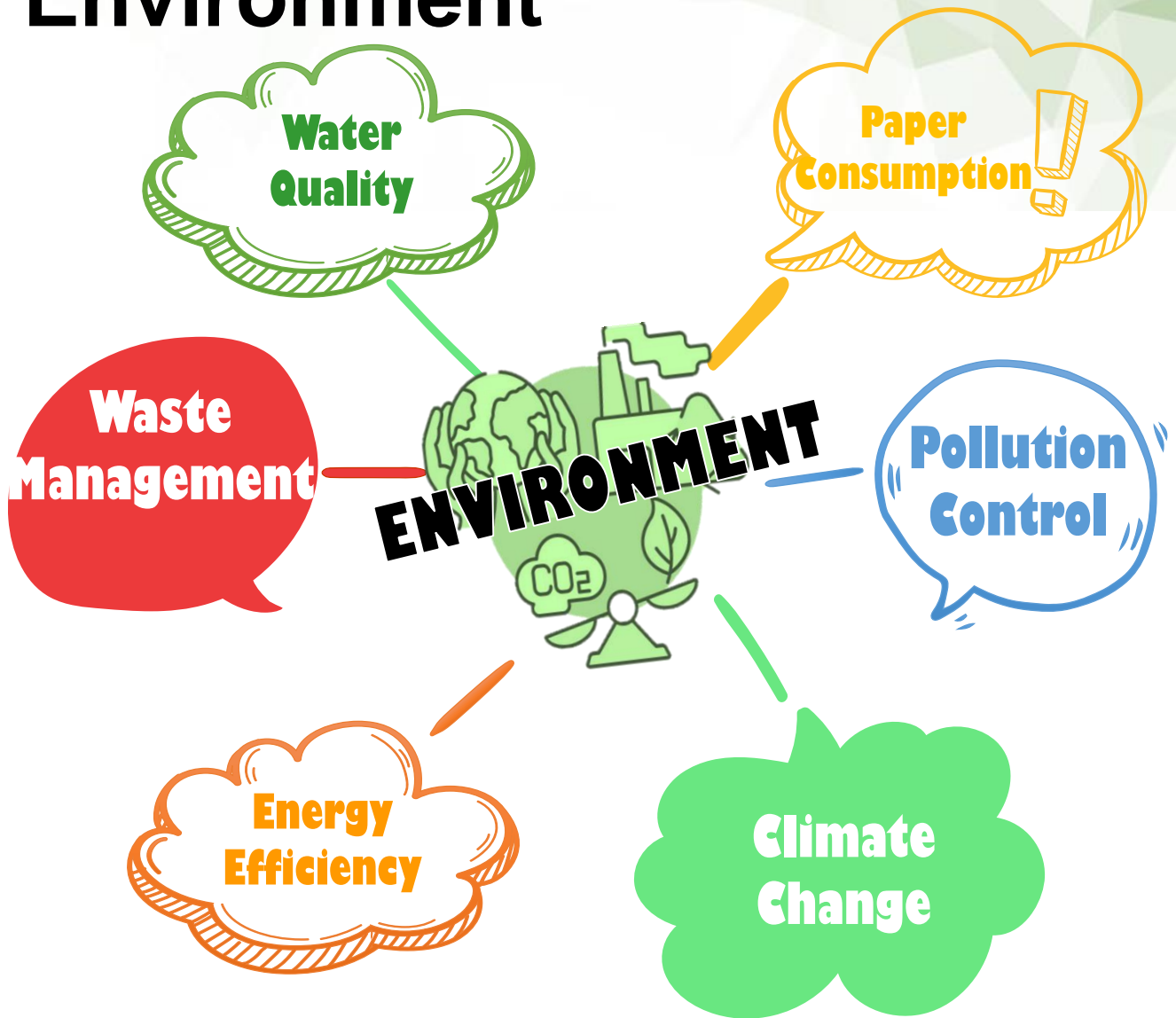
**Environment-** Climate Change, Greenhouse Gas Emissions, Biodiversity Loss, Deforestation/reforestation, Pollution Mitigation, Energy Efficiency and Water Management.

**Social-** Community uplifting, Employee Safety and Health, working conditions, Diversity, Equity, and Inclusion, and Conflicts and Humanitarian crises. It also includes risk and return assessments directly through results in enhancing customer satisfaction and employee engagement.

**Governance-** Corporate governance such as preventing bribery, and corruption, Diversity of Board of Directors, executive compensation, cybersecurity and privacy practices, and management structure.



