BRSR in Practice: Driving Sustainability



Vikash Sharda,
Director,
Spoctech Green Ventures Pvt. Ltd.

Greenifit®

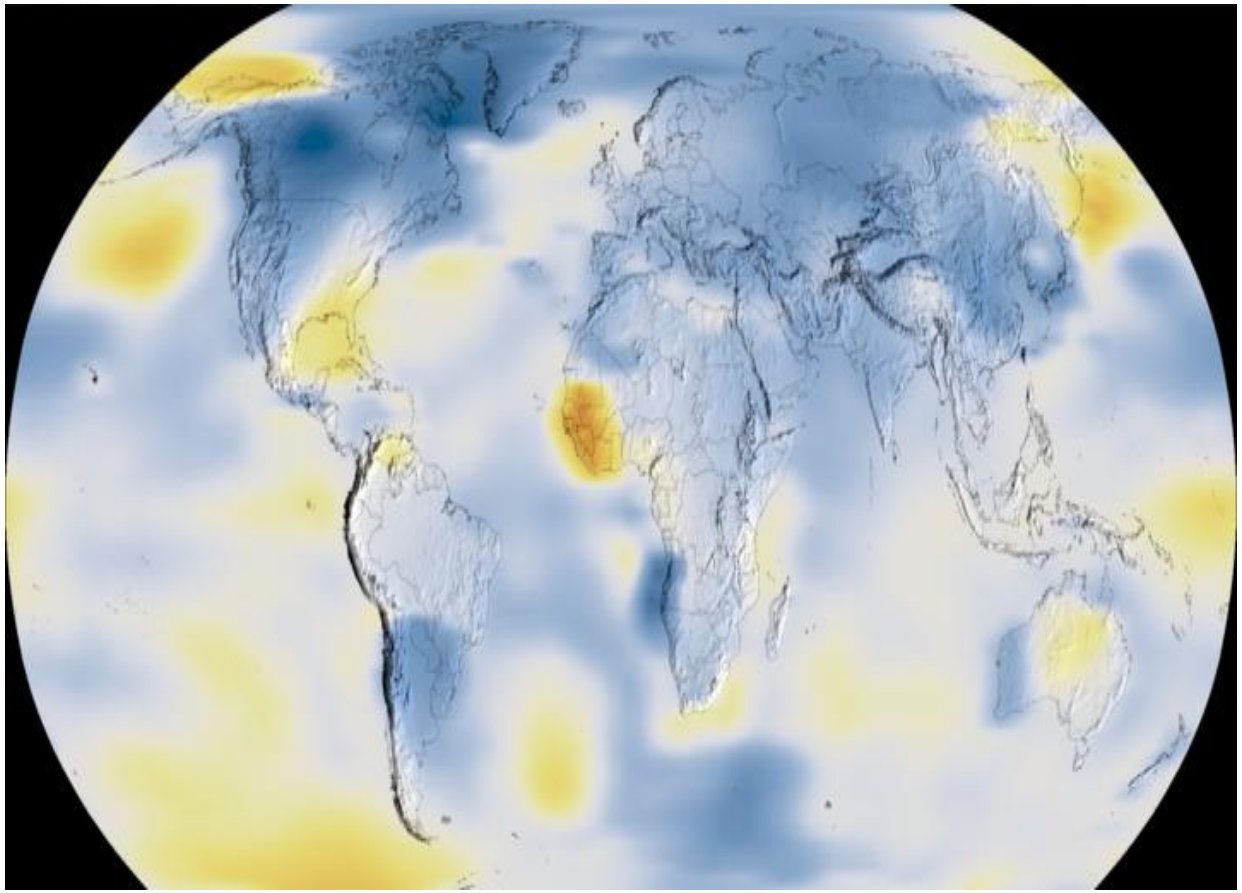
© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Topic

