

# CSR TODAY

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## CAN SOUTHEAST ASIA QUENCH CORPORATE THIRST FOR **RENEWABLE ENERGY?**

The desire of corporate giants to become 100 per cent renewable is driving clean energy investment and fuelling the energy transition worldwide. As businesses set their sights on greening their operations in Southeast Asia, can the region meet businesses' clean energy needs

### **CSR LEADERSHIP**

Maruti Suzuki invests Rs. 154 crore towards CSR initiatives in FY 2018-19

### **CSR METHOD**

Tackling the climate emergency and protecting our oceans go hand-in-hand

### **CSR CONCERN**

Global thirst: A spotlight on water in industry

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# 133 months left to make U=U a reality for every person living with HIV and end AIDS by 2030

*13 months left to deliver on 90-90-90 promises of 2020*



**Rajesh Tiwari**  
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**TO END AIDS, WE  
NEED TO MAKE U=U  
(UNDETECTABLE  
EQUALS  
UNTRANSMITTABLE)  
A REALITY IN THE  
LIFE OF EVERY  
PERSON LIVING  
WITH HIV.**

**D**espite promise of governments to end AIDS by 2030 and considerable progress on putting people living with HIV on antiretroviral therapy (ART) along with reduction in AIDS deaths, the decline in new HIV infections has stalled over the past 8 years in Asia Pacific.

"2020 target is to achieve reduction in new HIV infections and AIDS deaths to below 500,000 in a year. But in 2018, we had 1,700,000 newly infected people with HIV, and 770,000 AIDS deaths worldwide. There are 37,900,000 people living with HIV at the end of 2018 globally. In India, we have 2.14 million people living with HIV out of which 1.345 million are receiving life-saving antiretroviral therapy. 88,000 new HIV infections and 69,000 AIDS related deaths were reported in a year in India" said Dr Ishwar Gilada, President of AIDS Society of India (ASI) and Governing Council member of International AIDS Society (IAS).

World AIDS Day theme underlines that communities are a unique force behind the success of the HIV response. But we need to accelerate progress on every evidence-based intervention for HIV prevention, treatment, care and support.

2020 targets of 90-90-90 are to ensure 90% of people living with HIV know their status, 90% of these are on ART, and 90% of those on ART are virally suppressed. "Of the 37.9 million people living with HIV at the end of 2018, 79% received testing, 62% received treatment, and 53% had achieved suppression of the HIV virus with reduced risk of infecting others globally. In India, 79% of all people living with HIV were aware of their status, of these 71% were on ART (that is

55% of all people living with HIV), and number of those who are virally suppressed is also increasing, although lagging behind from the 90-90-90 target" said Dr Ishwar Gilada.

"India's National Health Policy (NHP 2017) as well as the UN Sustainable Development Goals (SDGs) both promise to end AIDS by 2030. Only 133 months are left to meet these targets. To end AIDS, we need to make U=U (undetectable equals untransmittable) a reality in the life of every person living with HIV. This means that 100% of the people living with HIV must know their status, 100% of them should be on life-saving antiretroviral therapy (ART), and 100% of them should be virally suppressed. We need to achieve zero new transmission of HIV if we are to deliver on the promise of ending AIDS in the next 11 years" said Dr N Kumarasamy, Secretary General of ASI, and the Chief & Director of Infectious Diseases Medical Centre at Voluntary Health Services (VHS) Hospital in Chennai.

After India adopted WHO's Test & Treat strategy as a national policy, the entire machinery has been gearing up to achieve the target of 90:90:90 by 2020. But we need to aspire to scale up the HIV care to reach not just 90% but 100% of people living with HIV. Several new Antiretroviral (ARV) molecules and ART combinations are available in current times, and this is changing the entire treatment paradigm. Treatment as prevention must be a norm, so that all people living with HIV get ART, due to which amount of virus in their blood will get reduced to undetectable levels, and their risk of transmitting HIV becomes negligible, making U=U (Undetectable = Untransmittable) a reality.

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# CSR NEWS



## NBA Star James Donaldson & Everest Climber Deeya Bajaj named brand ambassador of Sukarya

**S**ukarya, the Gurgaon based NGO has named James Donaldson, the former NBA star from USA, and mountaineer Deeya Bajaj as its Global Ambassadors in New Delhi.

James Donaldson, played for NBA for 20 years, is also a motivational speaker, author of “Standing above the crowd”, an advocate for underserved communities and known for his works on mental health awareness and suicide prevention through his Gift of Life Foundation.

Deeya Suzannah Bajaj is locally from Haryana who has scaled six of the seven summits of the world including the Mt. Everest, along with her father to support the girl child in India.

“We commend both James and Deeya for their dedication to global citizenship and their standing commitments to advance & advocate for Sukarya’s long

term goals which include educating & empowering children and adolescent girls living in the slums and freeing the future generation from anemia & malnutrition, said, Meera Satpathy, the chairperson of Sukarya. Sukarya has been a women-led and women-centric, grassroot level NGO, providing access to basic health care, nutrition to women and children living in slums and hard-to-reach villages surrounding the National Capital Region of Delhi, Rajasthan, Haryana and Uttar Pradesh.

Launched in 2016, Sukarya’s Education on Wheels (EOW) program, a mobile classroom with a special curriculum offering non-formal education to slum children, became one of the top-10 projects listed by the GlobalGiving Foundation. With support from the Microsoft employees Giving Program, this program currently serves

400 children living in 8 slums of Delhi and Gurgaon.

Sukarya’s founder Meera Satpathy was also invited to participate in the United State of Women’s Summit (USOW) in 2016 organized by the White House in Washington DC and again in 2018 when both Sukarya and Sukarya USA became the community partner of the summit. Sukarya is on YouTube <https://youtu.be/mqce28hgPjbs>

In 2017, Sukarya launched its Adolescent Sexual Reproductive Health project to educate and empower adolescent girls living in the slums of Delhi and Gurgaon in both verticals of government schools and slum communities with a goal to train 1200 adolescent girls every year.

“With 20% of world’s total adolescent population living in India and 30% of them reportedly gone through physical and sexual abuse, we are dealing with the most vulnerable population of our society”, said Meera Satpathy, “The instance of child marriages is also high among these population leading to many other social and health issues including stunted growth among children, infant mortality and maternal deaths. It’s the time to act now”, she added, emphasizing on Sukarya’s programs for the targeted audience.

# TB Champions in the Corporate and Media Sectors Recognized at Award Ceremony in Hyderabad

**A**t an event on the sidelines of the 50th Union World Conference on Lung Health in Hyderabad, the United States Agency for International Development (USAID), the Resource Group for Education and Advocacy for Community Health (REACH) and the Stop TB Partnership honored corporations and journalists who have made significant contributions to eliminating tuberculosis (TB) in India.

The event opened with the presentation of Certificates of Appreciation to Brihanmumbai Electricity Supply and Transport, Becton Dickinson and Company, Gas Authority of India Limited, and Medanta, companies that have demonstrated exemplary leadership in India's fight against TB. All four have signed on to a United States supported "Corporate TB Pledge" that encourages companies to devote their resources to combatting TB, raising awareness of TB as a curable disease, and ultimately improving TB health outcomes. Speaking at the event, the United States Consul General in Hyderabad, Mr. Joel Reifman, articulated the important role Indian companies can play in assuring a healthy, TB free India. "Across India, companies are finding innovative

solutions that are helping their workforces and the communities in which they work to raise awareness about this deadly but treatable disease; fight TB stigma; encourage people to get tested; support those who test positive; and encourage them to stay on treatment."

The event saw four journalists recognized for outstanding and responsible reporting on TB. The REACH Media Awards, given annually since 2010, highlight the vital role the media plays in informing the public and decision-makers about TB prevention and care. Speaking at the event, USAID Mission Director Keith Simmons noted, "Accurate, sensitive, effective and timely journalism can improve public understanding of TB, increase access to TB services, and dispel the many myths and misconceptions that persist about the disease."

In the English language category, awards were presented to Menaka Rao, a Delhi-based independent journalist, for her series on Kerala's TB response in IndiaSpend, as well as to Maitri Porecha of The Hindu Businessline, for her story on the rollout of new drugs for people affected by TB.

In the Local Language category, the winners were Bhopal-based Prashant

Kumar Dubey, for his story on stigma associated with TB published in Down to Earth (Hindi), and Kerala-based Richard Joseph, for his story on the possible elimination of TB published in Rashtra Deepika.

This year, more than 40 entries were received from across India. All entries were evaluated by a distinguished jury comprised of Ms. Sutapa Deb, award-winning television journalist; Ms. Blessina Kumar, CEO, Global Coalition of TB Activists; Ms. Prabha Mahesh, TB Advocate and Advisory Board Member, Touched by TB; Mr. Subrat Mohanty, the International Union Against Tuberculosis and Lung Disease; Ms. Shobha Shukla, Executive Director and Managing Editor, Citizen News Service; and Dr. Sundari Mase, formerly with the WHO.

Commenting on the event, Dr. Ramya Ananthakrishnan, Executive Director, REACH said, "One of the biggest challenges we face in India is ensuring that people know about TB, its symptoms, where to seek care and that it is a curable disease. High-quality reporting by trained journalists can bridge this information gap, address the stigma associated with TB and save lives".

## Pratt & Whitney Dedicates a Dormitory to the Kasturba Gandhi Balika Vidyalaya, Hyderabad

**S**trengthening its commitment to supporting the communities in which it operates, Pratt & Whitney, a division of United Technologies Corp. (NYSE: UTX), today commemorated the opening of a dormitory at the

Kasturba Gandhi Balika Vidyalaya (KGBV) in Hyderabad. The dormitory was inaugurated by Geoff Hunt, senior vice president, Engineering, and Chris Kmetz, vice president, Engineering, both of Pratt & Whitney.

The newly built facility has a capacity to accommodate more than 200 students. Designed keeping in mind the needs of students, the dormitory provides the comforts and necessities of home, including sleeping facilities,

# Marico Limited signs a MoU with Government of Rajasthan to extend its Nihar Shanti Paathshala Funwala initiative further

**M**arico Limited has announced the signing of a Memorandum of Understanding (MoU) with the Government of Rajasthan in order to launch a teachers training program under its flagship initiative - Nihar Shanti Paathshala Funwala. Further to the brand's commitment to enable children's education and progress, this initiative will equip government school teachers with effective and innovative teaching pedagogy thereby enabling them to teach English and other subjects in English language to children from their respective communities.

Aligned with the Children's Day celebrations, the MoU was signed by Ms. Priyanka Puri responsible for heading Education CSR initiatives at Marico Limited and Mr. Abhishek Bhagotia, SPD (SMSA), Government of Rajasthan in the presence of the Minister of Education as well as other dignitaries.

Through this program, the brand endeavours to enable teachers who impart English language training in a unique manner in order to make the children self-sufficient in forming words and sentences in English. With an aim

to impact 10,000+ children, the program will cover more than 100 government school teachers in the district, training them in a unique English language teaching pedagogy and equipping them with required material. Furthermore, it will provide free-of-cost study material to the children under this initiative and equip the schools with training kits. It will also provide access to basic English language training anytime anywhere over toll free number.

This initiative will be implemented in association with an NGO partner, Leap For Word, across 5 Mahatma Gandhi Medium Government schools in Jaipur, Alwar, Dausa, Sikar and Jhunjhunu districts as well as 96 Secondary and Sr. Secondary Schools in the Kishangarhbas and Ramgarh blocks of Alwar District.

Speaking about the initiative, Udayraj Prabhu, Head-CSR, Marico Limited says, "Marico's Nihar Shanti Amla has always championed the cause of children's education. This association with Government of Rajasthan is in line with the government's Sustainable Development Goals to provide quality

education in rural India and impact learning outcomes. We believe in collaborating to co-create and benefit the society at large. This initiative is aimed at strengthening and supplementing the existing government school framework, and innovatively empowering school teachers with a unique teaching pedagogy and leave a befitting everlasting impact on over 10,000 children across 100+ schools."

Over the last seven years, Nihar Shanti Amla has remained true to its purpose of providing underprivileged children with opportunities and access to education, contributing 5% of its profits towards the same. To further its cause of supporting children's education, the brand launched the Nihar Shanti Paathshala Funwala which helps children learn spoken English anytime, anywhere free of cost.

Nihar Shanti Paathshala Funwala has led massive rural outreach programmes that have positively impacted 7500+ villages with more than 10 lakh calls received on the toll free number from 3 lakh children in these villages in the past year.

kitchens, mess areas, and recreational facilities. A green building, the complex is equipped with a rooftop solar system, allowing efficient harnessing of power without using grid supply.

"Aligned with our commitment to invest in communities in which we operate, we are glad to inaugurate the girls' dormitory today at the Kasturba Gandhi Balika Vidyalaya," said Geoff Hunt. "The dormitory will be a safe haven for girls enrolled at the school, creating an ideal

environment to support their education. Through this initiative we aim to empower and inspire the future generation of scientists, doctors, teachers and professionals of all vocations."

Speaking on the occasion, S. Sujatha, Headmistress, said, "As evident by high drop-out rates, girls' education still continues to be a challenge in India. We are grateful to Pratt & Whitney to support girls of Kasturba Gandhi Balika Vidyalaya. The facilities provided at the

dormitory will serve as an enabler for the girls to learn and grow."

Building on its efforts to provide high-quality digital education to Government schools in India, Pratt & Whitney also recently inaugurated its 100th eLearning Centre in Hyderabad. The company has been driving these e-learning projects since 2011, in close partnership with Engineers Without Borders India (EWB-India) and other partners.

# Tata Chemicals Sustainability leader honoured with '2019 Leading Women Award by WBCSD'

**A**lka Talwar, Chief of CSR & Sustainability at Tata Chemicals Ltd has been honoured with the prestigious 2019 Leading Women Award announced in Lisbon today at the annual council meeting of the World Business Council for Sustainable Development (WBCSD). The Awards showcase the outstanding business leadership of women in WBCSD member companies who are working to contribute to the Sustainable Development Goals (SDGs).