# Environment



SgurrEnergy has set up a process of inducing targets pertaining to environmental protection in its HSE Objectives. In the last few years, SgurrEnergy has not only met the said targets but also achieved the following feats: -

1. **Climate Change-** Climate Risk Assessment for a reputed Solar Park Project in Uttar Pradesh funded by a multilateral funding agency was the first of its kind. The said study not only included the potential impacts of climate scenario on the proposed infrastructure and efficiency of the PV system but also included project-specific adaptation measures required to nullify the anticipated impacts.

**2. Carbon Footprint-** Apart from the direct reduction of Carbon footprint by adding value to renewable energy projects, many other initiatives have been undertaken by SgurrEnergy in order to reduce the carbon footprint. With the said initiatives, a significant amount i.e. **1.7 MMT of CO<sub>2</sub> equivalent** shall be reduced.

- a) Paper consumption for the entire Pune office has been reduced to almost negligible. All communications including correspondence with clients, vendors, employees and any other external agency are done digitally and rarely a document is printed. The said reduction has also reduced the consumption of power by the printers eventually reducing about 250 Kg of CO<sub>2</sub> equivalent.
- b) The E-waste generated by the Pune office is carefully stored and sold to a CPCB-approved recycling agency. This is done semi-annually and all documentation pertaining to the same is duly done. The recycling of the said waste reduced about 10 Kg of CO<sub>2</sub> equivalent.
- c) Adding value to the renewable energy projects by providing design and engineering of about 3 GW capacity in a single year which shall eventually generate about 6500 GWh of energy in a year. On average, 1 kilowatt hour (kWh) of electricity generated from solar PV results in approximately 0.5 Kg of CO<sub>2</sub> emissions reduction. Hence, a total of approx. 1752000 MT of CO<sub>2</sub> emission is expected to be reduced in year of operation.

**3. Health and Hygiene-**The drinking water for the employees is procured from a reputed water supplier and every year testing of the chemical parameter of the water sample is carried out by a NABL-approved laboratory. The water from the outlet of the filter is also stored and is utilized for watering the plants in the office premises.

**4. Reuse** - Used teabags and filtered tea leaves are stored and used as manure for plantations in the office premises. Lemon grasses used for tea preparation are grown in the pantry premises itself.

**5. Reduce-** Usage of disposable utensils is highly discouraged and in case it is necessary to be procured only biodegradable plant-based utensils are used.



**6. Recycle-** On the eve of World Environment Day, SgurrEnergy conducted a plastic donation drive wherein employees donated clean soft plastic materials like packaging wrappers, tapes, polythene bags etc. and the same was donated to a plastic upcycling agency which makes usable commodities bags, wallets, key rings etc. using a traditional charkha technique generating revenue and uplifting tribal weavers.

**7. Environmental Risk-** Prior to site visits, all employees are mandated to fill are risk assessment form which also includes environmental risks. The employees undertake that the precautionary measures of the proposed Environmental Risks are duly taken care of.

# Social (Community)

## Donation Drives

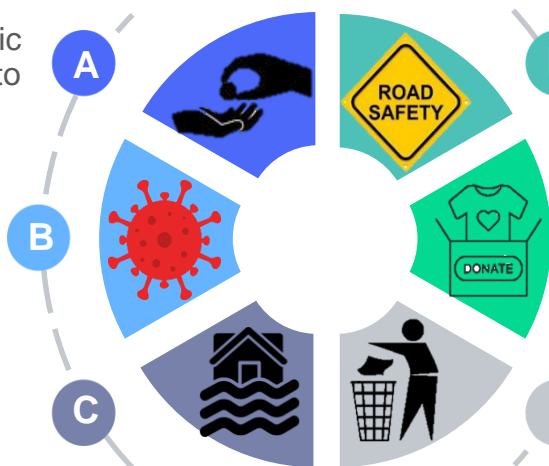
Donation of basic amenities like clothes to NGOs

## COVID PPE distribution

Distribution of Masks and Sanitizers at Old age homes

## Flood Relief Camps

Distribution of relief materials at flood affected area



## Traffic Awareness Campaign

Awareness about Traffic rules and road safety

## Clothing Drive

Donation of Clothes to Old Age Home

## Cleanliness Drive

Collection of plastic and other non-biodegradable wastes and proper disposal

SgurrEnergy believes in making a difference in the society for betterment and welfare of the communities we live in, even in the smallest way. SgurrCares has pledged 10% of its annual profits for the welfare of the society. It is intended towards helping people in need, bringing about changes in the lives of the underprivileged in all the ways possible.

**1. Clothes Donation Drive-** A week-long donation drive initiative was taken up by SgurrEnergy. Clothes were donated to Goodwill India Enterprise. Goodwill India Enterprise on its way to making a social transformation has made a significant impact on many lives. SgurrEnergy was honored that it could contribute in its own little way.