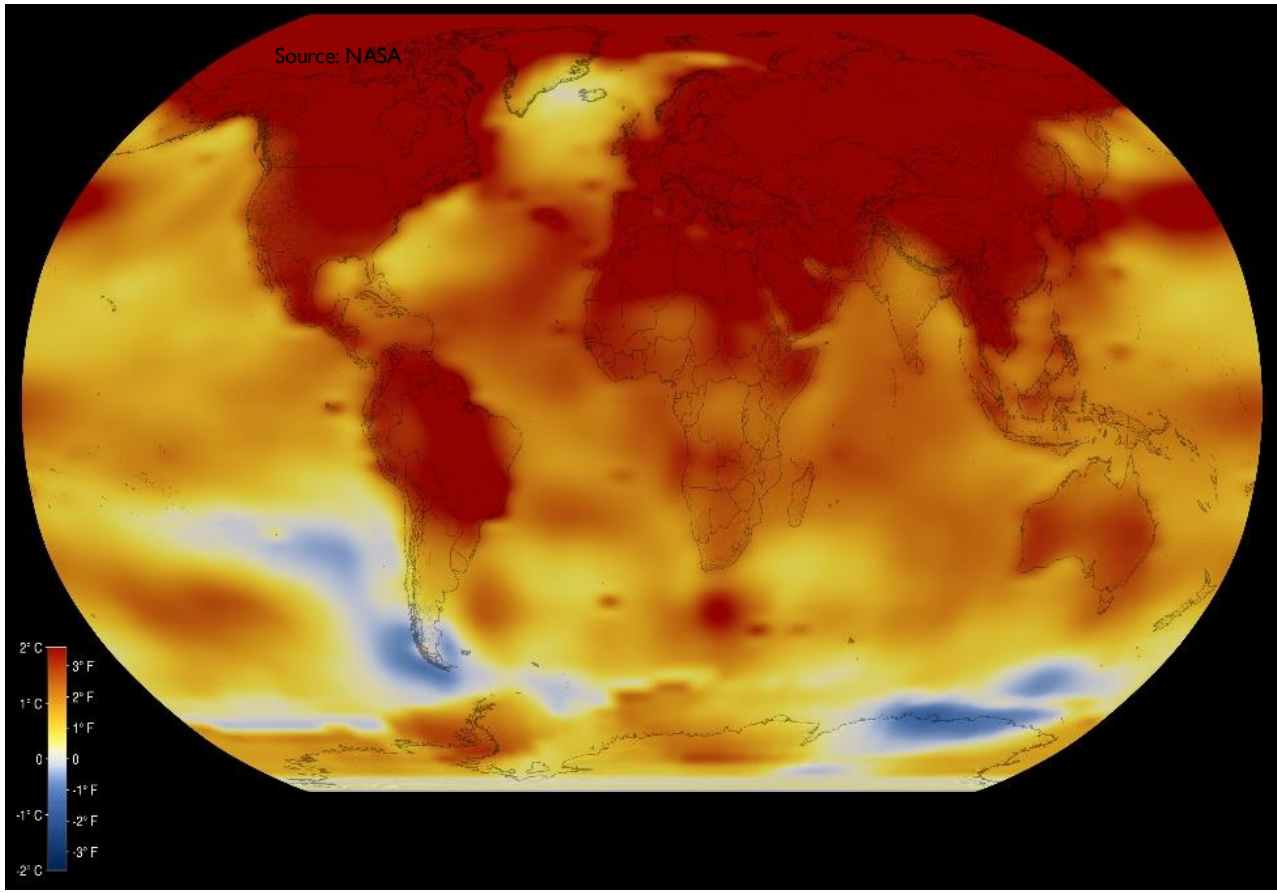
- Introduction to BRSR
- Decoding BRSR Framework
- Best Practices for BRSR Reporting
- Q & A Session



© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)



1884



2024

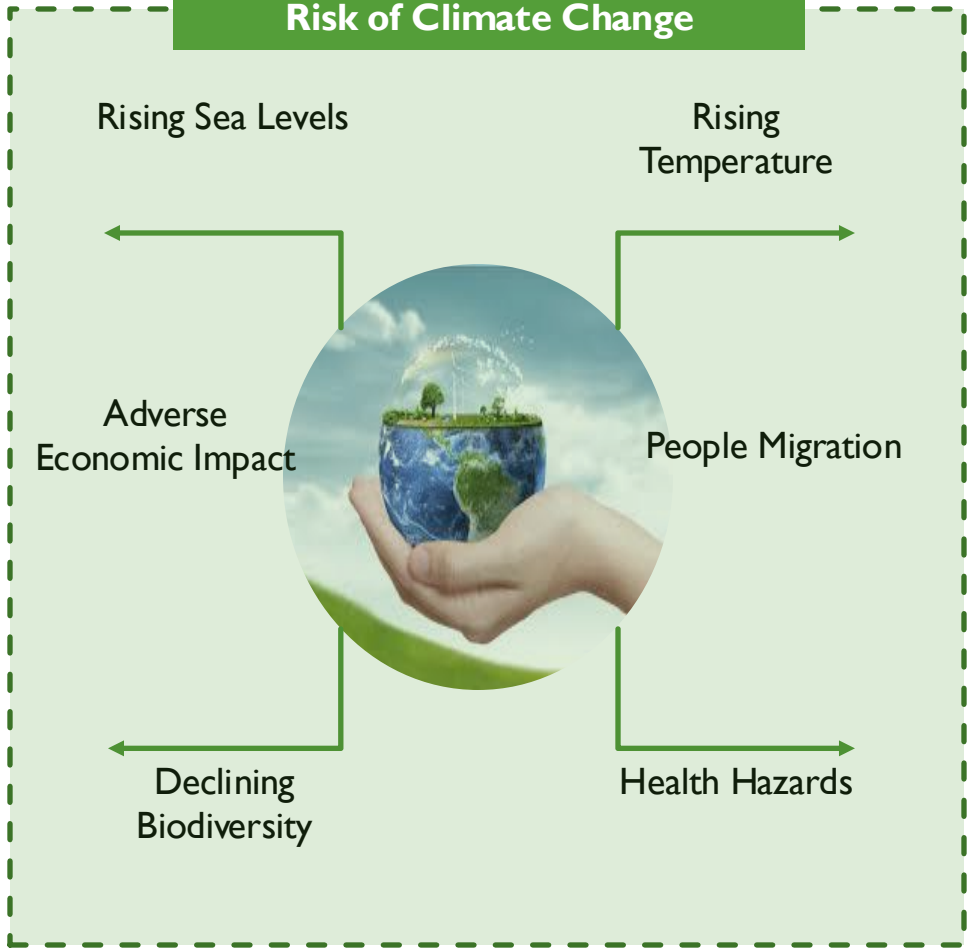
Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd.