Ms. Talwar has been conferred with this Award in the Excellence category that recognizes women leaders for their sustained and outstanding contribution to advancing sustainability in their company. Ms Talwar is among the 10 recipients of the 2019 Leading Women Awards. This is the third year in a row that senior women leaders from the Tata group have been the recipients of this award. WBCSD initiated the Awards in 2017 as a contribution to the goals of SDG 5, which aims to achieve gender equality and empower all women and girls by 2030. Talwar said: "I am extremely delighted and honored



**Alka Talwar, Chief of CSR & Sustainability at Tata Chemicals Ltd receiving the prestigious 2019 Leading Women Award**

to receive this recognition from WBCSD. This will further inspire me to do more for the community and its environment thereby, influencing more people and businesses towards sustainable living."

"I think, for me, sustainable development is about making a difference, even if it is through baby steps. It is about

doing things and acting in a way that will encourage both - the current and the next generation to rethink about development, equity and growth, and bring about positive long-term change. This is a journey that we have embarked on and we still have many more miles to go," Talwar added.

## Micron Helps Water.org Connect 10,000 People in Need of Safe Water and Expand Global Funding Model

**M**icron Technology, Inc. announced it will provide a \$125,000 grant and advanced computing expertise to Water.org as part of its philanthropic focus on supporting basic human needs in the communities in which Micron operates. The grant from the Micron Foundation will give approximately 10,000 people access to safe water and sanitation and expand the reach of Water.org's solution, empowering people through access to affordable financing.

Micron's Advanced Computing Solutions (ACS) team will apply its deep learning accelerator technology to aid Water.org's

Insight and Innovation team in uncovering key financial patterns and other loan process metrics to better identify loan partners and recipients.

"Water is a critical resource for so many activities, none more important than human health," said Micron President and CEO Sanjay Mehrotra. "By committing our financial resources and expertise in high-performance computing solutions, Micron aims to empower Water.org to gain faster data insights that will expand the organization's reach and influence to ensure broader access to clean, safe water." Micron ACS offers

the industry's leading technology for high-performance computing, which is critical to solving some of the world's biggest data challenges. "Micron's support is essential to helping us scale our solutions, which breaks down the financial barriers between people living in poverty and access to safe water and sanitation," said Gary

White, CEO and co-founder of Water.org. "Micron's grant will directly improve the lives of around 10,000 people, while Micron's Advanced Computing Solutions team will help us further leverage our data, focus our efforts and accelerate our progress."



# Ingersoll Rand Partners with Smile Foundation to Further its Social Responsibility Focus for Healthy Communities

*Flags off 'Smile on Wheels' project to cater to health needs of 4 lac urban slum dwellers in and around Naroda through mobile healthcare van services*

**I**ngersoll Rand India, a world leader in creating comfortable, sustainable and efficient environments, as part of its community relations initiative, has joined hands with Smile Foundation, a national level development organization to facilitate healthcare services for economically disadvantaged people in Naroda and neighbouring areas in Ahmedabad. Ingersoll Rand is supporting the 'Smile on Wheels' initiative that targets mobile healthcare vans to deliver professional healthcare services at the doorsteps of 4 lac urban slum dwellers in identified communities.

Earlier today, the project was flagged off at the manufacturing facility of the company at Naroda in Ahmedabad in the presence of senior leadership from both organizations. As part of the project, Ingersoll Rand will support fully-equipped medical vans to deliver healthcare facilities such as regular health check-ups, basic pathological tests and doctor consultation. As part of the mandate, the doctors and paramedics will also hold awareness sessions among local population to sensitize them on health and hygiene issues. These vans will cater to 12000-15000 patients annually.

Commenting on the initiative, Amar Kaul, Chairman & Managing Director, Ingersoll Rand India Ltd. says, "Healthcare infrastructure in India and particularly the availability of stable



Ingersoll Rand joins hands with Smile Foundation – Flags off 'Smile on Wheels' project



Smile on Wheels mobile healthcare van

healthcare services to underprivileged sections needs a strong focus. We believe that only healthy societies stand a winning chance to earn education, livelihood and prosperity and participate in our country's growth. This partnership with Smile Foundation helps us in that direction and furthers our endeavour of bringing a positive impact in the lives of communities around us."

"We are extremely thankful to our partners for supporting this cause. Ingersoll Rand India Limited has been supporting us for the past five years in our education projects. If health care needs of the underprivileged are

catered to, we automatically off-load them of major expenses and worries, thereby helping them to allocate their resources for other critical needs like food and education," said Santanu Mishra, Executive Trustee and Co-Founder, Smile Foundation. "We already have 40 fully functional medical vans catering to the health care needs of poor communities in various states of India and hope to add at least 40 more in the coming two years," he added.

Following the flag-off ceremony, the medical vans will proceed towards identified slum communities of Ahmedabad city, including Naroda GIDC area, Vatva GIDC area, Kalupur Railway Crossing bridge, Asarva Chakla, Chamnpura 1, Chamanpura 2, Girdhar Nagar.

Community outreach is an important aspect of this initiative whereby medical staff in the vans will hold awareness sessions on lifestyle diseases, sexually transmitted diseases, importance of nutrition and sanitation among the local population. Such interventions are critical to inculcate hygiene habits and lifestyles and help create a healthy society.

## Six new species of lizards from India

*Geckos that island-hopped their way into India 58 million years ago!*

The Western Ghats are home to a remarkable diversity in floral and faunal groups that exhibit a high degree of endemism in this biodiversity hotspot. Geckos are no exception to this phenomenon and many groups with diverse evolutionary origins inhabit these mountains.

However, the only endemic gecko genus in the Western Ghats is *Dravidogecko* — a small sized lizard that is restricted to the wet forests in the mid to high elevations. They are distributed from Wayanad district in the north up to Tirunelveli district in the south along the length of the southern Western Ghats. Until recently, only one species (*Dravidogecko anamallensis* that was described in 1875 by German-born British Zoologist Albert Günther) was recognized under this genus which was perceived to be widespread across the Western Ghats.

A team of scientists set out to study these enigmatic and purportedly ancient geckos to understand their diversity and their evolutionary origins. Fieldwork and sampling across the Western Ghats revealed that there were not one but at least six new species hiding in plain sight under the name *Dravidogecko anamallensis*!

The study also shows how the ancestors of *Dravidogecko* may have colonized peninsular India around 58 million years ago, potentially island-hopping their way into the subcontinent! This work further attributes the diversification of these geckos into different species to aridification events that started during the late Miocene epoch (ca. 9 million years ago).



The six new species have been named *Dravidogecko septentrionalis*, *D. janakiae* (in honour of Dr. Janaki Ammal, a botanist from Kerala), *D. tholpalli*, *D. meghamalaiensis*, *D. douglasadamsi* (in honour of British author and satirist, Douglas Noel Adams) and *D. smithi* (in honour of British herpetologist Malcolm Arthur Smith).

These geckos are chiefly nocturnal and are great climbers, according to a press statement.

They prefer to occupy tree trunks and abandoned buildings amidst their natural habitat. All these different species inhabit the same ecological niche across their distribution and therefore display very few morphological differences. However, DNA based molecular analyses can easily tell them apart!

This study was carried out by Bengaluru-based herpetologist R.

Chaitanya in collaboration with Dr. Varad Giri, Director, Foundation for Biodiversity Conservation, Dr. Deepak Veerappan, Natural History Museum, London (NHM), Dr. Aniruddha Datta-Roy, National Institute of Science Education and Research (NISER), Bhubaneswar, Dr. B.H.C.K Murthy, Zoological Survey of India, Kozhikode (ZSIK) and Dr. Praveen Karanth from the Indian Institute of Science, Bangalore (IISc). Their findings were recently published in the international taxonomic journal, *Zootaxa*.

The study underscores the importance of the Western Ghats as a biodiversity hotspot and the great number of species undiscovered yet from this region. It also highlights the need for holistic conservation strategies that lend equitable importance to the evolutionary history of an organism, which is truly what makes India so bio-diverse.

# Aakash Educational Services Limited ties-up with Samsung to enable Digital Learning among students

*The collaboration will provide academic devices to students so as to enable online testing in a disciplined environment*

Aakash Educational Services Ltd. (AESL), the national leader in test preparation services, has entered into a strategic tie-up with Samsung, India's biggest and most trusted consumer electronics & smartphones brand, to offer value added services to students to enable and enhance digital learning among them.

The partnership will help students in getting experience of the online test environment through academic devices that will be made available by Samsung in the form of Tablets and Mobiles exclusively for AESL students at a special offer price bundled with benefits such as free one-year device insurance, device exchange program, zero cost EMI schemes among other benefits.

The academic devices will help students study in a disciplined environment without the worry of them getting distracted. In a highly competitive environment where online testing is now fast becoming a reality, students will be able to learn time management, test



format. To give students easy access to online testing, AESL is providing its students an opportunity to experience it at an affordable cost.

Commenting on the tie-up, Aakash Chaudhry, Co-Promoter & CEO of Aakash Educational Services Ltd. (AESL) and Founder & Trustee of Plaksha University: "In this fast-changing world, we are putting our best foot forward by investing heavily in technology, so that we constantly improve our offerings to students and increase efficiencies. In this regard, we have tied-up with

been focusing on the education market via tailor-made solutions that not only create a very engaging learning environment for students but also help educational institutes to better manage and control their content deployment across thousands of students. Samsung Knox, our defense grade security platform, enables automatic

over the air configuration of application and security policies, which converts the tablet into a customized academic tool."

Keeping in mind the needs of trendy millennials and the evolving user trends in mobility driven by quick access productivity and content bingeing, Samsung Tablets and Mobiles aim to offer unparalleled user experience with superior performance.

Aakash Computer Based Test (CBT) combines relevant academic content with an artificial intelligence driven

**SAMSUNG HAS BEEN FOCUSING ON THE EDUCATION MARKET VIA TAILOR-MADE SOLUTIONS THAT NOT ONLY CREATE A VERY ENGAGING LEARNING ENVIRONMENT FOR STUDENTS BUT ALSO HELP EDUCATIONAL INSTITUTES TO BETTER MANAGE AND CONTROL THEIR CONTENT DEPLOYMENT ACROSS THOUSANDS OF STUDENTS.**

their exam testing strategy and analyse the time spent on each question through these devices.

Competitive exams such as JEE Main and JEE Advanced are already conducted in the Computer Based Test (CBT)

Samsung to make available its products easily to students so to enable them to have easy access to online testing."

Added Suresh Jain, Senior Vice President, IT & Mobile Enterprise Business, Samsung India, "Samsung has

performance improvement system to help students score their potential. In addition, it provides access to real exam level mock tests prepared by Aakash Institute's faculty and personalized score improvement reports.





# DEATH BY DIRTY COOKING

Exposure to household air pollution kills 4.3 million people a year, more than HIV and AIDS, malaria, and tuberculosis combined. Yet, the world hasn't delivered clean cooking solutions, says **Kandeh K Yumkella**

**E**ach year, exposure to household air pollution (HAP) kills 4.3 million people – more than HIV/AIDS, malaria, and tuberculosis combined. HAP is produced when households use antiquated fuels – such as firewood, coal, crop waste, and kerosene – for cooking and heating, so ending HAP-related deaths is as straightforward as delivering clean-cooking solutions.

Yet the world hasn't done it. Across Africa, for example, over 80 per cent of people still rely on biomass as their

primary source of energy. In my home country, Sierra Leone (one of the five most vulnerable countries to climate change), less than 20 per cent of the population has electricity, while over 90 per cent rely on charcoal and firewood for cooking. If current trends hold, Africans will still be using such fuels to cook in 2050.

It would cost an estimated \$4.4 billion annually to meet the world's residential clean-cooking needs – far more than what is currently available. While that figure is not small, it is

dwarfed by the costs of inaction. Beyond its devastating effects on human health – HAP is the second-largest risk factor for death and disability in Sub-Saharan Africa – reliance on non-renewable wood fuels for cooking contributes up to one gigaton of CO<sub>2</sub> emissions annually, or about 2 per cent of total emissions.

Moreover, such cooking methods are a major source of black carbon, the second-biggest driver of climate change after CO<sub>2</sub>: solid-fuel cooking in Sub-Saharan Africa alone accounts for some 6 per cent of global black carbon emissions. Compounding the effect on climate, up to 34 per cent of wood fuel in Sub-Saharan Africa is harvested unsustainably, contributing to deforestation.

The persistence of outmoded cooking and heating methods amounts to a major drain on economies. In Sub-Saharan Africa, about 3 per cent of GDP is lost annually as a result of increased mortality and morbidity from HAP, avoidable spending on solid fuels, time wasted collecting firewood, and environmental damage. Women and children suffer the most.

Failure to address the problem does not reflect inadequate technology or even insufficient resources, but a lack of political will. While governments and international actors have worked to expand access to electricity, they have often left clean-cooking solutions – using, say, electricity derived from renewable energy – on the back burner. Efforts to promote clean cooking have been largely uncoordinated, narrow, and piecemeal, with limited consumer buy-in.

A new initiative aims to change this. The World Bank's Clean Cooking Fund, launched at September's United Nations climate action summit in New York, will mobilize \$500 million to help ensure universal access to clean cooking by 2030. This includes scaling up the production of clean-cooking fuels, developing well-functioning supply chains to deliver them to billions of people, and encouraging innovation

and diffusion of relevant technologies. To this end, the CCF will leverage World Bank and other development-bank resources to attract private investment, including by creating new revenue streams and incentives across value chains. It will also develop an impact bond market for the clean-cooking sector.

Moreover, the CCF will support a global platform for knowledge and innovation, including the Health and Energy Platform of Action, convened by the World Health Organization, the UN Development Programme, and the World Bank in collaboration with the civil-society organizations Hivos and ENERGIA. All of this should help to produce verifiable results at the outcome level (number of households with access to clean cooking) and the

of the population using biomass for cooking fell from 64 per cent in 2010 to 59 per cent in 2015.

