

# SKOCH ESG AWARD 2025



The SKOCH ESG Award and Assessment is an important benchmark to evaluate your commitment to India 2047. It focuses on the interplay between sustainable investments and processes to shape a sustainable and growing business future. Economic growth, social equity and environmental preservation are all interconnected and investors can use ESG information to assess the risks associated with a particular enterprise.

Get your achievements in ESG documented for others to take note of and learn from. We invite you to share your success story for SKOCH ESG Award!

Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025

## AWARD CATEGORIES

### Environmental Excellence

#### Climate Change Mitigation

- Greenhouse Gas (GHG) Emissions
  - Scope 1 GHG emissions (Direct emissions)
  - Scope 2 GHG emissions (Indirect emissions from energy use)
  - Scope 3 GHG emissions (Upstream and downstream value chain emissions)
  - Greenhouse Gas Emissions
  - Carbon Emissions
- Carbon Reduction Initiatives
  - Energy-efficient operations
  - Carbon offset programs (non-financial initiatives)
  - Integration of renewable energy in operations
  - Climate Change Framework
  - Carbon Neutrality
- Climate Resilience
  - Climate risk assessment
  - Climate adaptation strategies
  - Scenario analysis of climate change impacts
  - Climate Adaptation
  - Vulnerability Assessments
  - Resilience Planning

#### Resource Efficiency

- Energy Efficiency
  - Total energy consumption (MWh, Joules)
  - Energy intensity per unit of output
  - Proportion of renewable energy usage
  - Energy Productivity
  - Energy Management
- Water Usage
  - Total water withdrawal (volume)
  - Water recycling and reuse percentage
  - Water intensity per unit of output
  - Recycling of Treated Water
  - Rainwater Harvesting
  - Water Security
- Material Efficiency
  - Total materials consumed (by weight/volume)
  - Recycled material input
  - Waste reduction initiatives

#### Pollution Control

- Air Emissions
  - SO<sub>x</sub>, NO<sub>x</sub>, and particulate emissions
  - Volatile organic compounds (VOCs) emissions
  - Fugitive emissions control (from industrial processes)
  - Air Pollution Management
  - Emissions Management
  - Emissions Inventory
  - Air Pollutant Concentrations Inventory
- Water Pollution
  - Water discharge quality (Chemical Oxygen Demand, Biochemical, Oxygen Demand)
  - Effluent treatment and compliance
  - Water discharge volume
  - Water Pollution Management
- Hazardous Waste Management
  - Total hazardous waste generated
  - Proper disposal and treatment of hazardous waste
  - Hazardous waste reduction initiatives
  - Radioactive Waste Management

#### Biodiversity and Ecosystem Protection

- Land Use and Biodiversity Management
  - Impact of operations on biodiversity-rich areas
  - Biodiversity management plans (BMPs)
  - Restoration and rehabilitation initiatives
  - Biodiversity
- Ecosystem Services Preservation
  - Reforestation and afforestation projects
  - Conservation of freshwater and marine ecosystems
  - Collaboration with environmental NGOs for ecosystem protection
  - Conservation
- Impact on Local Communities
  - Community engagement for conservation projects
  - Ecosystem-based benefits to local populations
  - Mitigation of negative environmental impacts on communities

#### Circular Economy

- Waste Management
  - Total waste generated (hazardous and non-hazardous)
  - Recycling and reusing rates
  - Waste diversion from landfills
  - Waste Reduction
- Circular Production Processes
  - Integration of circular economy principles in product design
  - Lifecycle assessments (LCA) for products
  - Cradle-to-cradle design and implementation
  - Sustainable Product/Service Innovation
- Sustainable Supply Chain
  - Sourcing of sustainable materials
  - Supply chain circularity initiatives
  - Supplier adherence to environmental standards
  - Supply Chain Management

Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025

## AWARD CATEGORIES

### Social Excellence

#### Employee Welfare and Well-being

- Employee Health and Safety
  - Occupational health and safety management systems
  - Lost time injury frequency rate (LTIFR)
  - Employee training on health and safety
- Employee Engagement
  - Employee satisfaction surveys and results
  - Employee retention rates
  - Internal mobility and career development
- Diversity and Inclusion
  - Gender diversity in leadership roles
  - Policies for inclusion of underrepresented groups
  - Pay equity and equal opportunity policies
- Mental Health and Well-being
  - Mental Health support services
  - Employee assistance programs
  - Work-life balance initiatives

#### Community Engagement and Development

- Corporate Social Responsibility (CSR)
  - CSR expenditure as a percentage of profit
  - Community development programs (education, health)
  - Impact of CSR initiatives on local communities
- Volunteer Programs
  - Employee participation in volunteer activities
  - Hours contributed to volunteer work
  - Corporate sponsorships for community initiatives
- Social Impact Investments
  - Investments in social enterprises or impact funds
  - Programs supporting underserved communities
  - Financial inclusion and microfinance programs
- Poverty Alleviation
  - Poverty reduction initiatives
  - Aspirational Districts programs
  - Market linkages for local businesses
- Access and Inclusion
  - Access to financial services
  - Digital inclusion programs
  - Access to clean energy

#### Customer Responsibility

- Product Responsibility
  - Product safety and compliance with standards
  - Customer complaints and resolution rates
  - Product recalls and corrective actions
- Customer Privacy and Data Protection
  - Data protection policies (GDPR compliance)
  - Breaches of customer data and mitigation strategies
  - Customer consent management systems
- Cybersecurity and Protection
  - Cybersecurity measures
  - Data breach response plans
  - Transparency about data practices