**2. COVID-19 (Coronavirus) Safety Mask Distribution-** The virus took the entire world by storm and wreaked havoc for people all over. Realizing the efficiency of the safety of face masks as the best precaution, SgurrEnergy helped senior citizens in an old age home, a Roti Bank NGO, a police station and a traffic police station by distributing hundreds of N95-grade face masks. From the people who cared to people who care, this diverse mix of angels is what we owe our lives to!

**3. Flood Relief-** Floods which occurred in Sangli, Maharashtra disturbed the routine life of people while causing colossal damages. SgurrEnergy family realized this distressed situation and came forward with an initiative to help with flood relief. Our team of 10 visited 6 remote villages in the heavily affected district of Sangli to help school students get back their education by providing school bags, notebook sets, compass boxes with pens and pencils.

**4. Traffic awareness campaign-** SgurrEnergy participated in a traffic awareness campaign organized by Deepastambha Charitable Trust to spread the message on road safety.

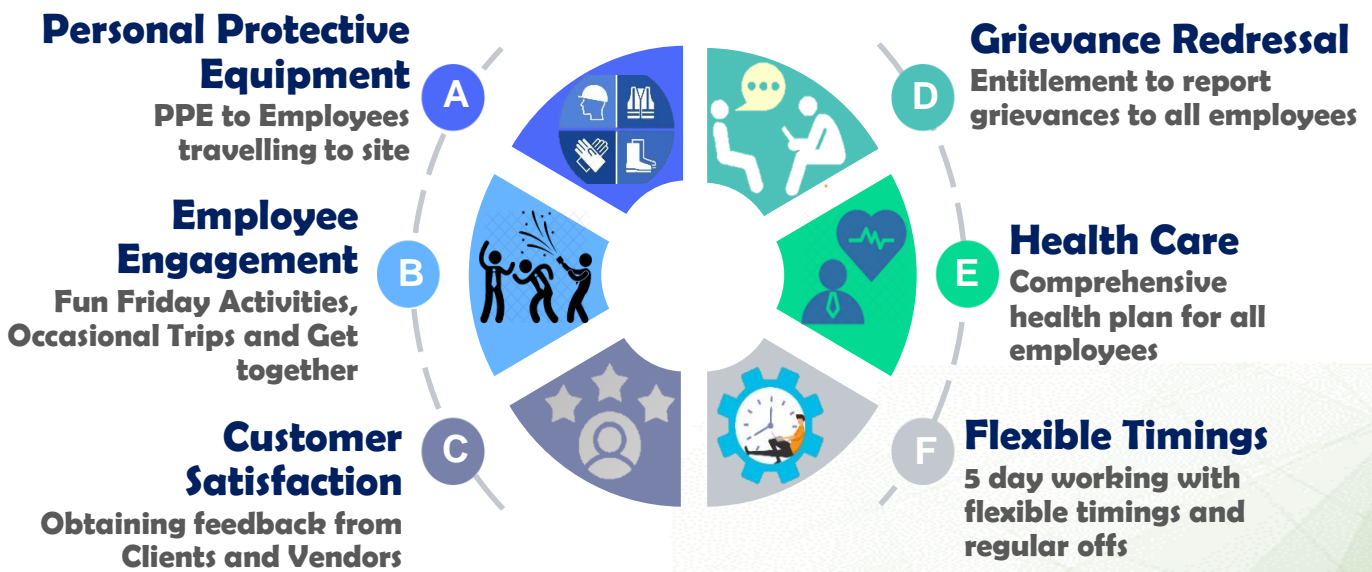
**5. Clothing drive-** SgurrEnergy created an opportunity for all employees to extend their happiness to the less fortunate, by donating unused or used clothing in good condition to Niwara Old Age Home.

**6. Kerala relief fund drive-** SgurrEnergy employees donated their one-day salary to help people in Kerala rebuild the lives of people in the state. This amount was handed over to the Sakal Relief fund.

**7. Plastic Clean up drive-** SgurrEnergy joined hands with Greenpeace India to collect plastic waste at Parvati Hill Pune. This drive collection was then handed over to Rudra Environmental Solution India Ltd. They have been successful in getting rid of non-degradable polymer waste by the Gasolysis process and generating poly fuel from such plastic waste.



# Social (Organization)





SgurrEnergy's workplace culture encourages its work strength to live by its values and deliver by the credo. For cultivating an indefatigable spirit, which enables the employees to deliver to the highest degree of quality, SgurrEnergy recognizes the efforts of every cog in the wheel that expends under the SgurrEnergy banner and therefore we consider it a responsibility to take care of our team by forming a supportive and accommodative work place environment.