This shift has been driven partly by expanded access to liquefied petroleum gas. In 2016, India became the world's third-largest LPG importer, behind China and Japan. That year, the government also launched the Pradhan Mantri Ujjwala Yojana program, with the goal of providing LPG access to 50 million households living in poverty by 2019. Last year, it surpassed that target, and expanded the scheme to cover 80 million families. Other countries, such as Cambodia and Indonesia, have also made significant progress in expanding access to LPG and other clean-cooking fuels.


The imperative now is to continue building on these gains, while adapting

## **THE WORLD BANK'S CLEAN COOKING FUND, LAUNCHED AT SEPTEMBER'S UNITED NATIONS CLIMATE ACTION SUMMIT IN NEW YORK, WILL MOBILIZE \$500 MILLION TO HELP ENSURE UNIVERSAL ACCESS TO CLEAN COOKING BY 2030.**

impact level (benefiting health, gender equality, and the environment).

But, as promising as the CCF is, achieving its goals will require coherent policy strategies, underpinned by a strong and sustained commitment at the national, regional, and global levels. India is one country that has shown such a commitment.

According to the World Bank's Energy Progress Report 2019 – which tracks progress toward Sustainable Development Goal 7 (to ensure access to affordable, reliable, sustainable, and modern energy for all) – the country has raised its electrification rate considerably, from 50 per cent in 1994 to 93 per cent in 2017. Its clean-cooking access rate remains much lower – 45 per cent in 2017 – but still represents significant progress, having more than doubled since 2000. And the share

the strategies that powered them to different contexts, especially in Africa. To this end, the UN should lead the way in advancing a multi-stakeholder approach driven by strong public-private partnerships. Such an approach has worked before, mobilizing billions of dollars in investment in renewables and energy efficiency. It can work again – and save millions of lives in the process. 

*Kandeh K. Yumkella, former United Nations under-secretary-general and chair of UN-Energy, was the founding CEO and a special representative of the secretary-general for Sustainable Energy for All. He is currently a member of Sierra Leone's Parliament and the Pan-African Parliament.*

(Source: <https://www.eco-business.com/opinion/death-by-dirty-cooking/>)

# Maruti Suzuki invests Rs. 154 crore towards CSR initiatives in FY 2018-19

Initiatives focused towards community development, road safety and skill development

This is close to double the amount invested in CSR as compared to FY 2016-17

**M**aruti Suzuki India Limited has invested over Rs. 154 crore towards its CSR initiatives during FY 2018-19. The Company's CSR efforts are focused on community development, road safety and skill development. These are aligned to the United Nations Sustainable Development Goals (SDGs) corresponding to good health and well-being, quality education, clean water and sanitation, decent work and economic growth, and sustainable cities and communities.

Kenichi Ayukawa, Managing Director & CEO, Maruti Suzuki India Limited, stated "Maruti Suzuki is focused on creating a visible social impact with its CSR initiatives. The projects are selected based on need-assessment and stakeholder consultation. These are closely monitored by the company and third party impact assessment is carried out. All our CSR efforts are aligned with

the Sustainable Development Goals propagated by the United Nations."

## Community Development:

Maruti Suzuki has taken up community development efforts in 26 villages of Haryana and Gujarat, focused towards the areas of water and sanitation, education, and community infrastructure. To ensure availability of portable water, the Company set up 21 water ATMs in 20 villages. In addition to this, it has constructed more than 4000 toilets, laid sewer lines, and provided support on waste management. Simultaneously, the Company actively supported the cause of education. It supports 50 schools through teacher training and infrastructure development in Haryana and Gujarat.

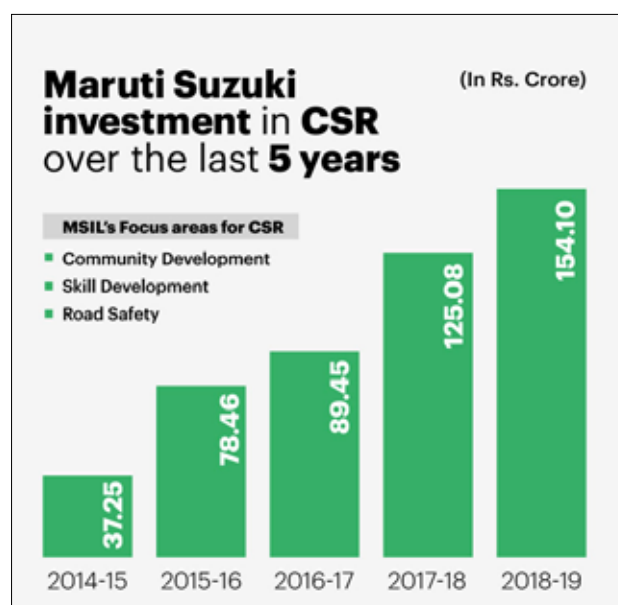
In Sitapur, Gujarat, the Company is setting up a 100 bed hospital by April 2021 to provide quality medical services to over 3,00,000 people residing in the area. It is also setting up a school in Sitapur by March 2020 which, in addition to academics, will focus on personality development of the students.

## Skill Development:

Maruti Suzuki's skill development programmes are aimed to prepare the youth for employment opportunities in manufacturing and service sectors. To support the Skill India initiative of the Government, the Company established the Japan-India Institute for Manufacturing (JIM) in Mehsana, Gujarat in 2017. Along with technical aspects, the institute provides students

training in soft skills like Kaizen, 5S and 3G. As a testament to its success, both the batches which have graduated from JIM, Mehsana have secured 100% placement. The Company has also established the second JIM in Uncha Majra, Gurugram, Haryana.

The Company continued to support over 110 government ITIs across the country. It continuously undertakes measures







**Maruti Suzuki is committed towards creating visible impact through its CSR initiatives with focused efforts in the areas of Community Development, Skill Development and Road Safety**

to upgrade workshop infrastructure, provide training on manufacturing trades and enhance industry exposure for trainers as well as students. Simultaneously, soft skills training are imparted to make students industry-ready. In FY 2018-19 over 8,000 students have graduated from ITIs supported by the Company.

### Road Safety:

The Company undertook two important road safety projects in the National Capital Region using state-of-the-art technologies. Partnering with Delhi Police, the Company implemented Speed Violation Detection System (SVDS) and Red Light Violation Detection System (RLVDS) in February 2019 for improved enforcement of traffic rules. Additionally, 12 Automated Driving Test Centres are being set up in association with the Transport

Department of Delhi, to reform the drivers' license issuance system.

In FY 18-19, the Company trained around 4,00,000 people at the 7 Institutes of Driving Training and Research (IDTRs) and 16 road safety knowledge centers (RSKC). These are set up in association with the state governments. Maruti Suzuki is working alongside the state governments of Delhi, Haryana, Gujarat, Uttarakhand and Maharashtra, for these initiatives. Training is offered to existing as well as new drivers of private as well as commercial vehicles, apart from specialized training to operate forklifts. Additionally, traffic violators and license seekers are also provided guidance.

At the IDTR situated in Vadodara, over 14,000 tribal youth have been trained since 2009, of which more than 60% have gained employment. Concurrently, new technologies have

been developed in partnership with Microsoft for deployment in driver training and automated driving testing programs initiated by the Company.

### Recognition:

The Company's CSR efforts were acknowledged through several awards and accolades, including:

- Commendation for Significant Achievement at the CII - ITC Sustainability Awards, 2018
- Gold Trophy in the category of Best ITI - Skill Development through PPP Model (second time in a row) at the ASSOCHAM's Skilling India Awards, 2018
- Platinum Certificate for Best CSR Practices in Haryana at the First Haryana CSR Summit, 2018
- Grade 4 by the prestigious Economic Times 2 Good 4 Good CSR rating scheme 





# CAN SOUTHEAST ASIA QUENCH CORPORATE THIRST FOR **RENEWABLE ENERGY?**

The desire of corporate giants to become 100 per cent renewable is driving clean energy investment and fuelling the energy transition worldwide. As businesses set their sights on greening their operations in Southeast Asia, can the region meet businesses' clean energy needs, asks **Zafirah Zein**

Facebook's first data centre in Southeast Asia will be located in Tanjong Kling, Singapore. The company announced that the centre will be 100 per cent renewables-powered and hyper efficient in its use of energy, water and land. *Image: Facebook*



**F**rom Google's latest purchase of a 1600 megawatt (MW) package of clean energy deals—its largest renewables buy to date—to Microsoft and Facebook's major solar energy contracts in Southeast Asia, it seems that corporate thirst for renewable energy is growing in the world of big tech.

Tech giants have notably led the corporate charge towards clean energy, with both Google and Apple meeting targets to become 100 per cent renewables-powered across their global offices and energy guzzling data centres last year.

According to data from Bloomberg New Energy Finance (BNEF), global renewable energy procurement more than doubled from 2017 to 2018, with Google racing to the top as the largest corporate buyer of renewable energy this year.

Similarly, other members of RE100, a club of companies that have pledged to use only renewable energy to power their operations, have signed long term contracts and invested in clean energy projects in recent years to meet climate commitments while expanding their operations worldwide.

Last year, Google announced that it is building its third data centre in Singapore to meet rapid user growth in Southeast Asia, while Facebook has revealed that it will build the largest data centre in the city-state powered fully by renewable energy.

Set to launch in 2022, Facebook's first data centre in the region will incorporate a megawatt of solar on the centre's roof and generate 50 MW of electricity from 900 rooftop photovoltaic systems across the country through a 20-year power purchasing agreement (PPA) with local utilities company Sembcorp. "Access to new renewable energy

projects that are close to our data center facilities is a key factor for deciding where to place a new data centre," said Bobby Hollis, director of global energy, site and selection at Facebook. "Since planning began, we have been working with a number of partners in Asia Pacific to source renewable energy to support the facility."

He added that besides supporting all of Facebook's operations with 100 per cent renewable energy, the company is further looking to develop new renewable resources on the same grids as the facilities they support in order to spur clean energy investment in the region.

**“Google's needs for their data center alone is more than the total solar currently generated in Singapore.”**

**JEN WEE KANG**  
Founder and CEO, T-RECS

### Clean and green—how are corporates fuelling the energy transition?

Corporate power purchasing agreements (PPAs) have been a key driver of renewable energy infrastructure around the world, especially that of wind and solar. In Asia, where the corporate procurement market is still in its nascent stages compared to Europe and the United States, there has been an uptick in clean energy PPAs, mostly occurring in India.

At a renewable energy conference in Bangkok in June, experts said that while the US has seen the largest uptake of corporate PPAs so far, renewable energy deals are “set to take a significant chunk of the market in Southeast Asia” in the next three to five years as multinational companies with supply chain partners in the region continue to push for clean energy.

According to information from infrastructure industry source Inframation News, corporate procurement of renewable energy is also predicted to rise in Southeast Asia as countries such as the Philippines and Vietnam review their regulations on renewable energy purchasing.

This year, Vietnam's Ministry of Industry and Trade plans to introduce the Direct Power Purchase Agreement (DPPA) mechanism, a new policy which will allow businesses in Vietnam to purchase from private renewable energy firms.

While independent power producers in Southeast Asia typically sell their electricity to state-run bodies that have a monopoly on the market, mechanisms such as the DPPA will encourage the development of renewable energy by allowing multinational corporations like Coca-Cola and Unilever to buy electricity directly from private clean energy producers in the country.

### Meeting businesses' green needs

Despite positive predictions, the renewable energy market in Southeast Asia is not moving fast enough, according to Jen Wee Kang, founder and chief executive of Singapore-based renewable energy trading platform T-RECS.

In countries such as Vietnam, where PPAs are still not bankable due to low government ratings, and Indonesia,



where the political system favours the development of cheap coal, Wee believes that there is still a long way to go before corporate procurement of renewables takes off in the region.

Due to the limitations posed by low credit maturity, political dynamics and insufficient land, Southeast Asia is moving at a snail's pace when it comes to the business of renewables, even with the falling cost of solar and wind.

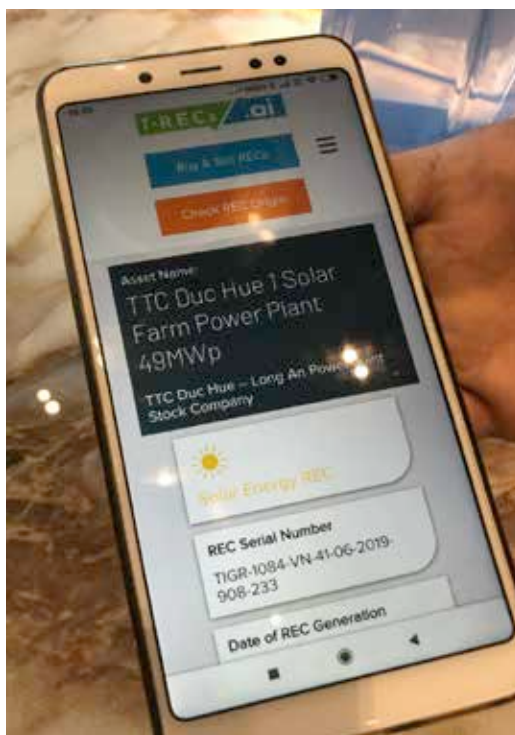
"Solar systems usually require big parcels of land which may not be available in land scarce areas like Singapore," said Sebastian Wang, assistant manager of marketing and communications at Singapore-based solar energy provider Sunseap Group. "But in urban areas where buildings are aplenty, solar systems can be installed on rooftops. The government is also opening up more areas to deploy solar systems to float on reservoirs and the sea to maximise deployment."

Sunseap, one of the largest clean energy developers in Southeast Asia, will finish completing one of the world's largest offshore floating solar systems located along the Straits of Johor this year. In 2016, the company also closed the deal to power Apple's in-country operations with solar energy from 800 rooftops across Singapore.

"Singapore is a great location for our data centre, but there are space constraints that come with the location that we have had to take into consideration from the beginning," said Hollis. "This just means we might have to consider new and innovative ways of sourcing renewable energy for the Facebook Singapore data centre."

