

## SANJEEV KUMAR SAHU

E-Mail: snjesdu@gmail.com

Mobile: + 91 7080203498



### CORE COMPETENCIES

Environmental Social and Governance (ESG) Management  
 ESG & BRSR Reporting  
 Environment Management  
 Sustainability Reporting as per GRI  
 Statutory Compliance  
 Environmental and Social Audit  
 Environmental Impact Assessment (EIA)  
 Environmental and Social Impact Assessment (ESIA), ESMP & ESMS  
 Environmental and Social due diligence (ESDD)  
 Green House Gas (GHG) Management  
 System Development – Charter, Policy, and Procedure  
 Enterprise Risk Management (ERM)  
 Responsible Supply Chain Management  
 Corporate Social Responsibility  
 Risk and Opportunity Management  
 Stakeholder Engagement  
 Sustainable Finance  
 Impact Investing (PRI)

### ACADEMIC DETAILS

- ✓ 2018- NPTEL Online Course – Project Management for Manager from DoMS, IIT Roorkee
- ✓ 2015 – PGAC in CSR from IICA - Distance
- ✓ 2014 – MBA (General) from DDE Pondicherry University - Distance
- ✓ 2012 – PGDISM (Industrial Safety Management) from GJUST Hisar - Distance
- ✓ 2011- M.Sc. Environmental Studies from University of Delhi - Regular
- ✓ 2009-B.Sc. (Forestry) from SHUAT Allahabad, India - Regular
- ✓ X & XII from Jawahar Navodaya Vidyalaya Madhubani Bihar -Regular

### TRAININGS/CERTIFICATION

- ✓ Governing Sustainable Finance from Asian Development Bank Institute
- ✓ Enterprise Risk and India Regulation from NISM and IRM Affiliate
- ✓ Introduction to ESG from Corporate Finance Institute® (CFI)
- ✓ Introduction to Climate Risk Management from Corporate Finance Institute® (CFI)
- ✓ Data Science Fundamental from Corporate Finance Institute® (CFI)
- ✓ Managing Responsibly: Practicing Sustainability, Responsibility and Ethics from University of Manchester
- ✓ Introduction to Green Economy from UNITAR
- ✓ ISO 14001 Lead Auditor course (IRCA Approved) from FICCI New Delhi
- ✓ Sustainability Reporting as per GRI by KPMG
- ✓ GHG Management by WRI & CII
- ✓ Carbon Management by World Petroleum Council
- ✓ RWH & AR from CGWB Delhi
- ✓ Internal Auditor Training on Integrated Management System as per ISO from DNV-GL
- ✓ Certificate course on CEMS and CEQMS from AAETI of CSE Delhi.
- ✓ Understanding Environmental Laws for better Environmental Management from AAETI of CSE Delhi.





## CAREER OBJECTIVE

"Seeking a challenging mid - to senior-level management opportunity within a reputable organization where I can leverage my energy, skills, and leadership experience to motivate and empower stakeholders. I'm passionate about fostering a culture of ethical, transparent, and sustainable practices, aiming to achieve **safe, reliable, and compliant business operations aligned with the organization's vision and mission.**"

## PROFILE SUMMARY

Accomplished ESG professional with 12+ years of experience driving sustainability and environmental excellence across industries. I leverage expertise in **ESG reporting, BRSR, compliance management, sustainable supply chains management, Enterprise Risk Management, ESDD, ESIA, ESMS, ESMP, Impact Investing, and CSR** to guide organizations towards responsible and effective operations. Proven success in **stakeholder engagement, GHG management, circular economy initiatives, and pollution control.** My diverse academic background (MBA, M.Sc. Environmental Science, PG Diploma in Safety Management) and certifications (ESG Reporting, Sustainable Finance, Risk Management, IRCA ISO 14001 Lead Auditor, GHG Management, IMS - Internal Audit & CSR) equip me to handle complex ESG challenges with strategic solutions.