#### Supply Chain Social Responsibility

- Fair Labor Practices
  - Supplier code of conduct and audits
  - Child labor and forced labor policies
  - Living wage programs for suppliers
- Ethical Sourcing
  - Policies on sourcing from fair-trade certified suppliers
  - Conflict-free sourcing initiatives
  - Sustainable agricultural practices in sourcing
- Animal Welfare and Conservation
  - Employee training hours per capita
  - Leadership development programs
  - Technical skill-building programs

#### Employee Training and Development

- Training Programs
  - Employee training hours per capita
  - Leadership development programs
  - Technical skill-building programs
- Career Advancement
  - Internal promotion rates
  - Mentoring and coaching programs
  - Cross-functional training and skill rotation
- Employee Retention and Mobility
  - Employee turnover rates
  - Voluntary vs. involuntary turnover
  - Employee career growth tracking

#### Social Equity and Justice

- Equity in the Workplace
  - Policies for gender pay parity
  - Minority group representation in the workforce
  - Equity audits and adjustments
- Labor Rights
  - Freedom of association policies
  - Policies on collective bargaining
  - Prevention of workplace harassment and abuse
- Inclusive Hiring
  - Recruitment programs for underrepresented groups
  - Accessibility in hiring processes
  - Support for people with disabilities
- Social Justice Initiatives
  - Racial equity programs
  - Social justice and security programs
  - Women and Child Development

Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025

## AWARD CATEGORIES

### Governance Excellence

#### Corporate Governance Structure

- Board Composition
- Board Committees
- Board Accountability
- Board Composition and Disclosures
- Board-level Engagement

#### Ethical Leadership and Business Conduct

- Code of Conduct and Ethics
- Transparency and Disclosure
- Conflict of Interest
- Ethics and Transparency
- Business Ethics, Integrity, and Transparency

#### Risk Management

- Risk Identification and Assessment
- Internal Controls
- Risk Reporting
- Compliance Risk
- Compliances
- Regulatory Compliance
- Corporate Compliance
- HR Compliance
- Data Compliance
- Risk Disclosures
- Operational Risk
- Financial or Economic Risk
- Market Risk
- Credit Risk
- Liquidity Risk
- Reputational Risk

#### Regulatory Compliance

- Legal and Regulatory Compliance
- Anti-Money Laundering and Counter-Terrorist Financing
- Tax Compliance and Transparency

#### Shareholder Rights and Engagement

- Shareholder Voting
- Shareholder Engagement
- Dividend Policy and Payout

#### Anti-Bribery and Corruption

- Anti-Bribery Programs
- Corruption Risk Management
- Whistleblowing Mechanisms
- Corruption

#### Operational and Stakeholder Governance

- Participation Evaluation
- Transparency
- Feedback Mechanisms
- Employee Behavior
- Workplace Health and Safety
- Environment Impact
- Data Management
- Quality
- Process, Laws, Regulation, and International Standards
- Disclosures
- Financial Disclosures
- Operations Disclosures
- Strategic Disclosures
- Roles and Responsibilities Disclosures
- Internal Fraud
- External Fraud
- Employee Practices and Workplace Safety
- Clients, Products and Business Practice
- Damage to Physical Assets
- Business Disruption and System Failures
- Execution, Delivery, and Process Management
- Fairness
- Succession Planning
- Compensation Policy
- Fair Wages and Benefits
- Financial Performance
- Conflicts of Interest
- Government Affairs
- Public Policy
- Economic Contribution
- Investments in R&D and IT
- Stakeholder Engagement
- Stakeholder Identification and Analysis
- Communication Channels
- Metrics and Reporting
- News Coverage
- Employee Behavior on Social Media Presence
- Data Leaks
- Business Model

Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025



# SKOCH ESG AWARD 2025

## AWARD METHODOLOGY

### STAGE 1 – NOMINATION & REGISTRATION

You are requested to nominate your initiatives for SKOCH ESG Award. Nominations to be made using the online link along with mandatory conference delegate registration (Fee Rs. 40,000 INR + GST@18% for 4 Delegates).

### STAGE 2 – RESEARCH & VALIDATION

SKOCH Research team will verify the details and correctness of the nomination, do desk research, take telephonic feedback and use SKOCH domain knowledge.

### STAGE 3 – INTERACTION WITH JURY

Face to face interaction of the shortlisted nominees via virtual session with the panel of domain experts. Experts make ratings and these are added to the score of the nominee's score.

### STAGE 4 – POPULAR VOTE

SKOCH Team will create and publish page for shortlisted nominees for popular voting. Popular vote is to help organisations create a buzz around one's good work with peers, colleagues and benchmark popularity against the peers from other organisations.

### STAGE 5 – WAY TO SEMI-FINALS: MERIT LIST

Semi-finalists are announced and Order-of-Merit list is published on the website by SKOCH Team. All Order-of-Merit recipients to be invited for Summit and Award ceremony to receive Order-of-merit certificates and also compete for the coveted SKOCH Award which will be announced on the same day.

### STAGE 6 – EXPERT VOTE

All finalists are invited to participate in the online digital exhibition and solicit Expert Votes. A Weightage of 10% would be added in the total score from this activity. SKOCH Team will create pages on the exhibition portal along with additional material provided by the nominees.

### STAGE 7 - LIVE POLL

Online voting for the projects which has opted for Digital Exhibitions is conducted during the virtual event of the order-of-merit ceremony. 10% Weightage of this is added in the score.

### STAGE 8 – WAY TO FINAL

Using SKOCH Award ranking system, a cutoff is decided and final awardees are announced and conferred SKOCH Award during the Conference and Award Ceremony.

Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025

# SKOCH ESG AWARD 2025



Apply at: [esg.skoch.in](https://esg.skoch.in)



LAST DATE: 15 JUNE 2025