Strictly Private & Confidential (Not for Circulation)

Climate Change & ESG

Risk of Climate Change



Some of direct risks for businesses

- Increased regulatory compliance
- Increased cost of finance and efforts to raise funds
- Reputational damage
- Carbon tax or equivalent – impacting cost competitiveness
- Subject to more scrutiny by investors and public
- Industry specific challenges
- Operational impact
- Supply chain interruptions

Risk arising due to climate change can have significant financial impact and therefore climate risk has emerged as important risk globally and nationally

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Climate Change & ESG

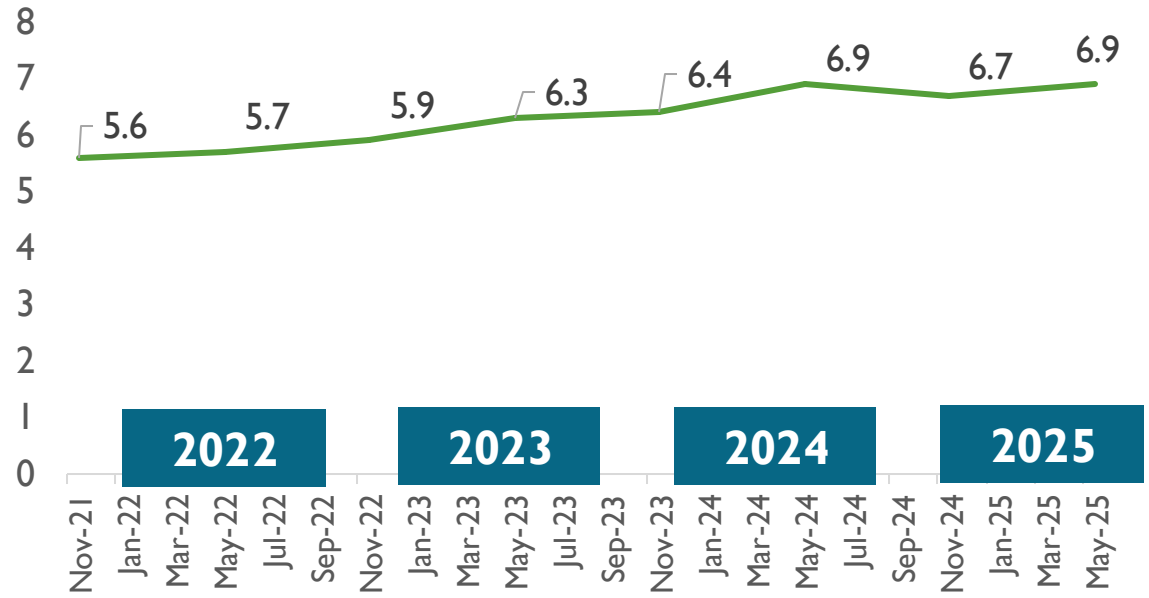
Global Level

	2023	2024	2025
1st	Extreme weather events		
2nd	Biodiversity loss and ecosystem collapse		
3rd	Critical change to Earth systems		
4th	Natural resource shortages		
5th	Misinformation and disinformation		
6th	Adverse outcomes of AI technologies		
7th	Inequality		
8th	Societal polarization		
9th	Cyber espionage and warfare		
10th	Pollution		

Source: WEF, RBI

National Level

Climate Risk- Indian Financial System



Climate Risk which was just a General Risk in 2021 has moved up to become major Macroeconomic Risk in the year 2024 & 2025 in India

Considering the impact of climate risks on investor, market regulators globally have sought ESG disclosures by companies

Greenifit

© 2024-25 Spoctech Green Ventures Pvt. Ltd.