### Not enough energy to go around—so what does 100 per cent renewable really mean?

Considering that data centres consume an estimated 200 terawatt hours of electricity per year—more than the national energy consumption of countries such as Iran—companies such as Apple, Facebook and Google are constantly searching for renewable energy to meet



**T-RECS uses blockchain technology to track renewable energy transactions so that buyers know when and where their energy was generated. This transaction shows that that electricity came from a solar plant in Vietnam.** Image: Eco-Business

burgeoning demand for data centre and network services.

As it is almost impossible for large companies or factories to physically consume renewable energy, businesses that tout the 100 per cent renewable label are most likely matching every kilowatt of electricity they consume from the grid with a kilowatt of renew-


able energy produced somewhere else.

"You need a lot of land area for a solar system to produce the amount of energy a coal plant can produce. Google's needs for their data center alone is more than the total solar currently generated in Singapore," said Kang, whose platform uses blockchain technology to track clean energy transactions and authenticate renewable energy certificates (RECs).

Since power on the grid is derived from all sorts of sources—both fossil fuels and clean sources—an end user is not able to tell where the megawatt hour of energy that they have purchased is coming from. So companies use RECS to certify that they have a valid claim to the carbon reductions from a specific project. A platform such as T-RECS tells buyers the exact time and location where the electricity was generated.

Kang believes that it does not matter whether companies physically consume renewable energy or not. According to him, the idea behind RECs is to encourage more renewable energy to be generated in the market, which is done by creating demand for the clean energy certificates.

"People are realising that there are more and more companies that want to buy renewable energy certificates. Since there is money to be made from building a solar plant and selling certificates based on the energy it produces, more players are now motivated to build more renewable energy plants," he said.

"At the end of the day, assuming the electricity demand is the same, as long as you build one more solar plant, one less fossil fuel plant needs to be built," Kang said. 

(Source: <https://www.eco-business.com/news/can-southeast-asia-quench-corporate-thirst-for-renewable-energy/>)

**THE IDEA BEHIND RECS IS TO ENCOURAGE MORE RENEWABLE ENERGY TO BE GENERATED IN THE MARKET, WHICH IS DONE BY CREATING DEMAND FOR THE CLEAN ENERGY CERTIFICATES.**

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# HERE'S WHAT COULD GO WRONG WITH THE CIRCULAR ECONOMY—AND HOW TO KEEP IT ON TRACK



It is widely predicted that current economic models will not be able to cope with the resource demands and waste management pressures resulting from Asia's rapidly growing middle class. New, innovative economic models are needed, and the

circular economy has emerged as a viable option.

The circular economy—one that breaks the link between economic growth and use of limited resources and also cuts waste from the system—is on the minds of corporate sustainability

professionals, governments and researchers. We are all excited about its potential to increase economic prosperity, derive more value from products and reduce emissions.

But in the rush to realise the promise of a circular economy, we



**The circular economy promises many benefits, not least reducing the carbon footprint of various major industries such as food, energy, waste and water. However, it is no silver bullet for sustainability, writes WRI's Kevin Moss.**



need to think through the possibility of unintended consequences.

Will the jobs generated by circular innovations be better jobs? Who will get them? Circularity could reduce material extraction and waste through reuse—but at the cost of what other resources?

Will circularity reduce consumption, or just maximise use of existing products?

The circular economy is not a silver bullet for employment, sustainability and prosperity. Companies and governments must carefully measure the anticipated and actual impact of

these actions and ensure they take us in the right direction—not into a circular but even less sustainable future.

Here are three ways to do just that.

## **1. Evaluate employment impact**

Circularity could fundamentally change the employment landscape, similar to the disruption technology has brought. Research indicates that the circular economy will provide new jobs, with the recycling industry alone already employing more than 1.5 million people worldwide.

A 2015 report by WRAP and the Green Alliance looking at the role of the circular economy in revving up a lackluster United Kingdom jobs market estimated that 500,000 new jobs would be created in the UK alone by 2030.

A study by Cambridge Econometrics, Trinomics and ICF concluded that shifting from virgin extraction to repair in the European Union would add 700,000 jobs, mainly in central and eastern Europe.

However, these employment changes come at a cost. For example, in a world that relies less on virgin material extraction, there will be fewer mining jobs. According to the 2018 ILO report, while 18 million new green jobs are projected to be created by 2030, extracting and refining petroleum will lose one million.

Measuring impact is a first step to addressing potential repercussions for those who lose from the transition. But as much as quantification is a challenge in environmental topics, in social issues it is even more complex and often subjective. For example, the jobs created by the circular economy may be different from existing jobs in scope and location.

Perhaps repair will create more creatively fulfilling roles than mass production, but in an economy that values refurbishment over mass production, work may move closer to the consumer, potentially causing dislocation in regions that can least afford the job losses.

Such topics are hard if not impossible to capture in a single metric, but that shouldn't keep companies and governments from assessing the consequences of these actions.

## 2. Compare waste reduction against the resource impact of recycling

Zero waste and 100 per cent circularity have become popular goals—but achieving them can be surprisingly resource-intensive and could lead to actions that compromise overall sustainability.

For example, buying a plastic or steel can of coffee beans may seem like a better environmental choice than composite-material coffee bags because the cans, unlike the bags, can be recycled. But plastic cans take more than 5 megajoules of energy per 11.5 OZ volume to produce; steel, more than 4; but the bag, a little over 1.

In fact, purchasing products based only on what is recyclable is a misguided way to make buying decisions. Recycling itself requires resources: paper must be reduced to pulp and reformulated with water, chemicals and energy. Metals are shredded or melted, requiring energy, before being reconstituted.

Recycling is only worthwhile from a resource perspective if the resources

## PURCHASING PRODUCTS BASED ONLY ON WHAT IS RECYCLABLE IS A MISGUIDED WAY TO MAKE BUYING DECISIONS

citizens' sustainability efforts and identify the optimum recycling rate for each material.

## 3. And don't forget soaring levels of consumption

One often-touted benefit of circularity is that it will reduce consumption of brand-new products. Since we published the paper *The Elephant in the Boardroom*, companies are more willing to discuss the challenge of endless growth in consumption, but we still have a long way to go. Circular economy can hinder as well as help the situation.

Lower consumption will only be realised if we value longevity and reuse over the purchase of virgin material-based goods. That message has not yet been fully adopted by businesses, even those that are starting to understand the appeal of circular economy.

## CIRCULARITY COULD REDUCE MATERIAL EXTRACTION AND WASTE THROUGH REUSE—BUT AT THE COST OF WHAT OTHER RESOURCES?

required for recovery and recycling are less than those required for extraction and disposal. Some have even suggested that the circular economy could result in resource depletion if not carefully implemented.

Perhaps zero waste should not be society's ultimate aim. We need more research and impact-based metrics to understand the total effect of circularity on companies', countries' and even

A prominent fast fashion apparel company carries in many of its U.S. stores two prominent messages, often on adjacent boards.

One reminds us to “rewear, reuse and recycle”—but right next to it is an equally prominent sign that reads “We have new stuff coming in every day, so why don't you?”


Consumers still love to buy new clothes. Worldwide, the apparel and

footwear market is projected to grow about 5 per cent yearly through 2030, resulting in over 100 million tons of production. At least in richer nations, it's easy to imagine a scenario where consumers clean out their closets, donate their clothes to thrift stores and then feel entitled to restock.

The phenomenon calls to mind the Jevons paradox: increasing efficiency doesn't lead to less consumption—it leads to more. In this case, the consumer feels good about resource savings in one area (contributing to the circular economy by donating old clothes), allowing them to rationalise using more resources in another (restocking the closet with new purchases).

Companies must measure their impact on resources and set science-based targets that bound corporate actions within the confines of the planet's resources. This will lead to new business models for growth and the associated change in consumer thinking that is not predicated on selling more new stuff.

Circularity can be an effective way to achieve the transformation we need to make sustainable use of the planet's resources. But pursuing circularity as an end in itself gives us a false sense of security and could even drive worse outcomes.

To avoid this, we need metrics that keep us focused on the impacts we seek, together with targets that ensure we stay within the safe operating space and don't venture beyond the ability of the planet to support society. Businesses and governments alike must implement circularity with deliberation and caution in order to optimise its impact and help society reap the benefits. 

*Kevin Moss is the global director of the Business Center at World Resources Institute. This article was originally published on the WRI blog.*

*(Source: <https://www.eco-business.com/opinion/heres-what-could-go-wrong-with-the-circular-economy-and-how-to-keep-it-on-track/>)*





# GLOBAL THIRST: A SPOTLIGHT ON WATER IN INDUSTRY

Industries are requiring ever more water in an increasingly water-stressed world. What can businesses do to reduce their risks and reliance on the resource?

## Zeroing in on industrial water solutions

Industries need water in their processes and supply chains. With water demand outstripping supply globally, companies are beginning to realise the risks that water poses to their business sustainability.

More businesses are thus increasingly aware that they must practice the 3 Rs – reduce water use, replace water from alternative sources, and reclaim wastewater. Even with readily available

technologies, however, not enough is being done. Although industry accounts for 19 percent of worldwide water consumption, some industry experts say only four to eight percent of its wastewater is recycled and reused.

In this light, the Singapore International Water Week (SIWW) Spotlight 2019, which took place on 6 and 7 June in Singapore, aimed to help industrial water users improve their water management. The event gathered over 260 delegates from local and international

leading water companies and large industrial water users. Read on to find out about the top approaches, best practices and technologies that were discussed.

## Start from the top

To make water sustainability an integral part of any firm, its senior management must recognise the importance of water, develop an effective strategy, and inspire employees to conserve it. The firm must also reach out to suppliers, shareholders and customers to encourage them



to do the same, declared Magdi Batato, executive vice-president and head of operations of Nestlé S.A., who helmed the event's opening session, Making Water a Priority in Your Boardroom.

### Embedding water sustainability in corporate DNA

Since 2002, Nestlé has increasingly emphasised the critical role of water conservation in the company's survival. Besides setting internal targets to drive down water consumption, it developed a Nestlé Water Policy in 2003, made water one of three focus areas in its Creating Shared Value report in 2007, published a Commitment on Water Stewardship in 2013, and launched a Caring For Water initiative in 2018.

Nestlé also classified its capital expenditure (CAPEX) in different ways to smooth the way for investments in water sustainability, which may have longer payback periods compared to those for, say, productivity and innovation. For instance, productivity measures require very quick payback, because their CAPEX is for improving efficiency. However, sustainability CAPEX must be viewed differently. "Otherwise, we would not be able to do anything," said Batato.

### Making radical changes within and without

In 2014, Nestlé made a dramatic change at its new factory in Lagos de Moreno, Mexico. Instead of buying water for its operations, the factory began extracting water from its milk feedstock and recycling it. This saved 1.6 million litres of water per day, equivalent to about 15 percent of the company's water use in the entire country. Nestlé also ensured that the factory did not draw any water from its surroundings.

Since then, the firm has introduced about 20 "zero water" factories in 13 countries. Explaining this and other water-saving measures it has carried out over the years, Batato shared that 35 percent of Nestlé's factories are now located in water-stressed regions: "If we want to be sustainable as a business, we



Mr Magdi Batato, executive vice-president and head of operations, Nestlé S.A.

“  
Caring for water ...  
starts from the top,  
it goes throughout  
the organisation, and  
it comes back to the  
top... It's not rocket  
science, it's a lot of  
hard work, a lot of  
dedication, and I think  
it's worthwhile.”

—MR MAGDI BATATO

need our water to be sustainable too.” Beyond transforming its own practices and factories, Nestlé has helped its suppliers to reduce their water use. The company uses many agriculture-based raw materials, and agriculture accounts for about 70 percent of global water consumption. This makes Nestlé automatically focus on not only the inside of its factories, but also on agriculture.

In Vietnam, Pakistan, Colombia and other countries, the firm thus worked

with farmers to institute simple and affordable ways to save and reuse water. This included using cheaper methods of drip irrigation, and looking into how to recover, clean and reuse the water from washing coffee beans. Nestlé has also collaborated with local municipalities and governments to start programmes that teach communities how to conserve water.

### From water management to water stewardship

As Batato emphasised, it is important to “move from water management to water stewardship”, which is owned by everybody, considers a broader boundary than one's own factories, and requires a framework and a verification system.

The results speak for themselves. Over the past two decades, Nestlé has reduced its water use per tonne of product by 80 percent. It has also attained the global Alliance for Water Stewardship's (AWS) certification for responsible water practices for 16 of its 400 factories, and aims to have about 100 AWS-certified factories by 2025.

### From data to decisions

To identify inefficiencies and bet-



Dr Piers Clark, chairman and chief executive officer, Isle Group Ltd and SIWW Spotlight 2019 convenor



Dr Philippe Rohner, senior investment manager, Pictet Asset Management

ter focus their sustainability efforts, industries need data on their processes such as water withdrawals, consumption and discharge. Currently, however, “water allocation regimes

are plagued by rigidities, inconsistencies, information gaps”, said Philippe Rohner, senior investment manager at Pictet Asset Management. “These hinder the prioritisation of uses among

“

**You need to know what your water footprint is, you need to know how it interacts with all the different parts of your business, and you need to be able to quantify it.”**

**—DR PIERS CLARK**

the different value chains [and] within the different industries and their economic value creation.”

In his presentation on the Global Industrial Water Market Outlook, Rohner stressed the importance of standardising, improving and expanding data collection. Users of data should also consider why the data is being collected and how it can be applied. He explained that when one has data, one can start asking the right questions, finding the answers, and making better decisions.

### Framing it right

In the session on Framing it Right, five industry and government leaders shared how collecting and analysing data could allow organisations to do just that.

### Using multi-pronged strategies

By studying water consumption patterns, PUB, Singapore’s National Water Agency, estimated that the country’s non-domestic demand for water would rise from 240 million gallons per day (mgd) today to 600 mgd by 2060. It would account for 70 percent of the nation’s demand by then, up from 55 percent now.

