



RI TRANSPARENCY REPORT

2018

INDUS Environmental Services Pvt.
Ltd.

About this report

This report is an export of the individual Signatory organisation responses to the PRI Service Provider Reporting Framework during the 2018 reporting period. It shows your responses to mandatory indicators, as well as responses to voluntary indicators that your organisation has agreed to make public. You will be able to access the public RI Transparency report of your organisation and that of other signatories on the [PRI website](#).

The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is an **Index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Index

The Index summarises the response status for the individual indicators and modules. It can be used by stakeholders as an 'at a glance' summary of reported information and to identify particular themes or areas of interest.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

| Symbol | Status |
|--------|---|
| ✓ | The signatory has completed all mandatory parts of this indicator |
| ☑ | The signatory has completed some parts of this indicator |
| 🔒 | This indicator was not relevant for this signatory |
| - | The signatory did not complete any part of this indicator. |
| ⚠ | The signatory has flagged this indicator for internal review |

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

Index

| Organisational Overview | | | |
|-------------------------|-------------------------------------|--------|------------------------------|
| Indicator | Short description | Status | Disclosure |
| OO 01 | Basic information | ✓ | Public |
| OO 02 | Reporting year | ✓ | Public |
| OO 03 | Signatory category and services | ✓ | Public |
| OO 04 | Other offerings/business activities | 🔒 | n/a |
| OO 05 | Breakdown of ESG coverage | ✓ | Asset mix disclosed in OO 06 |
| OO End | | ✓ | - |

| Strategy and Governance | | | |
|-------------------------|--|--------|------------|
| Indicator | Short description | Status | Disclosure |
| SG 01 | Responsible investment policy | ✓ | Public |
| SG 02 | Publically available policies | ✓ | Public |
| SG 03 | Norms used to develop policies | ✓ | Public |
| SG 04 | Policy offerings to clients | ✓ | Public |
| SG 05 | ESG/RI in business offerings | 🔒 | n/a |
| SG 06 | Outsourcing of services | ✓ | Private |
| SG 07 | Providing training/education | ✓ | Public |
| SG 08 | Applying, advancing and promoting the PRI principles | ✓ | Public |
| SG 09 | Actions taken to promote responsible investment | ✓ | Public |
| SG 10 | Long term trends | ✓ | Public |
| SG 11 | Interaction with asset owners | ✓ | Public |
| SG 12 | Aligning approach with investor goals | ✓ | Public |
| SG 13 | ESG recommendations not aligned with investor goals | ✓ | Public |
| SG 14 | Seeking feedback from clients | ✓ | Public |
| SG 15 | Managing conflicts of interest | ✓ | Public |
| SG End | | ✓ | - |

INDUS Environmental Services Pvt. Ltd.

Reported Information

Public version

Organisational Overview

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Basic Information

| | | | |
|-------|-----------|--------|-------------|
| OO 01 | Mandatory | Public | Descriptive |
|-------|-----------|--------|-------------|

OO 01.1 Select the location of your organisation's headquarters.

India

OO 01.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2 - 5
- 6 - 10
- 11 - 50
- >50

OO 01.3 Indicate the regions where you have offices.

- Africa/Middle East
- Asia (excluding Japan & Korea)
- Australasia
- Canada
- Continental Europe
- Japan & Korea
- Nordic
- South America
- UK & Ireland
- US

OO 01.4 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

18

Reporting Year

| | | | |
|-------|-----------|--------|-------------|
| OO 02 | Mandatory | Public | Descriptive |
|-------|-----------|--------|-------------|

OO 02.1 Indicate the year end date for your reporting year.

31/03/2018

Signatory category and services

OO 03

Mandatory

Public

Gateway

OO 03.1

Indicate which of the following categories reflect your core offering or main business activity:

- Reporting
- Active Ownership Services
- Advisory and Consultancy
- Research and Data Provision
- Other, specify (1)
- Other, specify(2)

OO 03.2

Indicate any other business activities that your organisation offers. Indicate whether you wish to report on these business areas.

- Reporting
- Active Ownership Services
- Research and Data provision
- Other, specify (3)
- Other, specify (4)
- None of the above

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Strategy and Governance

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Responsible investment policy

SG 01

Mandatory

Public

Gateway

SG 01.1

Describe how your organisation's philosophy incorporates environmental, social and governance factors, and the link to your business offerings.

INDUS is one of the most experienced auditing firm in the country with comprehensive understanding of ESG Risks in a National as well as Global perspective and provides consulting services to various investing companies and helping them in management of ESG risks and liabilities of their investments in their existing and proposed portfolio companies which are required to ensure compliance on Environmental, Social and Governance (ESG) requirements.