Strictly Private & Confidential (Not for Circulation)

Business Responsibility & Sustainability Report (BRSR)



Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Introduction to BRSR

BRSR is a reporting requirement by companies in India about ESG performance. Currently, the top 1,000 listed companies in India are required to publish a Business Responsibility & Sustainability Report (BRSR) as a part of their annual corporate reporting. BRSR reports a company's actions and metrics related to Environmental, Social, and Governance (ESG), in a format specified by the Securities and Exchange Board of India (SEBI). Other listed companies may submit the BRSR voluntarily.

Enactment Date:	Mandatory Compliance
May 5, 2021; effective from FY 2021-22 (by SEBI)	BRSR is now compulsory for the top 1,000 listed companies in India by market capitalization, starting from FY 2022-23

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Why BRSR ?

To improve transparency and standardization of ESG disclosures

SEBI introduced BRSR to ensure quantitative, standardized, and comparable ESG reporting, making sustainability disclosures as robust and decision-useful as financial reporting

To enable better investor decision-making

With rising investor focus on climate, social, and governance risks, BRSR provides investors with reliable ESG performance data to assess long-term value creation and risks

Align Indian capital markets with global ESG practices

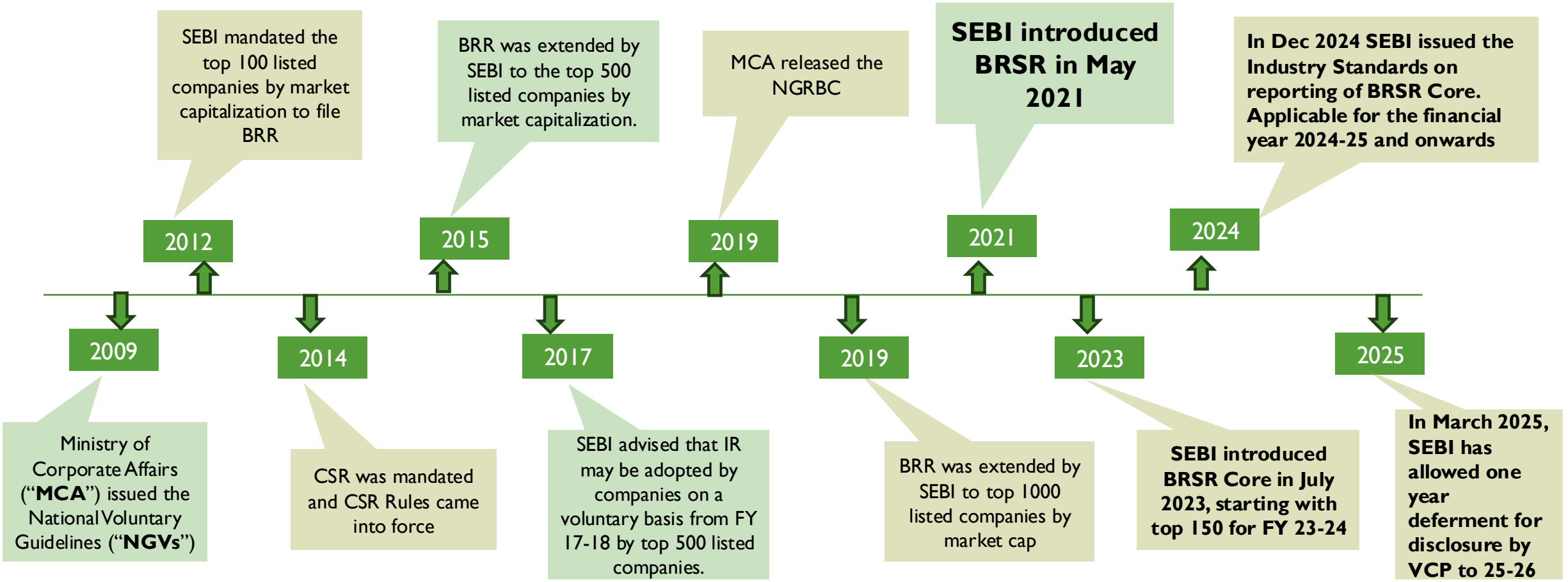
Bring India's sustainability reporting closer to internationally accepted ESG frameworks (GRI, TCFD, SASB, Integrated Reporting) while retaining an India-specific regulatory context

To shift companies from intent-based to performance-based sustainability reporting

By replacing BRR, BRSR focuses on measurable outcomes and indicators, driving accountability, responsible business conduct, and long-term market stability

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

History of BRSR



While, SEBI has mandated top 1000 listed companies to disclose their ESG performances in the form of Business Responsibility and Sustainability Reporting (BRSR), this may become mandatory for non-listed companies soon.