Harry Seah, PUB’s deputy chief executive (operations), noted that these projections mean “industrial water solutions actually play a very important role in the way we manage water in

## Amount of freshwater withdrawn globally per year: 3,928 cubic kilometres

Fate of the freshwater withdrawals, circa 2010



Source: United Nations World Water Development Report 2017 – Wastewater: The Untapped Resource

Singapore in a sustainable way”. They informed PUB’s drive to persuade businesses to reduce their water consumption and target to recycle 3 mgd or more of their wastewater annually.

To give firms the confidence to tackle their water issues, PUB adopts a three-

pronged approach. It provides technical support to companies, including by facilitating water audits to identify potential water-saving measures and matching industries to technology providers; creates funds that they can tap, such as the Industrial Water Solutions

Demonstration Fund, Water Efficiency Fund and Living Lab (Water) Fund; and showcases success stories, for example through site visits.

In Taiwan, the Taiwan Semiconductor Manufacturing Company (TSMC) established a three-pronged strategy to safeguard its water supply. “Although Taiwan has a lot of rain, there are not enough reservoirs. Water supply is a concern for future economic growth,” explained Jian Kuang Wang, TSMC’s senior vice president (operations / fab operations).

Based on the ambitious targets that it set to ensure its business sustainability, TSMC’s approach involves water resource diversification, water usage efficiency and chemical waste reclamation measures. Water reuse is the common thread, and the outcomes have been impressive.

For instance, TSMC has been using recycled domestic wastewater for its



Panel discussion at the Framing it Right session



## Percentage of untreated industrial and municipal wastewater in 2015 in countries with different income levels:



Source: United Nations World Water Development Report 2017 – Wastewater: The Untapped Resource

manufacturing and reclaiming its own wastewater. It now recycles over 85 percent of its process water, uses each drop of water 3.5 times, and is developing advanced industrial wastewater recycling techniques, with a pilot plant that demonstrates reusable water quality. It plans to expand the plant's daily capacity to 20,000 cubic metres.

Furthermore, it has drastically reduced its water consumption through process optimisation and innovative equipment design. The company has also helped to control its water pollution by working with partners to reclaim chemical substances from liquid waste generated in its manufacturing.

### Assessing your risks

René Hoeijmakers, Ramboll's executive director for water, advised industries to undertake comprehensive risk assessments, which could further secure their water supply and operations

against the effects of climate change. Such assessments could entail not only risks related to water availability and conservation, but also to floods, which can affect even sites far from coastal areas, due to the higher frequency of heavier storms.

Moreover, companies should collect data to measure and monitor risk-related aspects of their business, such as water consumption and discharge, as well as key performance indicators. They could then apply data analytics and use the information to guide their strategies and objectives, set goals, and develop programmes to boost performance, brand value and reputation. As Hoeijmakers put it, "we can turn all those risks identified into value."

### Surveying the value chain

Industries should also look beyond their own operations and across their value chain to make a significant reduction

in their water impact. When GlaxoSmithKline (GSK) investigated its water footprint, it discovered that its own operations accounted for just 3 percent of it, while its raw materials constituted 84 percent. The remaining 13 percent was from an unexpected source.

"We found that most of that 13 percent is from tooth-brushing!" said Richard Pamentor, GSK's vice-president and global head of environment, health, safety and sustainability. Customers were leaving the tap on while brushing their teeth with GSK's products.

Subsequently, besides working with a United Kingdom water authority on a study to show that households could save 7 litres per person each day if everyone turned off the tap while brushing their teeth, GSK established water reduction targets for its supply-chain facilities in water-stressed locations.

Furthermore, in India, it worked with Alternative Development Initia-

## Uses of recycled water after advanced tertiary treatment, globally:



Source: United Nations World Water Development Report 2017 – Wastewater: The Untapped Resource

tives, an Indian non-governmental organisation, as well as the local government and community, to help one of its milk suppliers improve an existing wastewater treatment facility. This created 82,000 cubic metres of treated water annually for irrigation, and up to 10,000 cubic metres a year to recharge the local aquifer.

### Developing a roadmap

H&M has made similar strides in water sustainability, including by mandating the tracking of water usage in its supply chain. Harsha Vardhan, its global environment manager for production, recalled that when he assumed his position three years ago, no one had a clue about the size of H&M's water footprint. Most of the factories that it worked with did not measure their water consumption. Consequently, H&M made measuring water usage a "minimal requirement" for its factories. "If you don't

have water meters ... you cannot work with H&M," said Harsha.

The data obtained from this and other initiatives enabled the company to develop a water roadmap, which includes reducing its water use in production by 25 percent by 2022. H&M has also provided water awareness training for 75,000 employees and raised water and chemical management standards for more than 500 suppliers.

Still, as Harsha pointed out, H&M constitutes probably just 10 percent of the business in many of the factories that it uses. The push for water sustainability must be industry-wide, or the factories will have no incentive to change, since they can choose not to work with H&M. He said: "If we are clean fish in a dirty pond, it's not really helping. We have to do it together."

### Harnessing technologies

The good news is that companies aiming

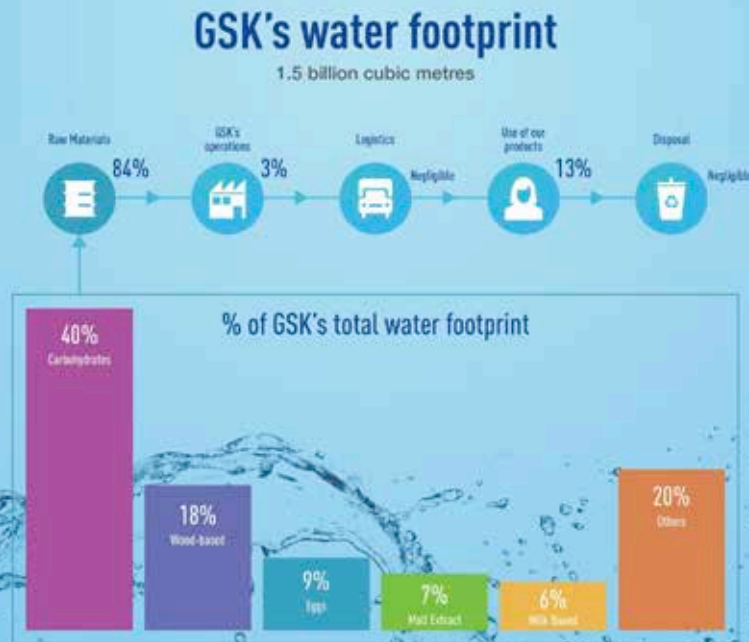
to shrink their water footprint can take advantage of a plethora of technological solutions. Four industry leaders shared their experiences and advice on this in the Tapping Technologies session.

### Integrating solutions

Yuvbir Singh, chief executive officer of water technologies and solutions at SUEZ, suggested that companies could mix-and-match technologies if necessary to best serve their needs. For instance, after L'Oréal sought SUEZ's help to reduce its water consumption by 60 percent by 2020, SUEZ audited about 15 of L'Oréal's facilities and put together solutions that included dissolved air flotation, membrane bioreactors, reverse osmosis and anaerobic digestion.

Through integrating technologies, SUEZ also enabled PepsiCo Mexico Foods to slash its water consumption at three facilities by 75 percent. Besides installing its InSight system, which com-





Based on information from GSK.

bins data and analytics to optimise and supervise plant operations, SUEZ used a membrane bioreactor and reverse osmosis to transform PepsiCo's conventional wastewater treatment processes.

#### Facilitating technology adoption

Singh acknowledged that there are still three main barriers to technology adoption: economics, risk, and lack of clear regulations. As such, countries should look into full-cost pricing for water and tax incentives to encourage technology use, since "obviously, it's cheaper to use surface water and groundwater", he said. It is also vital to educate people about what can be done with technology, and ensure they use some of these solutions, he added.

For the Singapore Refining Company (SRC), an open mind and collaboration are crucial for successful technology adoption. "We want to reduce our water footprint as much as possible.

The only way that we can do this is by gaining more technologies, learning from each other, and continuously improving," said SRC's technology and optimisation manager Reddy Chirla Chandra Sekhara.

For example, SRC worked with PUB and technology providers to build the first fully automated plant in Singapore for recycling industrial wastewater that was previously discharged into the sea after being treated. Using microfiltra-



Panel discussion at the Tapping Technologies session



Mr Yuvbir Singh, chief executive officer, water technologies and solutions, SUEZ

tion, reverse osmosis, and flat-sheet ceramic membranes, the plant has a design capacity of 2,500 cubic metres per day and boosted SRC's water recycling rate from 18 percent to 42 percent.

The main ingredients for success included "extensive pilot-testing" before building the plant and identifying its optimal capacity. "If we target higher recovery, of course the pressure requirement is high, the energy requirement is high, and tendency of choking is also high. So we added up [the] economic analysis and decided [about] 50 percent is optimum for us," Reddy explained, adding that factors such as leaks or cracks in the plastic piping may reduce recovery rates.

SRC is also building an innovative thermal desalination plant that uses low temperature waste heat to produce fresh water. Furthermore, it has started projects to increase its condensate recovery, and is studying the feasibility of collecting rainwater and recycling it.

Jagadish CV, chief executive officer of the Systems on Silicon Manufacturing Company (SSMC), a Singapore-based semiconductor firm, also noted that its water use would be four times

as large today had it not invested in recycling and reuse technologies and programmes. He advocated a phased approach to technology adoption: "Visualise something which you want to do in the next year or five years or 10 years, and then work on it and take it to the next stage."

In SSMC's experience, water segregation is also pivotal to water reuse. Industries should have production

“  
The game-changing technologies already exist. Barriers do exist, but we can overcome them .... to drive the resource and reuse revolution.”

—MR YUVBIR SINGH

tools that can isolate different grades of water, as well as water stream segregation piping and collection tanks. These enabled SSMC to reuse some collected water directly and treat the rest, including water from its scrubbers and its wastewater. Depending on its quality, such reclaimed water could be used for various applications, such as for cooling towers.

Moreover, SSMC is the first wafer manufacturing company in the world to use NEWater for production, according to Jagadish. NEWater is Singapore's version of ultra-clean, high-grade reclaimed water, and enables SSMC to conserve water while meeting stringent water requirements. SSMC uses each



Aerial view of the Effluent Treatment and Recycling Plant installed at Singapore Refining Company.  
(Source: Singapore Refining Company)





Sembcorp's industrial water plant in Wangqiao Industrial Park (Changzhi), Shanxi.

(Source: Sembcorp Industries Ltd)

drop of NEWater 3.5 times before discharging it, and the firm's other efforts to reduce its water use include installing PUB-approved water flow reducer taps in its buildings.

### Leveraging advancements

Over the years, the Sembcorp group in Singapore has observed the increasing advancement and affordability of wastewater recycling technologies. "We have always been open to new technologies... We continue to look out for the best available technologies in the market," said Tan Cheng Guan, head of Sembcorp's renewables and environ-

ment business. Noting the growing role of data analytics in technology development, Tan shared that Sembcorp has invented Virtual Brain, an intelligent operations management system that uses machine learning and artificial intelligence to centrally control and optimise water facilities. "The value of this is we are now able to predict the performance of any wastewater treatment plant, five days in advance, to a high degree of accuracy if there is a change in the influent from the customer," Tan explained. "Plant processes sometimes change and we need to be able to react fairly quickly."

Some challenges have turned out to be opportunities in disguise. When Sembcorp was tasked with developing a Total Water Management Plant for a coal-to-liquid project in Shanxi Province in China, it had to find a way to meet the authorities' demand that the facility would have zero liquid discharge (ZLD). The company thus implemented processes such as chemical and biological treatments, reverse osmosis, microfiltration and ultrafiltration, which gave it exposure to some new ZLD technologies. Such technologies have become part of Sembcorp's focus areas, with ZLD likely to become more important for water-stressed regions.

### The true value of water

The world is still falling short of what it must do to avert a catastrophic deficit of water in the near future. Nevertheless, more companies, countries and organisations are acting to close the chasm, as five panellists shared at the session on Valuing the Precious.

### Appreciating the multi-faceted value of water

"If we continue on the track that we are on right now, we will have a 40 percent shortfall of water by 2030," said Bianca Nijhof, managing director of the Netherlands Water Partnership. The economic, social, environmental and cultural value of water must be taken into account, she asserted. Nijhof highlighted that several organisations have



Ms Bianca Nijhof, managing director, Netherlands Water Partnership

“If we value [water] correctly, we will start protecting our sources, we will probably also invest in it, look for innovations and ... leave no one behind.”

—MS BIANCA NIJHOF



Panel discussion at the Valuing the Precious session

developed principles and protocols to help ramp up efforts in this area. For instance, the High Level Panel on Water, convened by the United Nations and World Bank in 2016, created a Valuing Water Initiative that seeks to encourage public and private entities to allocate and manage water more sustainably, including in their decision-making, policies and water-pricing. It also generates case studies on the benefits of investing in ecosystems so that others can learn from them.

In addition, the Natural Capital Coalition, which consists of about 300 organisations globally, established a Natural Capital Protocol that firms can use to “identify, measure and value their direct and indirect impacts and dependencies on natural capital”, including water. They can then make better decisions through understanding the resulting costs and benefits, as well as the risks and opportunities involved.

### Calculating and managing risks to enhance water stewardship

Vishal Sharma, senior vice president and general manager of Ecolab subsidiary Nalco Water Asia Pacific, also indicated that “the lack of understanding about the real risk of water scarcity is the primary reason for the lack of actions on total water management”. To address this issue, Ecolab invented two free online tools called the Water Risk

Monetizer and Smart Water Navigator. The Water Risk Monetizer, a financial modelling tool developed in collaboration with Microsoft and Trucost, helps businesses incorporate water risks into their decisions and planning through four key steps. These include assessing water scarcity risks, understanding the full value of water to businesses, calculating the potential revenue at risk, and quantifying the water risks in financial terms. To better understand how to manage their risks, firms can then use the Smart Water Navigator to assess themselves in areas such as site and water management, target setting and water stewardship, as well as receive ideas on how they can improve.

