

Sample ESG Governance Framework Template

1. ESG Governance Overview

This section defines the company's approach to environmental, social, and governance (ESG) integration within core operations. Prgenix recommends aligning ESG initiatives with long-term business strategy to ensure sustainability, transparency, and compliance with SEBI BRSR mandates.

Vision: To embed ESG principles into business practices, driving stakeholder trust and sustainable growth.

Objective: Achieve regulatory compliance while delivering ethical, environmental, and social impact.

2. ESG Committee Structure

An internal ESG committee should be established to govern sustainability performance. This multi-disciplinary team will lead ESG initiatives, monitor progress, and ensure timely disclosure.

Committee Composition:

- Chairperson: Appointed board member with ESG oversight
- Members: CFO, COO, CHRO, Sustainability Officer, Legal Advisor
- Reports to: Board of Directors
- Meeting Frequency: Once per quarter

Key Responsibilities:

- Set ESG strategy and policies
- Oversee compliance with SEBI and global standards
- Approve ESG and BRSR disclosures

3. Roles and Responsibilities

- Board of Directors: Ultimate accountability for ESG direction and risk oversight.
- ESG Committee: Drives execution of ESG goals and policy.
- Business Units: Report ESG data, implement initiatives.
- Compliance/Legal: Track changes in ESG regulations and ensure reporting integrity.
- HR: Manage DEI (Diversity, Equity, Inclusion) and employee well-being programs.

4. ESG Policy Scope

Prgenix | ESG Consulting Experts

The ESG policy framework should reflect operational risks, industry benchmarks, and regulatory requirements.

- Environmental: Carbon footprint, water use, energy efficiency, waste management
- Social: Labour practices, health & safety, community engagement, training & development
- Governance: Board independence, anti-corruption, business ethics, executive compensation

5. Performance Monitoring & Reporting

Prgenix recommends quarterly performance monitoring with alignment to SEBI's BRSR format and global frameworks such as GRI, SASB, and TCFD.

- Define and track ESG KPIs across departments
- Use digital tools for automated data collection and dashboards
- Publish annual ESG report aligned with SEBI BRSR disclosure
- Conduct internal audits and optional third-party assurance