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

National Guidelines on Responsible Business Conduct

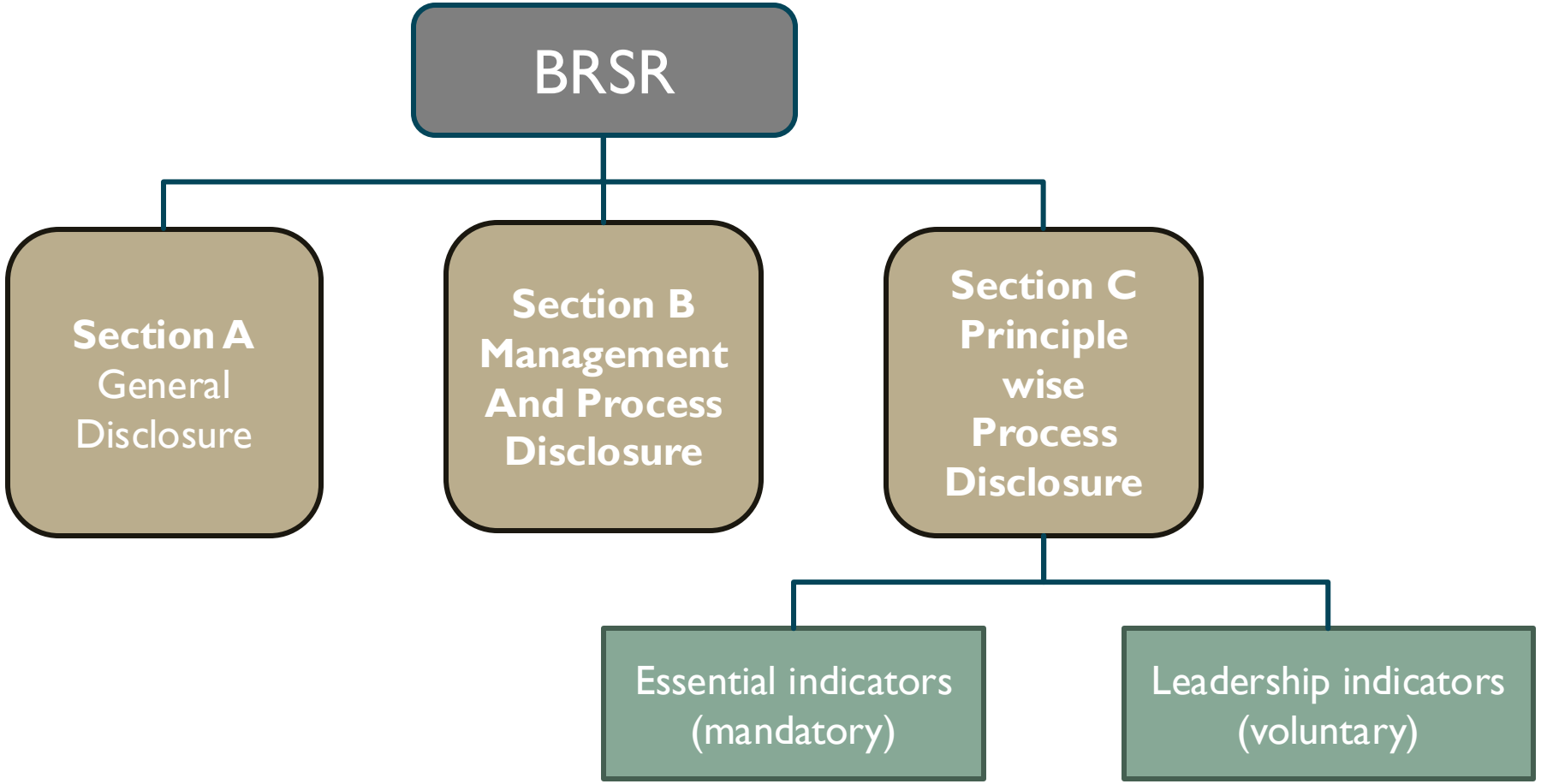


- Issued by the **Ministry of Corporate Affairs (MCA)**, Government of India in March 2019
- Provides a framework for businesses to act **responsibly and sustainably**
- Comprises **9 principles** covering ethics, environment, employee well-being, stakeholder engagement, and governance
- Forms the basis for the **Business Responsibility and Sustainability Report (BRSR)**
- Aligns with global standards like the **UN Sustainable Development Goals (SDGs)**
- Aims to promote **inclusive growth**, **human rights**, and **environmental stewardship**