According to Sharma, such tools will also make discussions about returns on investments much easier. For example, when Microsoft used the Water Risk Monetizer, it discovered that its risk-adjusted cost of water was actually about 10 times what they were paying for the resource. “The minute you look at what’s the business risk you are facing, the return-on-investment discussion just vanishes... You are talking of survival, in many cases,” he said.

Indeed, more industrial water users are increasingly keen to get more granularity about their water risks, observed Peter Nicol, global water director at Jacobs. Stemming from factors such as water scarcity, the company’s clients have noticed their water costs rise to as much as 30 percent of their operating costs.

Jacobs has thus designed several decision-support tools that can help companies better understand the water-related challenges and risks of their operating environments. These include Voyage, a dynamic simulation model that can determine the sufficiency and quality of water sources and the requisite type of water treatment.

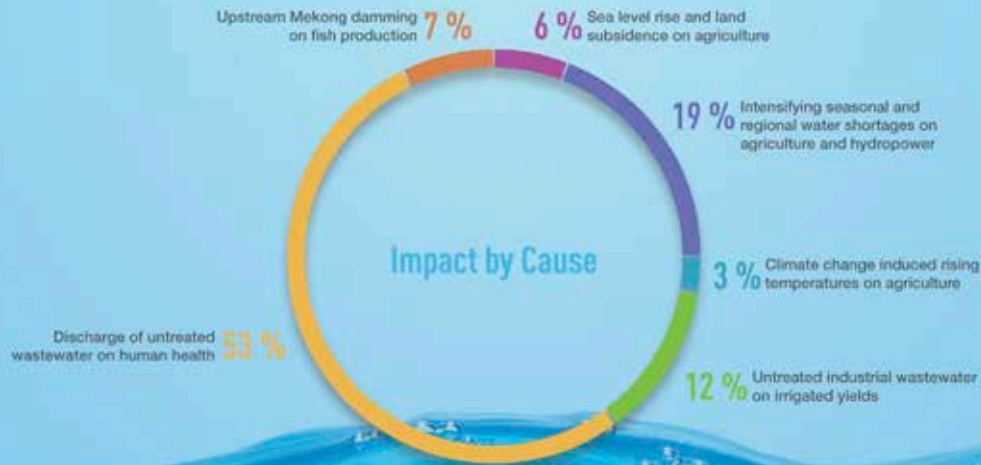
As Nicol explained, the world’s more developed regions can usually support sustainable industry since they have power, water and the necessary infrastructure, but some areas cannot. Hence, risk modelling provides indus-



Active, Beautiful, Clean (ABC) Waters Programme at Kallang River-Bishan Park in Singapore



## The impact of water threats on Vietnam's economy by 2035



Adapted based on information from the World Bank.

trial clients with deeper insights into their operating environments' impact on their businesses.

### Working towards science-based targets to reduce risk

Tom Williams, the World Business Council for Sustainable Development's (WBCSD) director for water, shared that "companies are becoming much better at disclosing non-financial information, and maybe non-conventional financial information", referring to the 2018 Global Water Report from CDP (formerly the Carbon Disclosure Project), which collected water data from over 2,000 companies and highlighted a financial impact of water of about US\$40 billion. CDP is a non-profit charity that operates a global disclosure system for investors, companies, cities, states and regions to manage their environmental footprints.

Similarly, the financial sector is paying more attention to risks related to


water sustainability. When the Dutch Central Bank examined 400 billion euros of Dutch equity worldwide, it found that about half of the equity lay in medium to high water-risk locations.

Despite knowing the magnitude of the financial risk to the economy and business, the world is still not doing enough to protect water resources, and manage and mitigate water risks, said Williams. To spur further action, the WBCSD will help companies to understand and apply a science-based target for water expected to be developed by late 2020 and similar to the target of keeping global temperature rise to below 1.5 degrees Celsius.

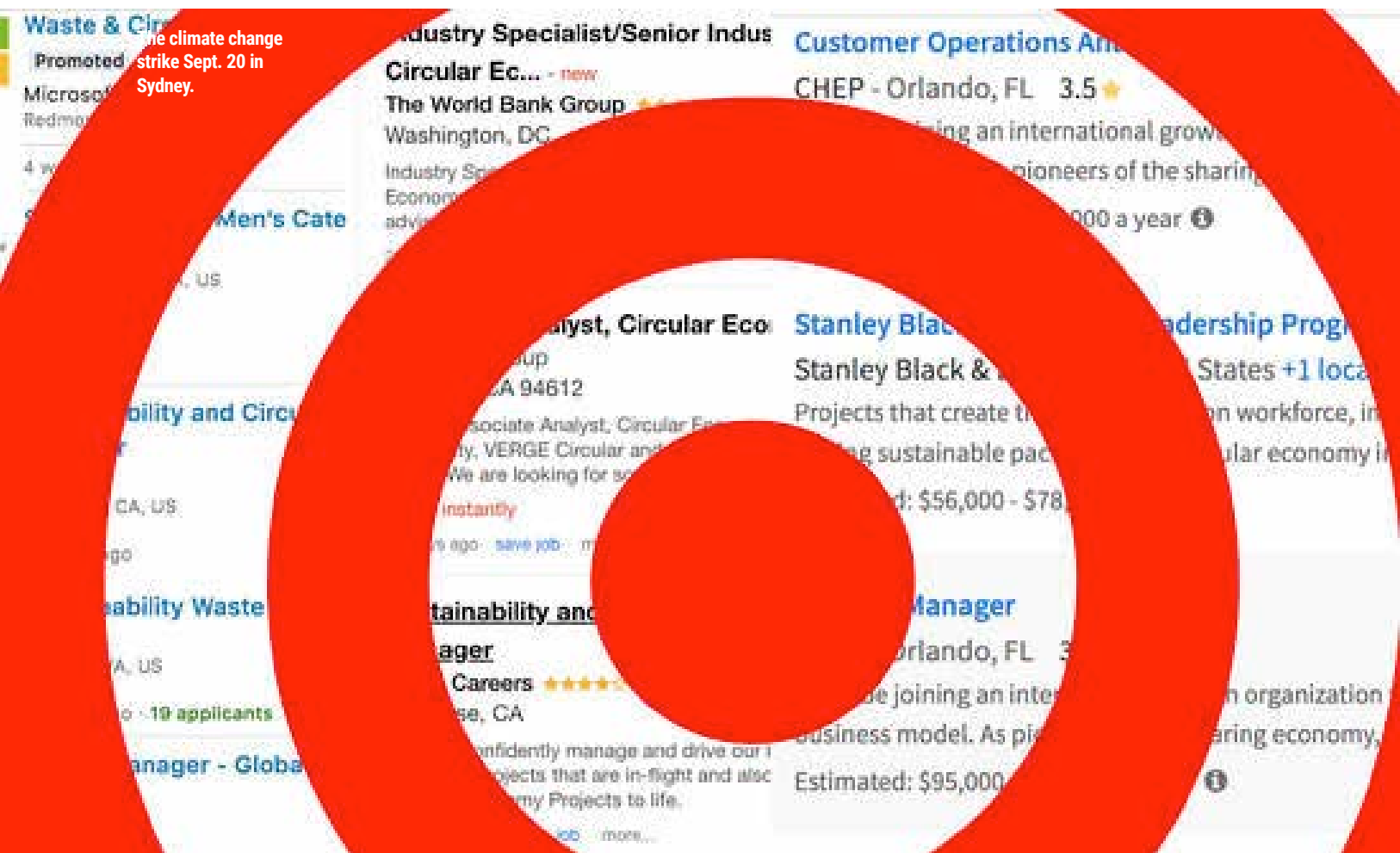
"I think the water science-based target will be a key moment .... that will galvanise many stakeholders [and] help corporations really understand what they need to do in this water space in terms of meeting targets," said Williams.

### Developing a global understanding of the value of water

In addition, the value of water differs from country to country, according to Sudipto Sarkar, the World Bank's water practice manager for the East Asia and Pacific region. As part of efforts to deepen understanding in this area, the organisation is embarking on a study on the value of water in China, which is keen to develop an ecological civilisation. The study will look into water's various values, including economic, ecological and cultural, to translate them into models, which would then be applied in different policies and projects.

A recently completed World Bank study on water security in Vietnam also revealed that inaction on water issues, such as water pollution from industrial sources and water stress, would affect businesses and cost the country about six percent of its gross domestic product by 2035. 

# FIVE EMERGING JOBS IN THE CIRCULAR ECONOMY



Recent searches of LinkedIn, Indeed and SimplyHired revealed scores of jobs featuring circular economy terms.



Judging by the corporate momentum toward circularity, the opportunities are only going to expand. Just as jobs in solar and wind power in the emerging renewable energy landscape outpaced work in the sputtering coal industry within a mere decade, so too will a circular workforce replace outmoded roles from high-carbon, high-waste economies, writes **Elsa Wenzel**, Special Projects Editor, GreenBiz Group

**T**he circular economy is celebrated as a trillion-dollar opportunity beginning to penetrate industries around the world. There's no sector or region left untouched by the potential for reinventing systems, products and services in a fashion that ultimately creates no waste and even regenerates natural systems. At least that's the hope among evangelists of circularity, notably the Ellen MacArthur Foundation alongside many hundreds of corporations aligned on various ambitious circular goals.

Circular concepts and business models are already taking off internationally, maybe most visibly in Europe. But even in the United States, there's no shortage of job postings that include explicitly circular terms in their descriptions. In other cases, you'll have to read between the lines when scouring other sustainability roles, which is easy enough if you wear the lens of rewriting any or all of the "take," "make" or "waste" flows of business.

Judging by the corporate momentum toward circularity, the opportunities are only going to expand. Just as jobs in solar and wind power in the emerging renewable energy landscape outpaced work in the sputtering coal industry within a mere decade, so too will a circular workforce replace outmoded roles from high-carbon, high-waste economies.

Already in the Netherlands 8 percent of all jobs are circular, according to a 2015 report by Circle Economy (PDF), an Amsterdam-based think tank that divides circular jobs into three categories. That includes "core" circular jobs, including those that involve regenerative resources, extend the

life of products and rethink business models. Then there are "enabling" circular jobs, including designing for the future. And finally the "indirectly" circular jobs, in education, government and professional services, all support the more core circular functions.

These five roles are helping to drive early circular economy transformations:

## **1** Product and packaging design

Think of all the objects you buy, unwrap, consume or otherwise handle every day. Most need to be radically reinvented in order to keep plastics out of the oceans and carbon out of the atmosphere. To help that process along, the Ellen MacArthur Foundation (EMF) together with design firm IDEO worked on a Circular Design Guide to inspire and inform the design community. It took the organizations about a year to calculate that there are about 160 million designers on the planet, EMF's Andrew Morlet said at the GreenBiz Circularity 19 event in June. By 2025 EMF and IDEO seek to reach 80 million of these designers, engaging 20 million to design products in innovative new ways.

Whether you're an industrial designer, an architect, fashion designer or really anyone else who makes things, there's a calling to rewrite the industrialized, high-carbon story of stuff, in which more plastic than fish soon will populate the ocean. It's not just the stuff that counts but the packaging in which it's kept, so that needs to be rethought to be continuously reused or recycled in ways that don't diminish the quality of their original ingredients. Loop's chic reusable packaging for

ice cream, toothpaste and other consumables sold by the world's biggest brands, for example, is one glimpse at some possibilities.

## **2** Circular investment specialist

High finance is starting to laser in on the unique solutions driving circularity. The Larry Fink-led BlackRock with EMF last week opened a \$20 million circular economy fund of publicly traded companies, including Adidas (recycler of polyester) and Tomra (operator of reverse vending machines). Firms that are already ahead of the game and backing early-stage firms include Closed Loop Ventures in New York City and Circularity Capital out of Edinburgh, Scotland. Closed Loop Ventures-backed startups include AMP Robotics (using AI to shrink recycling costs), Loliware (making straws from seaweed) and Tradelanes (automating export processes). Investment professionals who focus on mature and emerging companies alike will need to bone up on their research and learn the vocabulary of circularity in order to select the solutions with the greatest returns.

## **3** Customer service, beyond purchasing

Would you like to lease or buy that? Such a refrain may become common at the cash register, as more stores offer rental services for their gear alongside previously owned merchandise. Salespeople will need a new script for helping consumers choose a wider array of options, as well as additional training to understand and sell the environmental attributes of their offerings. Customer service and sales professionals should become more hip to language and sales

models around circularity, as well as understanding the quality and longevity of particular brands.

The fashion world is already walking the walk. The RealReal's unicorn status and popularity of resale sites such as ThredUp support projections that clothing resale will reach \$51 billion in sales by 2023. Yerdle Recommerce helps big brands to run Patagonia Worn Wear, REI Used Gear and Eileen Fisher Renew white-label services for reselling pre-worn apparel. Even some mom-and-pop

of handling returns involves high-level strategic planning. Big data and artificial intelligence will help track materials down to the molecule so they can be repurposed and removed from waste streams.