INDUS is committed to bring world-class excellence in Sustainability Services and to continuously work towards the development of leading-edge sustainability management products and tools. In our mission for excellence, our dedicated team has been working together, tirelessly, for the past 17 years.

SG 01.2

Indicate whether you have internal policies that formalise the incorporation of your beliefs in your business offerings.

Yes

SG 01.3

Indicate the components/types of your internal policy

Policy components/types

- Policy setting out our overall ESG/RI approach
- Formalised guidelines on environmental factors
- Formalised guidelines on social factors
- Formalised guidelines on corporate governance factors
- Formalised guidelines on engagement approach
- Formalised guidelines on (proxy) voting approach
- Other, specify (1)
- Other, specify (2)
- None of the above

SG 01.4

Indicate how these are put into practice internally across the organisation.

- Regular employee training on RI/ESG
 - Regular RI/ESG policy awareness building for employees
 - Establishment of policy review committee/team
 - Remuneration linked to achieving ESG objectives
 - Annual performance incentives
 - Other, specify (1)
 - Other, specify (2)
 - Other, specify (3)
 - Other, specify (4)
- No

SG 02**Mandatory****Public****Descriptive****SG 02.1**

Indicate which of your policy documents or statements (if any) are publicly available. Provide the URL and an attachment of the document.

Policy or document name

- We do not publicly disclose our policy documents

SG 03**Mandatory****Public****Descriptive****SG 03.1**

Indicate what standards you have used to develop your organisation's policies. Tick all that apply.

- UN Principles for Responsible Investment
- UN Global Compact Principles
- UN Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- UN Sustainable Development Goals
- International Bill of Human Rights
- International Labour Organisation Conventions
- IFC Performance Standards
- United Nations Convention Against Corruption
- OECD Principles of Corporate Governance
- OECD Guidelines for Multinational Enterprises
- Other, specify (1)
- Other, specify (2)
- Other, specify (3)
- Other, specify (4)
- Other, specify (5)
- None of the above

| | |
|---------|--|
| SG 04.1 | Indicate whether you offer standard, off the shelf, policies to clients as part of your product offerings, and/or whether you create tailored versions for individual clients. |
|---------|--|

| | Off the shelf | Tailored |
|--|-------------------------------------|-------------------------------------|
| Asset class-specific RI guidelines | <input type="checkbox"/> | <input type="checkbox"/> |
| Sector-specific RI guidelines | <input type="checkbox"/> | <input type="checkbox"/> |
| Screening/exclusions policy | <input type="checkbox"/> | <input type="checkbox"/> |
| Engagement policy | <input type="checkbox"/> | <input type="checkbox"/> |
| (Proxy) voting policy | <input type="checkbox"/> | <input type="checkbox"/> |
| RI guidelines set out within the Investment Policy Statement (IPS) | <input type="checkbox"/> | <input type="checkbox"/> |
| RI guidelines set out in a freestanding RI policy | <input type="checkbox"/> | <input type="checkbox"/> |
| Multi-year RI implementation project plan | <input type="checkbox"/> | <input type="checkbox"/> |
| Conflict of interest management policy | <input type="checkbox"/> | <input type="checkbox"/> |
| Stockbroker allocation policy | <input type="checkbox"/> | <input type="checkbox"/> |
| Securities lending policy | <input type="checkbox"/> | <input type="checkbox"/> |
| Other, please specify (1) | <input type="checkbox"/> | <input type="checkbox"/> |
| Other, please specify (2) | <input type="checkbox"/> | <input type="checkbox"/> |
| Other, please specify (3) | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

SG 07.1

Indicate whether you provide training/educational services on ESG/RI. Tick all that apply.

- Board/trustee training
- Investment manager training
- Regulatory bodies/authorities or public policy makers
- Corporate executive training
- ESG analyst training
- Other, specify (1)
- Other, specify (2)
- Other, specify (3)
- Other, specify (4)
- None of the above

SG 08**Mandatory****Public****Descriptive****SG 08.1**

Describe how your organisation applies, advances and promotes the PRI Principles.

INDUS applies, advances and promotes UN PRI Principles by following activities:

- We assist our clients in the incorporation of ESG issues into investment analysis and decision-making processes (Principle 1).
- We also assist them to incorporate ESG issues into their investment policies and practices (Principle 2).
- Through our ESG consultation, we deliver insights, analysis and tools to support investment processes that incorporate sustainability considerations.
- We provide consulting services aiming at improving the level of disclosure of ESG indicators at portfolio companies (those tools include ESG Action Plan and reporting tools).