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Indian ESG Disclosure Format – BRSR (SEBI)



© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Section A
General Disclosure

- Details of the listed entity- Address, Key Person, Reporting Boundary
- Products/Services- Key Products & Services
- Operations - National and Intl Locations, Market Served, Exports, Type of Customers
- Employees – Employees & Workers, Women Representation, Turnover Rates
- Holding, Subsidiary and Associate Companies (including joint ventures)- Number of companies and holding
- CSR Details- Turnover and Net Worth
- Transparency and Disclosures Compliances- Material Business Issues, Grievances & Redressal Mechanism

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice
Female Participation	• Number and percentage of women employees • Gender diversity across workforce categories	• Demonstrates commitment to diversity & inclusion • Reflects inclusive workplace culture	• Consistent year-on-year improvement in women representation • % of Female around 50%
Reporting Boundary – Standalone or Consolidated Basis	• Whether the BRSR is prepared on a standalone or consolidated basis	• Captures full ESG impact of the corporate group • Prevents selective or partial disclosures • Demonstrates group-level governance and oversight	• BRSR prepared on a Consolidated Basis

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice

Turnover Rate – Permanent Employees & Workers	• Turnover rate for:
	  ○ Permanent employees
	  ○ Permanent workers
	• Separate disclosure enhances workforce transparency
		• Indicates:
		  ○ Employee satisfaction
		  ○ Stable industrial relations
		  ○ Effective HR and well-being policies
			• Low or improving turnover rates
			• Clear differentiation between employees and workers

Third-Party Assurance	• Whether the BRSR disclosures are subject to independent third-party assurance
	• Scope and coverage of assurance, if applicable
		• Enhances credibility and reliability of ESG disclosures
		• Reduces risk of:
		  ○ Greenwashing
		  ○ Data inconsistency
		• Signals serious governance intent
			• Independent third-party assurance of BRSR data

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Section B
Management & Process Disclosure

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Policy & Management Process

- Whether Policy in Place or not, Approved or not, weblink, Policy translated into procedures or not

Governance, Leadership and Oversight

- Highest Responsible Authority?
- Who conduct review of performance against each principle, compliance? and
- What frequency review is done?

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice
Company Policies Covering Principles of NGRBCs	• Whether the company has policies covering all 9 Principles of the National Guidelines on Responsible Business Conduct (NGRBCs)	• Demonstrates systematic ESG integration, not ad-hoc initiatives • Strengthens policy consistency across business units	• Formal, Board-approved policies covering all 9 NGRBC Principles • Policies applicable across operations, subsidiaries, and value chain
National & International Certifications / Standards	• Disclosure of national and international standards, certifications adopted • Mapping of these standards to relevant NGRBC Principles	• Validates ESG practices through independent frameworks • Enhances credibility, comparability, and audit readiness	• Multiple globally recognized certifications • Clear mapping of certifications to NGRBC principles

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is a Best Practice	Best Practice
Commitments, Goals & Targets with Timelines and Performance Tracking	• Disclosure of ESG commitments, goals, and targets • Defined timelines • Performance against targets and reasons for shortfall, if any	• Shifts ESG from intent to execution • Enables stakeholders to assess progress and accountability	• Time-bound, measurable ESG targets • Annual performance tracking against commitments
Management Committee on Sustainability	• Whether there is a Board-level / senior management committee responsible for sustainability • Composition of the committee	• Ensures oversight, accountability, and risk management • Aligns sustainability with business strategy	• Dedicated Board-level or Board-supervised ESG committee • Clear composition including Independent Directors and senior executives

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Section C – 9 Principles of BRSR

Guided by National Guidelines on Responsible Business Conduct

Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

Principle 2

Businesses should provide goods and services in a manner that is sustainable and safe

Principle 3

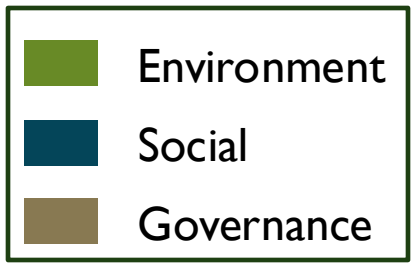
Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders

Principle 5

Businesses should respect and promote human rights



Principle 6

Businesses should respect and make efforts to protect and restore the environment

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Principle 8

Businesses should promote inclusive growth and equitable development

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Environment KPI Disclosed In BRSR