And it's not just about consumer goods; corporations can save on costs by reusing, repurposing or sharing industrial machines and products. There's room for efforts to crop up as matchmakers for spent materials and willing takers, along the lines of the

## 5 Product lifecycle manager

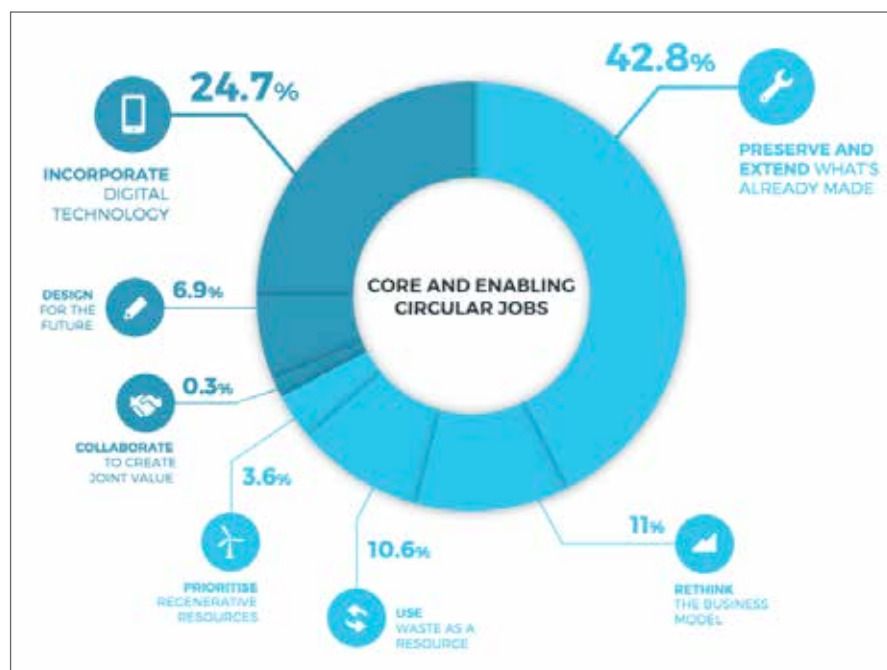
This role no longer will follow the linear path from a product's origin story, perhaps starting in a mine, to its likely demise in a landfill. Reverse logistics is part of the not-quite-end-of-life story for goods in a circular economy, but product lifecycle management takes an even broader view to closing supply chain gaps. It can involve creating new types of products and ways to make them, as well as finding new sourcing avenues and channels of distribution.

The familiar job-description bullet points calling for "big picture thinking" plus "attention to detail" will be essential. For example, this recent Amazon listing for program manager of its WW Product Lifecycle Support Program involves "returns, re-commerce, and rentals," and sums up the new circular shape of lifecycle management like so:

Our work is broad and deep: we train machine learning models to automate routing and find signals to optimize re-use; we invent new channels to give products a second life; we develop world-class product support to help customers love what they buy; we pilot smarter product evaluations; we work from the customer backward to find ways to make the return experience remarkably delightful and easy; and we do it all while scrutinizing our business with laser focus. ...This will be a high visibility role that requires an individual to be a thought leader, influencer, technical expert, and visionary globally.

Ultimately, the circular economy only reaches its world-changing potential once circularity-related work becomes understated and broadly understood as business as usual. The circular niche will become the mainstream, and nobody will feel the need to spell it out as part of a job function. However, that hasn't even happened yet with roles explicitly related to sustainability, which leaves plenty of opportunities to get to work. 

(Source: <https://www.greenbiz.com/article/5-emerging-jobs-circular-economy>)



A breakdown of circular jobs done in 2015.

vintage fashion boutiques offer garment rentals, which makes sense if you see no need to wear a Summer-of-Love Pucci shirt more than once in a lifetime.

## 4 Reverse logistics manager

Retailers are struggling to keep up with the 20 percent of goods ordered online that consumers send back, projected to cost retailers \$550 billion by 2020. Scandalously, billions of pounds of those items are dumped or burned every year.

That all gives new importance to the people in charge of reverse logistics, who must reduce damage both to the bottom line and the environment. The increased volume and complexity

Austin Materials Marketplace. The reverse logistics operations probably most familiar to consumers are the recycling of bottles, cans and newspapers — and that work needs to be refined, too, in order to increase efficiency and extract more value from materials including plastics.

Beyond the white collar, "recommerce"-associated work includes the inspection and classification of incoming used merchandise for resale — not just for clothing, but for other items people tend to borrow from a friend or neighbor, such as yard tools or carpet shampoo machines. That provides ground-level, hands-on work for those with a fine eye for small details.





The climate change strike Sept. 20 in Sydney.

# IT'S TIME FOR COMPANIES TO MAKE THE LEAP FROM ACTION TO ADVOCACY

So we need to act — quickly, and at scale. I want to focus here on what we need companies to do to help society decarbonize at a rate aligned with the science, says **Bill Weihl**, Former Director of Sustainability, Facebook

I've spent the 18 months since I left Facebook thinking about (and talking with people about) how we could accelerate climate action. Everyone agrees we need innovation: How else will we decarbonize cement, air travel, ocean freight, steel manufacturing and other hard-to-decarbonize sectors? And everyone agrees we need finance to do its part: There's a lot of money to be spent (a.k.a. invested) and money to be made.

But virtually everyone also agrees that innovation and finance alone won't address the climate crisis — at least, not anywhere near fast enough. Nor will the kind of voluntary action that leading companies have taken in the last decade such as buying clean energy, investing in energy efficiency or investing in clean vehicles for their fleets. All of this is vital, but it's clearly not enough to drive decarbonization at the speed and scale we need.

The IPCC has given us pretty clear guidance for what needs to happen: To have a decent chance of keeping warming below 1.5 degrees Celsius, we need to decarbonize 45 percent (below 2010 levels) by 2030 and 100 percent by 2050. This is daunting, to say the least.

So we need to act — quickly, and at scale. I want to focus here on what we need companies to do to help society decarbonize at a rate aligned with the science.

There are two key points. First, to have a hope of hitting the 2030 target, we need policies — market rules — that guide the economy onto a rapid decarbonization pathway. More on what those policies should be in a moment. Second, to get meaningful policies enacted quickly enough in enough places, we need to mobilize political power and influence in their favor. An enormous amount of influence is mobilized on the other side already.

This is where the opportunity lies for companies: It's time for companies to make the leap from action to advocacy. Hundreds (perhaps thousands) of companies have been acting on climate, decarbonizing their own operations and

even their supply chains. We need them to step up and advocate for policies that will scale those same solutions to the economy as a whole.

What does this mean? It's time for companies to move from focusing on science-based targets for their own operations to supporting science-based policies in every region where they operate. And ideally in every region from which they source materials and products.

I recognize that this is a big leap, and that there are lots of reasons why companies choose to stay silent. Yes, there are risks if companies speak out on policy. But those risks can be mitigated, especially if companies band together. Let's focus more on how to mitigate the risks, do what needs to be done — and work together to accelerate progress.

Note that over 3,000 businesses have joined We Are Still In, expressing their support for the Paris Agreement, and

but have been silent far too often. To counter the enormous influence exerted against climate action, we need all companies that care about a sustainable future to step up and use their influence in its favor.

What would a science-based policy agenda look like for a company? A few principles to keep in mind:

- 1. It needs to be aligned with the latest science.** One study claiming that it will achieve the needed decarbonization rates is not enough, especially if said study is funded by interest groups wedded to one outcome or one approach.
- 2. It should be rooted in climate justice.** We can't continue to perpetuate the environmental and economic injustices caused by decades of dirty energy development.
- 3. It needs to be politically possible.** Support for a policy that fits your

## IT'S TIME FOR COMPANIES TO MOVE FROM FOCUSING ON SCIENCE-BASED TARGETS FOR THEIR OWN OPERATIONS TO SUPPORTING SCIENCE-BASED POLICIES IN EVERY REGION WHERE THEY OPERATE.

pledging to do their part to help ensure that the United States meets its targets under Paris. But the Paris Agreement is non-binding. We need binding policies at the city, county, state and national levels to ensure we make progress at the speed and scale required.

And when those policies are debated — in legislatures, before regulatory agencies, in courtrooms or at the ballot box — most companies in favor of climate action stay silent most of the time.

A few organizations have been more visible. To name a few: In the tech industry, Adobe and Salesforce have been increasingly active on climate policy the last few years. In other sectors, Patagonia and Dignity Health have been outspoken. Many other companies have spoken up occasionally

ideological leanings, but can't be enacted, isn't helpful in driving progress.

- 4. It needs to drive transformational change across the economy,** not just incremental progress. That's what's needed if we want to keep warming below 1.5 degrees Celsius.
- 5. It needs to be reasonably certain to hit the IPCC targets,** especially the 2030 goal of 45 percent decarbonization.

One kind of policy we clearly need is something that puts a price on GHG emissions, either a carbon tax or a "fee and dividend" or a cap-and-trade system. But that's not the only policy we need.

A politically feasible price on carbon will tip the scales in the electricity sector enough to accelerate





Protesters at the People's Climate March highlight the need to take action on climate change April 29, 2017, in Washington, D.C.

change there. But it's unlikely to drive the transformation we need in transportation and buildings. And we don't have a decade to experiment and see if it has the desired effect.

In transportation and buildings, we need the kinds of policies that brought solar and wind to where we are today, where they are cheaper than the alternatives: tax credits; mandates for clean solutions; building codes; etc. In the hard-to-decarbonize sectors, we need R&D, support for early-stage pilots and other policies to drive innovation. The same is true for negative-emissions technologies.

So here's my call to action to companies: go "all-in" on climate, not just in your operations, your supply chain and your products, but in your advocacy. Stop supporting climate deniers — whether politicians, think tanks or trade associations — and start using your influence to help pass policies that will drive the transformations we need. In other words, adopt a science-based climate

policy strategy. The principles above are a good starting point.

Here are two specific policies that are a good place to start advocating:

1. The Clean Energy Jobs Act in Illinois, which decarbonizes the power sector by 2030, and mandates 100 percent clean energy in the state by 2050. Corporate support could make a real difference in getting this bill enacted into law.
2. The Transportation and Climate Initiative (TCI), a regional collaboration of 12 Northeast and Mid-Atlantic states, plus the District of Columbia, aimed at reducing emissions from the transportation sector across the entire region. Corporate engagement in the development of the multi-state framework and in the subsequent policy decisions in each state will lead to better policies and help drive much faster progress on transportation emissions.

If you work for a company with a presence in Illinois or any of the TCI

states or Washington, D.C., now is the time to get your company to step up and lead, and use its influence to get these policies enacted. One final thought, in case you're wondering why your company should make this leap. I've argued above that it's what we collectively need companies to do.

Given the political dynamic on climate change, silence is no longer neutrality; it's complicity with those who want to maintain the status quo. If doing what's needed isn't enough motivation, you can expect environmental NGOs to start demanding it. In fact, a number of them just released a letter urging companies to step up as advocates for climate policy. Also, you should consider the growth in youth activism on climate in the last year, and ask whether you want young people to view your company as complicit with the fossil fuel industry in stopping the kinds of policies we need. <https://www.greenbiz.com/article/its-time-companies-make-leap-action-advocacy>

(<https://www.greenbiz.com/article/its-time-companies-make-leap-action-advocacy>)

# How David and Goliath can team up on climate innovation

Even though a corporate can employ thousands or possibly tens of thousands of people, any sort of relationship with a startup — as an investor, customer or adviser — relies on one-to-one personal connection, write **Ben Soltoff**

**T**he David and Goliath story is a common parable for the relationship between small, nimble startups and big, lumbering corporates — the new kid on the block swoops in and disrupts the old guard. Sometimes, it's an apt comparison (just think about what happened to your local Blockbuster store), but often, corporates and startups can find opportunities working together that create better outcomes for everyone involved.

"There's a lot of value that can and should flow both ways," said Scott Saslow, CEO of ONE WORLD, a firm that provides training and investing to impact-driven startups.

Saslow led a session at GreenBiz Group's annual conference, VERGE 19, last month, where startup founders and



Goliath House (Goliathhaus), a medieval structure built in 1260 in Regensburg, Germany, has the biblical narrative of David and Goliath depicted on the facade in a mural.

investors discussed the potential wins they could build from working with big names.

There's no standard definition for what makes a startup, but generally these companies are young, fast-growing and offer some sort of innovation that's new to the market. However, just because corporates are much bigger and more established, that doesn't mean they're not innovative. The shared desire for new solutions can be fruitful ground for collaboration.

"Corporates are really hungry for ideas, for unique insights, for creative ways of thinking about problems, for the pure inspiration that comes from being close to entrepreneurial companies," Saslow said.

One way corporates choose to keep pace with the latest innovations is by investing in startups that can unlock future markets. This sort of strategic investment can be critical for cleantech companies, because traditional venture capital has been on the decline in that





**The Startup Showcase at VERGE 19** convened first-time founders, serial entrepreneurs and more.

industry, in favor of technologies that are less capital intensive and quicker to provide returns. Recently, utilities have been leading this charge, putting hundreds of millions of dollars into investment funds such as Energy Impact Partners. Plus, oil and gas companies are making strategic investments in carbontech to potentially lower their carbon footprints.

Corporates also can be early customers for startups, helping them to massively expand their reach and profile. For instance, fast food giants Burger King and McDonald's helped to accelerate the rise of plant-based protein companies Impossible Foods and Beyond Meat by tapping them as suppliers.

Even if corporates don't buy from a startup, they can apply their expertise to help guide smaller companies in the right direction. Melanie McClare, CEO of wastewater treatment startup Swirltex, came to VERGE 19 from Calgary, Canada, where her company is based. Conversations with corporates gave her helpful insight into the state of the California market.

"Because of the water scarcity in California, the water reuse potential and the openness to new technologies, we left knowing that we would be opening up in California very soon," she said.

Even though a corporate can employ thousands or possibly tens

of thousands of people, any sort of relationship with a startup — as an investor, customer or adviser — relies on one-to-one personal connections.

"The key is to find a champion within the organization," said Matt Logan, partnerships manager at Elemental Excelsior. "You have to find someone who really wants what you're selling who's going to go pound the table to push it through."

Sometimes an individual can take a while to come around. According to Skya Nelson, chief operating officer of circular apparel company Fed by Threads, his company normally takes 18 months to convert a customer, although he saw an increased level of commitment at VERGE 19.

"What we're seeing is a true change in what people are doing," he said. "They've been talking about it for years, but this year, they're actually buying. I think we're in a critical mass here."

Carbon Engineering's CEO Steve Oldham said that the direct air capture company recently has moved beyond the startup phase, partly due to support from corporate partners. He attributed the inbound interest from corporates to public pressure.

"Demand for action on climate change grows all the time," he said. "The large companies — the smart,

large companies — are recognizing that that is both a threat and an opportunity. They turn around now and say, 'How can we protect ourselves? But also, how can we be in this large, growing business?'"

Both Oldham and Nelson mentioned the surge of youth-led activism as a driver of the recent uptick in buying among corporates.