SG 09**Mandatory****Public****SG 9.1**

Indicate which of the following actions your organisation has taken to promote responsible investments during the reporting year, independently of collaborative initiatives.

- Provided or supported education or training programmes for clients, investment managers, legal advisers or other investment organisations
- Provided financial support for academic or industry research on responsible investment
- Encouraged better transparency and disclosure of responsible investment practices across the investment industry
- Spoken publicly at events and conferences to promote responsible investment
- Written and published in-house research papers on responsible investment
- Encouraged the adoption of the PRI
- Written and published articles on responsible investment in the media
- Policy engagements and other interactions
- Other, specify

SG 10**Mandatory****Public****Descriptive**

SG 10.1 | Indicate which of the following long-term trends are addressed in your product outputs.

- Changing demographics
- Climate change

SG 10.2 | Explain how this long-term trend affects your product outputs.

We understand that all Financial Investors are required to take into account climate risks within their investment strategies and INDUS as their EHS consulting partner, is committed to provide innovative solutions for the estimation of the financial impact of climate change on any investment portfolio company.

- Resource scarcity

SG 10.2 | Explain how this long-term trend affects your product outputs.

We take into account the overall dependency of the financial investors and their portfolio companies on natural resources and develop Environmental and Social Management System (ESMS) to promote the judicious and sustainable use of the resources.

- Technology developments
- Other, specify (1)
- Other, specify (2)
- None of the above

SG 11

Mandatory

Public

SG 11.1 | Indicate whether you interact with asset owner clients.

- Yes, we do

SG 11.2 | Indicate the typical frequency and type of interactions with your asset owner clients.

Type of interaction

- Board of trustee meetings
- Investment committee meetings
- Trustee training workshops
- Formal regular meetings outside of committee meetings

| | |
|--|-----------|
| | Frequency |
|--|-----------|

- Daily
 - Weekly
 - Monthly
 - Quarterly
 - Bi-annually
 - Annually
 - Ad-hoc basis
 - Other, specify
- Informal meetings or calls

| | |
|--|-----------|
| | Frequency |
|--|-----------|

- Daily
 - Weekly
 - Monthly
 - Quarterly
 - Bi-annually
 - Annually
 - Ad-hoc basis
 - Other, specify
- Other, specify (1)
 - Other, specify (2)
 - Other, specify (3)
 - Other, specify (4)
- No, we do not

| | | | |
|-------|-----------|--------|-------------|
| SG 12 | Mandatory | Public | Descriptive |
|-------|-----------|--------|-------------|

| | |
|---------|--|
| SG 12.1 | Describe how you align your organisation's philosophy on and approach to ESG/RI with investor goals. |
|---------|--|

- Describe

INDUS assist its clients in identifying opportunities for improvement of the overall project to enhance the value creation from an ESG perspective and further helps in managing those ESG aspects which appear to be adverse in the given context.
- This is not relevant for my organisation

| | | | |
|-------|-----------|--------|-------------|
| SG 13 | Mandatory | Public | Descriptive |
|-------|-----------|--------|-------------|

SG 13.1

Describe what steps you take, if any, when your ESG recommendations are not in line with investor goals.

Describe

In case of any such conflict with the client, we acknowledge the issue and convince the client providing all important information in support of the recommendation. However, at times, we modify the recommendation considering the objective of the investor.

This is not relevant for my organisation

SG 14

Mandatory

Public

Descriptive

SG 14.1

Indicate whether you seek feedback from clients on your RI/ESG services and product offerings

Yes

SG 14.2

Describe how you use this feedback in your RI/ESG services and product offerings.

INDUS believes in the process of continuous improvement and therefore, every feedback is positively acknowledged and considered for the further amelioration of our services to meet client's expectations.

No

SG 15

Mandatory

Public

Descriptive

SG 15.1

Indicate whether your organisation has a policy for managing potential conflicts of interest.

Yes

SG 15.2

Describe how you manage potential conflicts of interest.

We strictly manage conflict of interest by maintaining and following the highest ethical standard to protect the identity and privacy of our clients. The sensitive information about clients is safeguarded and is never disclosed to any third party. In case any conflict occurs, we humbly decline the offer from one of the parties.

SG 15.3

Describe how you ensure that company employees do not derive any personal gain from the use of information collected during your work process.

Indus offers satisfactory work environment and incentives to its employees. We encourage employees towards ethical and professional behavior. We have a firm policy of termination of employment if the employee is found to be indulged in fraud and compromising the quality of project output with personal gains.

No