Environment

- Energy consumption and renewable energy usage
- Carbon footprint
- Water usage and conservation
- Wastewater treatment & discharge
- Waste management and reduction
- Air pollution and emissions
- Biodiversity and conservation efforts
- Environmental compliance and fines
- Sustainable supply chain practices

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Environment - BRSR

	What BRSR Asks	Why This Is Important	Best Practice

Energy Consumption & Intensity	• Total energy consumption (in GJ)
	• Energy intensity (per unit of turnover or production)
	• Break-up of energy from:
	  ○ Renewable sources
	  ○ Non-renewable sources
		• Enables stakeholders to assess operational efficiency
		• Demonstrates transition towards clean energy adoption
		• Supports comparability across years and peers
			• Complete and accurate disclosure of total energy consumption
			• Clear segregation between renewable and non-renewable energy
			• Energy intensity disclosed and tracked year-on-year

Greenhouse Gas (GHG) Emissions – Scope 1 & Scope 2	• Scope 1,2 & 3 GHG emissions (tCO_2e)
	• Emission intensity
	• Initiatives and projects undertaken to reduce emissions
		• Demonstrates climate risk awareness
		• Shows proactive transition planning
			• Comprehensive disclosure of Scope 1,2 & 3 emissions
			• Good GHG Reduction Initiatives
			  ○ Renewable energy procurement
			  ○ Energy efficiency improvements

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Environment - BRSR

Parameter	FY 2024-25
From Renewable Sources	
Total electricity consumption (A)	63,012.87
Total fuel consumption (B)	0.00
Energy consumption through other sources (C)	0.00
Total energy consumption from renewable sources (A+B+C)	**63,012.87**
From Non-renewable Sources	
Total electricity consumption (D)	45,358.51
Total fuel consumption (E)	7,075.91
Energy consumption through other sources (F)	0.00
Total energy consumption from non-renewable sources (D+E+F)	**52,434.42**
Total energy consumed (A+B+C+D+E+F)	**1,15,447.29**

NESCO Ltd
Renewable Energy share = 55%

Happiest Mind
Renewable Energy share = 9.8%

Parameter	Unit	FY 25
From renewable sources		
Total electricity consumption (A)	GJ	1752.18
Total fuel consumption (B)	GJ	NA
Energy consumption through other sources (C)	GJ	NA
Total energy consumed from renewable sources (A+B+C)	GJ	**1752.18**
From non-renewable sources		
Total electricity consumption (D)		14441.03
Total fuel consumption (E)		1561.00
Energy consumption through other sources (F)		NA
Total energy consumed from non-renewable sources (D+E+F)		**16002.03**
Total energy consumed (A+B+C+D+E+F)		**17754.19**

Greenifit®

© 2024

	What BRSR Asks	Why This Is Important	Best Practice
Water Stewardship	• Total water withdrawal and consumption • Water intensity • Mechanism for Zero Liquid Discharge (ZLD), coverage and implementation	• Indicate responsibility toward natural resources • Shows water stewardship in company • Adoption of ZLD indicates advanced environmental management	• Water Recycling • Implementation of Zero Liquid Discharge (ZLD) systems where applicable
Waste Management	• Waste generated, recovered and disposed • Category-wise disclosure • Strategies to reduce hazardous and toxic substances	• Reduces environmental and regulatory risk • Demonstrates circular economy adoption • Enhances compliance with waste management rules	• Higher proportion of waste recovered / recycled • Clear strategies for hazardous waste reduction

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Key Performance Indicators (KPI) Disclosed In BRSR



Social

- Gender diversity, pay equity, and inclusion metrics
- Employee benefits and turnover rates
- Employee training and development
- Health and safety performance
- Labor practices and human rights
- Community development and investment
- Customer privacy and data protection
- Supply chain labor practices

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice

Employees and Workers Benefits	• Number and percentage of:
	  ○ Employees covered under health insurance
	  ○ Workers covered under health insurance
	  ○ Coverage under accident / personal accident insurance
		• Demonstrates strong employee welfare and social protection
		• Reduces financial vulnerability due to health or workplace incidents
		• Supports workforce continuity and morale
			• 100% coverage of permanent employees and workers
			• Coverage extended beyond statutory minimums
			• Disclosure separately for employees and workers

Statutory Social Security Coverage (PF, Gratuity, ESI)	• Percentage of employees and workmen for whom:
	  ○ Provident Fund (PF)
	  ○ Gratuity
	  ○ ESI
	• Amounts deducted and deposited with government-approved authorities
		• Ensures legal compliance and financial security
		• Reflects ethical employment practices
		• Reduces regulatory and reputational risks
			• 100% statutory compliance for all eligible employees and workers
			• No pending dues or disputes