SgurrEnergy is able to deliver the best grade of service with a workforce that is enthusiastic, thrilled and believes that excellence is a phenomenon of regular occurrence at SgurrEnergy.

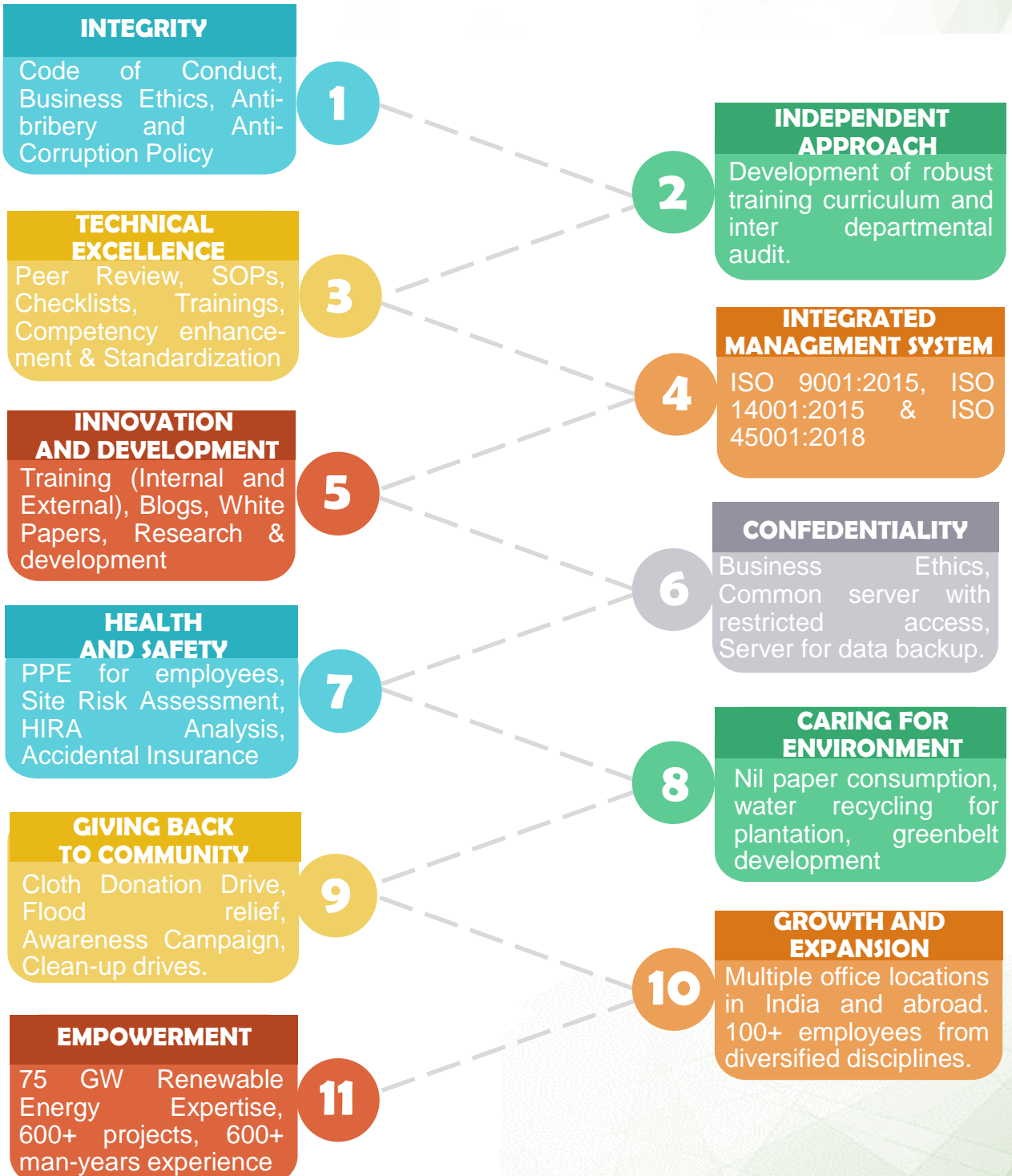
Every employee prior to making a site visit is asked to fill up a Site Risk Assessment form covering all HSE aspects. Additionally, the HR department issues the necessary PPE to the employee. In the ZOHO portal, all employees are encouraged to raise their Grievances if any. In case, they encounter any near miss, they report it in the portal. The office hours are flexible and all employees are covered under the group health and accidental insurance. For coping with stress, fun and stress-busting activities are regularly conducted.

Prior to completion of the project, the clients are requested to fill up a feedback form comprising of necessary areas which can be improved and their level of satisfaction.



# Governance

At SgurrEnergy, the governance philosophy revolves around 11 guiding principles: -





# Synopsis