However, even with a growing sense of urgency from the young people taking to the streets and the scientific reports on the looming planetary crisis, corporate culture can move slowly.

Corporate pace is particularly slow in comparison to a scrappy and dynamic startup. "There's often a bit of surprise at how long it takes to get corporates to make decisions," said Saslow of ONE WORLD. "I've often seen startups that have halted because they put their eggs in one basket in hopes of getting a corporate client on board."

A founder in the startup showcase at VERGE 19 likened dithering corporates to a "bad boyfriend" — hesitant to make commitments and follow through. Her solution? Start flirting with competitors. In the field of climate innovation, you snooze, you lose. 🍷

(Source: <https://www.greenbiz.com/article/how-david-and-goliath-can-team-climate-innovation>)



# TACKLING THE CLIMATE EMERGENCY AND PROTECTING OUR OCEANS GO HAND-IN-HAND

Scientists are clear that we need to protect at least 30 per cent of our global oceans by 2030 if we are to safeguard wildlife and to help mitigate the impacts of climate change, says **Jennifer Morgan**.

**T**he climate emergency is now a lived reality around the world. Weather extremes have dominated 2019 as if the planet wanted to underline the urgency of the upcoming climate summit in September.

This time, UN Secretary General Antonio Guterres has asked governments to come not with finely crafted speeches, but with real action plans. With students striking globally every week, the world is watching as Greta Thunberg sailed in to New York to

deliver their demand for climate action now, their demand for a future.

We need drastic reductions in the use of fossil fuels and to accelerate our global transition to carbon neutral societies. But to fight climate change we also need healthy oceans.



The scope of this new global agreement could be huge: almost half of the planet. The High Seas, oceans beyond borders, cover more space on our planet than all continents combined.

Sadly, today these international waters are being ruthlessly exploited. In addition to climate change, pressures from overfishing, deep sea mining exploration, oil drilling and plastic pollution are pushing our oceans to the verge of collapse. Only around 1 per cent of the global seas are properly protected. There is no effective legal instrument that allows the creation of

should explicitly allow for the creation of protected areas internationally. Some governments—such as the US, Norway, Australia, Japan, Canada, New Zealand and Ecuador—however seem to favour a watered down treaty which wouldn't be able to deliver the network of ocean sanctuaries that science demands.

During the current third negotiating session, these countries must rise to the challenge if they are to be seen as Ocean champions. Eyes are also on China, host of the 2020 biodiversity summit—CBD COP15—which will set the post 2020 biodiversity targets. And eyes will be

## THE OCEANS NATURALLY TAKE IN HUGE AMOUNTS OF CARBON DIOXIDE AND ARE A KEY DEFENCE AGAINST THE WORSENING IMPACTS OF CLIMATE CHANGE.

Scientists found that a third of the heat from the atmosphere – being absorbed by the ocean – is finding its way into the deep, below 700m, temporarily slowing warming at Earth's surface.

ocean sanctuaries—areas off-limits to harmful human activities—on international waters.

Scientists are clear that we need to protect at least 30 per cent of our global oceans by 2030 if we are to safeguard wildlife and to help mitigate the impacts of climate change. But that will only happen if an ambitious ocean treaty is adopted fast and opens the door to creating effective ocean sanctuaries in international waters.


All governments attending the UN Climate Summit in September should commit to adopting a strong Global Ocean Treaty in 2020.

At the ongoing negotiations at the UN, governments need to work together to ensure that a treaty can be adopted at the final negotiation session scheduled for the first half of next year. Many countries have already stated their support for a strong treaty.

Countries from Africa, the Pacific, Latin America and Europe, for example, agree that the Global Ocean Treaty

on Russia, Iceland and Korea who so far have held the negotiations back.

There is no greater symbol of the urgency of climate action and its interconnectedness with our natural world than the boat carrying Greta Thunberg arriving in New York, a tiny speck on a vast sea. Our oceans sustain all life on Earth and they are a crucial ally against climate breakdown.

Tackling the climate emergency and protecting our oceans go hand-in-hand. 

*Jennifer is executive director of Greenpeace International. This story was published with permission from Thomson Reuters Foundation, the charitable arm of Thomson Reuters, that covers humanitarian news, climate change, women's and LGBT+ rights, human trafficking and property rights. Visit <http://news.trust.org/climate>.*

*(Source: [eco-business.com/opinion/tackling-the-climate-emergency-and-protecting-our-oceans-go-hand-in-hand/](http://eco-business.com/opinion/tackling-the-climate-emergency-and-protecting-our-oceans-go-hand-in-hand/))*

The oceans naturally take in huge amounts of carbon dioxide and are a key defence against the worsening impacts of climate change. On his recent visit to the Pacific, the UN chief argued that “to address the intertwined challenges of climate change and ocean health, we need smart and far-reaching steps.”

That's absolutely right, and one key step that is needed is a bold new Global Ocean Treaty, which is being negotiated this month at the UN.

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added every day, it offer one of the largest database of active jobseekers in India today.

Its focus is to ensure your skills are showcased and matched suitably with the HR requirements of employers from diverse industries including the field of Corporate Social Responsibility. In a very short span Times-Job's concentrated approach has made it the blue-eyed boy of recruiters and aspirants alike.

You can apply for the below listed jobs on [www.times-jobs.com](http://www.times-jobs.com) by typing the Job ID in the search window, alternatively you could also search categorywise to find many more opportunities in CSR.

**COMPANY: Vidyalaya is a Movement**  
**DESIGNATION: CPP - Chapter Manager**

- **Experience:** 4 to 9 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** NGO / Social Services
- **Location:** Hyderabad/ Secunderabad (Andhra Pradesh)
- **Key Skills:** NGO Corporate Social Responsibility Management, Branch Administration, MISHR Administration, Event Handling Manager
- **Job Function:** Administration
- **Specialization:** Administration, Event Planning, Facilities management, Office Management & Coordination
- **Qualification:** Any Graduate

**Job Description:**

- CPP is responsible for the chapter's administration and operations.

- Coordinate with Chapter members in functioning for the chapter.
- Coordinate with all stake holders to maintain good working relationship.
- Maintenance of MIS reports as required by chapter and HO.
- Coordinating for the weekly meetings and maintaining the minutes of meetings.
- Coordinate for marketing materials and events.
- Record the events and report to HO monthly basis.
- Actively participate in Donor relations and Donor development.
- He is the facilitator, organizer, custodian and executor.
- Take care of the accounts and accounting reports with the help of an accounts executive.
- Plan and execute new donors development initiatives.

- Monitor the projects under the chapter and coordinate for Vanyatra.
- Work towards effective working of the Chapter.

**COMPANY: EXPEDIA**  
**DESIGNATION: Market Associate**

- **Experience:** 0 to 2 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Internet / Dot com / ISP
- **Location:** Gurgaon (Haryana)
- **Key Skills:** Corporate social responsibility workforce communication time management decision making
- **Job Function:** HR / PM / IR / Training
- **Specialization:** Recruitment
- **Qualification:** Any Graduate

**Job Description:**

- The Market Associates primary

responsibility is to ensure that Expedia Groups hotel product in their assigned market is competitive, attractive and relevant for our fast-growing global customer base.

- In doing so, Market Associates will also continuously work with Expedia Groups property partners to help them improve the marketing and distribution potential from their participation in the Expedia marketplace.
- This role is the foundation on which the Market Management team is based. The team ensures that the Expedia Group brands global customers always find the most suitable hotel for their dream trip wherever they want to go and that our hotel partners can effectively, efficiently and throughout the year, reach Expedia Groups full breadth of global traveler demand.

#### What you'll do

- By providing and analyzing data specific to their market, Market Associates will work closely with hotel partners to:
- Optimize content, rate and availability competitiveness on the Expedia sites to increase customer conversion
- Secure additional lodging rates and availability information over high demand and compression periods to satisfy customers pressing needs
- Secure promotional offers to support the brands merchandising and marketing efforts
- Educate hotel partners on the self-service features available on Expedia Partner Central
- Support Expedias business development efforts through smooth onboarding of new hotel partners
- Re-establish relationships with dormant hotel partners
- Support demand generation
- Support research to identify properties not currently listed on the Expedia marketplace

**COMPANY:** L Oreal India Pvt Ltd

**DESIGNATION:** Manager Industrial Relations and Administration

- **Experience:** 8 to 10 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Consumer Goods - FMCG

(Personal Care, Home Care Products)

- **Location:** Pune (Maharashtra)
- **Key Skills:** Statutory compliance HR corporate social responsibility personnel management, labour relations workforce communication, labour laws hr head employee engagement hr strategy personnel administration decision making industrial relations contract labour
- **Job Function:** HR / PM / IR / Training
- **Specialization:** Recruitment
- **Qualification:** Any Graduate

#### Job Description:

- To manage Union and External Agencies and maintain Industrial peace in the Factory. Ensure smooth administration as per law and groups norms.

#### Responsibilities:

- Manage relations with Trade Unions, Labour Councils, in line with Group policies and value.
- Development and implementation of Trade Union relations strategy
- Coordinate and define guidelines regarding negotiations and agreements processes, in order to ensure a consistent policy
- Supports the administration and sustenance of Long Term Wage Agreement.
- Ensures correct administration of wage settlement taxes, payments to blue collar employees and government and pension funds (Personnel administration)
- Maintaining discipline among the blue-collar workforce and taking appropriate initiatives and actions
- Support in monitoring and analysis of daily, weekly, monthly reports for controlling absenteeism and overtime of the blue-collar employees.
- Leads and guides the management on industrial employees relationship
- Supports teams in planning and delivering communication with industrial employees.
- Implement industrial relations strategies furthering objectives of the business with the support of various functions.
- Conduct regular meetings with the union committee, and close the action items in timely manner.
- Support contract labour strategy to provide competitive advantage, including the

identification, evaluation and selection of contractors, alternative employment options etc.

- Draft contract labour agreements, define SLA's and ensure monthly meetings with all contractors.
- Forecasting and analyzing industrial relations issues, to help management design and implemented effective IR policies.
- Liaise with all external stakeholders (communities, Govt. officials, police) to ensure smooth and cordial relations.
- Statutory Compliance Management- keeps track of the monthly compliances, prepare for different audits, liase with the legal consultant etc.
- Management of budget and optimal utilization of resources.

#### Administration:

- To monitor all general services like Security, House Keeping, Transport, Canteen, Guest House, Uniform, Staff Sale among others. C1 - Internal use

#### Shared:

- Corporate Social Responsibility: To Co-ordinate various activities under CSR project.
- Employee Engagement: To organize various Employee Engagement Activities involving the blue-collar workers
- Other Activities: Provide support to other team members with other HR team members for various activities/projects/ initiatives.

#### Skills:

- Ability to communicate clearly
- Strong Negotiation and Decision making across functions
- Direct/Indirect Management of teams
- Strong business acumen
- Good analytical skills and creative solution finding
- Demonstrated tact at managing labour relations
- Experience of participating/leading wage settlements

#### Professional & Technical Competencies:

- Champions HR tools and deliver HR Fundamentals



- Creates Continuous Employee Proximity
- Anticipate and facilitate change
- Shares LOrl Culture
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- Transforms business challenges into HR Strategy
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- Integrator
- Entrepreneur
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**COMPANY:** HCAPITAL

**DESIGNATION:** Corporate Social Responsibility

- **Experience:** 7 to 10 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Recruitment / Placement Agencies , Consulting Services
- **Location:** Mumbai (Maharashtra)
- **Key Skills:** hr training, corporate social responsibility, salary communication skills,csr activities presentation skills ir
- **Job Function:** HR / PM / IR / Training
- **Specialization:** Recruitment
- **Qualification:** MBA / PGDM, Any Graduate

#### Job Description:

Corporate Social Responsibility Industry: Banking, Financial Services & Insurance  
Functional Area: HR / Admin / PM / IR / Training  
Salary: 12 Lac - 15 Lac  
About the Client The company is India's Leading Non Banking Finance Company (NBFC) operating in Wholesale & SME Lending. As part of the business activities, the company is predominantly focused into Asset Financing and Lending business. The Wholesale Lending Business segment provides specialized and holistic solutions to Indian corporates helping them build and grow their businesses with initial funding, mezzanine financing, acquisition financing etc. They focus on products in the structured credit space backed by adequate collaterals and cash flows to build a secured and quality wholesale lending portfolio. Job Description 1. Plan and execute various CSR initiatives as per the annual calendar 2. Ensure best in class execution with fresh ideas to engage the readers and ensure large participation 3. Maintain relations with various NGOs and Media dealing with CSR 4. Database management of all the CSR activities implemented as per the plan 5. Conduct research with help of internal team to understand the impact 6. Timely invitation mails, teasers and regular communication with participants 7. Effective information management of various CSR activities details  
Desired Candidate Profile 1. Skills/Qualifications required: 7 -10 years of relevant experience 2. MBA or Post Graduate in Social sciences from XISS or TISS 3. Should have thorough understanding of the

CSR field 4. Should have good written and oral communication skills. 5. Should have good negotiation and presentation skills. 6. Should have sound understanding of the CSR initiatives by various companies

**COMPANY:** Mahindra Holidays and Resorts India Ltd

**DESIGNATION:** Corporate Manager - Corporate Social Responsibility

- **Experience:** 10 to 16 yrs
- **Salary:** As per Industry Standards
- **INDUSTRY:** Hospitality & Tourism (Hotels/ Resorts)
- **Location:** Mumbai (Maharashtra)
- **Key Skills:** reports companies act mis
- **Job Function:** Accounting / Tax / Company Secretary / Audit
- **Specialization:** Company Secretary
- **Qualification:** Any Graduate

#### Job Description:

##### Accountabilities:

- Plan, take approvals and implement ESOP initiatives at resorts through effective coordination with Resort Managers
- Plan and implement various CSR initiatives to comply with the provisions of the revised Companies Act
- Prepare periodic MIS and reports and send the same to M&M and upload on our intranet
- Motivate the resorts team to identify CSR projects for a desirable positive impact on community and the environment
- Build relationship with NGOs and other partner organizations to implement various CSR initiatives

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