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice

Training on Health & Safety and Skill Upgradation	• Percentage of employees and workers trained on:
	  ○ Health & safety
	  ○ Skill development / upgradation
		• Reduces workplace accidents and incidents
		• Enhances productivity and operational efficiency
			• High training coverage across workforce categories
			• Mandatory health & safety training for shop-floor workers

Mechanism to Prevent Retaliation in Discrimination & Harassment Cases	• Mechanism to prevent adverse consequences or retaliation against complainants in:
	  ○ Discrimination cases
	  ○ Sexual harassment cases
		• Encourages employees to report misconduct without fear
		• Supports ethical culture and compliance with law
			• Well-defined non-retaliation policy
			• Independent Internal Complaints Committee (ICC)

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Key Performance Indicators (KPI) Disclosed In BRSR



Governance

- Board diversity and composition
- Director's and executive's compensation
- Ethics and compliance training
- Whistleblower policies and procedures
- Audit committee independence and expertise
- Shareholder rights and engagement
- Transparency and disclosure practices
- Governance structure and decision-making processes

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice
Board Diversity & Composition | Directors'	• Composition of the Board (Executive / Non-Executive / Independent Directors) • Gender diversity on the Board	• Enhances quality of oversight and decision-making • Reduces concentration of power	• Meaningful gender diversity on the Board • Transparent disclosure of directors' and executives' compensation
Ethics & Compliance Training	• Coverage of ethics and compliance training • Existence of whistleblower policies and procedures	• Builds a strong ethical culture • Enables early identification of misconduct • Reduces legal and reputational risks	• Mandatory ethics and compliance training across workforce and leadership • Board-approved whistleblower policy

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

	What BRSR Asks	Why This Is Important	Best Practice
Grievance Redressal Mechanism	• Mechanism in place to address the complaints from ✓ Communities ✓ Investor & Shareholders ✓ Employees ✓ Customers ✓ VCP	• Helps in building the trust and confidence • Helps revising the business policies	• Robust mechanism to address issues of stakeholders • Review of mechanism and make appropriate changes
Transparency & Governance Structure	• Transparency in disclosures • Governance framework and decision-making processes	• Enables stakeholders to understand how ESG and business risks are managed • Supports regulatory compliance and investor trust	• Clear governance structure with defined roles and responsibilities • Timely, accurate and consistent disclosures

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

BRSR Core covers 9 ESG Attributes with measurable KPIs

Environment

- Green-house gas (GHG) footprint
- Water Footprint
- Energy Footprint
- Waste Management (Generation & Recovery)

Social

- Employee Well-being & Safety
- Gender Diversity in Business
- Inclusive Development

Governance

- Fairness & Transparency
- Open-ness of Business

Mandatory BRSR Core to Top Listed Entities

FY	Top Listed
2023 - 24	150
2024 - 25	250
2025 - 26	500
2026 - 27	1000

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Value Chain Partners

Who are Value Chain Partners?

- Top upstream and downstream partners
- Each partner contributing ≥ **2%** of purchases or sales (by value)
- Disclosure can be limited to partners covering up to **75%** of total purchases and sales

Applicability:
Value Chain ESG disclosures applicable to **Top 250 listed** entities on voluntary basis from FY 2025–26

Assessment or Assurance Requirements

- Listed entities may opt for Assessment or Assurance
- Value chain assurance is voluntary from FY 2026–27

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Challenges in sustainability reporting

Common Challenges:

- Limited knowledge about applicable ESG Framework
- Lack of access to instant data
- Complexities of data collection and consolidation
- Handling Frequent Changes in Single Point of Contact

Best Practices:

- Setting up a strong ESG team
- Align reporting with stakeholder's priorities
- Establish a robust governance framework
- Vigorous data collection and measurement
- Independent verification of sustainability data

Greenifit®

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Important Reference Materials

Business responsibility and sustainability reporting by listed entities (BRSR) – SEBI Notification: SEBI/HO/CFD/CMD-2/P/CIR/2021/562

National Guideline On Responsible Business Conduct (NGRBC) – by MCA (https://www.mca.gov.in/Ministry/pdf/NationalGuildeline_15032019.pdf)

BRSR Core – Framework for assurance and ESG disclosures for value chain – SEBI Notification: SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)

Thank You!

For more details. Contact

Vikash Sharda,
Director, Spoctech Green Ventures Pvt. Ltd
Email- vikash@greenifit.com
Phone- 87544 31537

© 2024-25 Spoctech Green Ventures Pvt. Ltd. Strictly Private & Confidential (Not for Circulation)