## WORK EXPERIENCE

Job Details	Job Responsibility														
 <table border="1"> <tr><td>Designation</td><td>Sr. Manager</td></tr> <tr><td>Department</td><td>ESG</td></tr> <tr><td>Role</td><td>Corporate</td></tr> <tr><td>Reporting to</td><td>VP - ESG</td></tr> <tr><td>Period</td><td>May 2023 to till Date</td></tr> <tr><td>Job Location</td><td>Gurugram</td></tr> <tr><td>Business</td><td>Renewable Energy Green Hydrogen and Ammonia Solar Wind PSP Sustainable food</td></tr> </table>	Designation	Sr. Manager	Department	ESG	Role	Corporate	Reporting to	VP - ESG	Period	May 2023 to till Date	Job Location	Gurugram	Business	Renewable Energy Green Hydrogen and Ammonia Solar Wind PSP Sustainable food	<p><b>ESG Leadership &amp; Strategy:</b></p> <ul style="list-style-type: none"> <li>✓ Spearheaded organization wide ESG due diligence for global investors, facilitating responsible clean tech investments in developing countries.</li> <li>✓ Supported development and implementation of comprehensive ESG and Sustainability strategy for the company.</li> <li>✓ Managed ESG risks and opportunities through materiality assessments, boundary setting, and robust risk management frameworks.</li> </ul> <p><b>Environmental &amp; Social Impact:</b></p> <ul style="list-style-type: none"> <li>✓ Led preparation and review of key environmental and social assessments (ESIA, ESMP, ESAP, CHA) aligned with IFC Performance Standards.</li> <li>✓ Actively participated as a core member in the high-profile due diligence between Reliance Industries and Saudi Aramco.</li> <li>✓ Developed and implemented stakeholder engagement plans, including community health, safety, and grievance management strategies.</li> </ul> <p><b>Sustainability &amp; Reporting:</b></p> <ul style="list-style-type: none"> <li>✓ Drafted and implemented ESG, CSR, and Risk Management policies, charters, and procedures.</li> <li>✓ Oversaw the development of SaaS-based dashboards for real-time ESG performance monitoring and data-driven decision-making.</li> <li>✓ Compiled, analyzed, and reported comprehensive ESG and BRSR reports, adhering to GRI standards and SEBI's BRSR guidelines, and linking with various ESG frameworks (SDG, CDP, TCFD, IFC, PRI).</li> </ul> <p><b>Capacity Building &amp; Improvement:</b></p> <ul style="list-style-type: none"> <li>✓ Led capacity-building initiatives through training and development programs for employees and contractors, fostering continuous improvement in ESG performance.</li> </ul>
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 <p>Designation: EHS Officer</p>	<p><b>Environmental Health and Safety Management</b></p> <ul style="list-style-type: none"> <li>✓ Water Management (Raw and wastewater) through ETP, STP, DM Plant, Softener and RO Plants operations and troubleshooting.</li> <li>✓ Waste management (Hazardous and nonhazardous)</li> <li>✓ Environmental Compliance (EC, CTE, CTO, HWA, GW NOC, Filing of returns).</li> <li>✓ CSR, Awareness, Training, Environmental monitoring, ISO Certifications.</li> </ul>														

## SUSTAINABLE IMPROVEMENT PROJECT

- ✓ Employee Engagement through Impact Project at Protean eGov Technology Limited such as **Beach Cleaning, Organ Donation, Blood donation camp, Diwali Mela** with cerebral palsy of India, Domestic e-waste collection and safe disposal drive.
- ✓ Old usable clothes collection and distribution among the needy people in Gurugram.
- ✓ Streamlining of waste management – Infrastructure development for waste storage, handling at RIL – CBM
- ✓ Extensive Plantation of suitable species (3 Lac plantations in 3 years) at CBM project Shahdol benefiting more than 10 thousand people in 40 tribal villages.
- ✓ Environmental and social impact assessment of Coal Bed Methane (CBM) project spread in 995 square kilometer of area in Sohagpur east and west of Madhya Pradesh India.
- ✓ De-risking project implemented at CBM Project involving all the stakeholder through brainstorming, awareness, engagement, creating trust, providing technical skill training for livelihood, education, and healthcare in the project areas.
- ✓ Streamlined the grievance redressal mechanisms for communities in CBM Project.
- ✓ Upgradation of Existing Hazardous Waste Storage areas at 4 Locations (Bhopal, Haldia, Chennai and Kanpur-Terminal) as per CPCB guideline (Budget – INR 1.16 Cr.)
- ✓ Establishing LDAR system at all 5 Operating Terminal -Kanpur, Rewari, Chennai, Haldia and Bhopal (Budget – INR 0.08 Cr.)
- ✓ 80 % of tier 1 supplier and service provider were accessed for the compliance to ESG performance and regulatory requirements.
- ✓ Land Subsidence study was conducted to assess the movement of land due to extraction of Methane Gas from the coal seams.
- ✓ Socio economic impact assessment was carried after operation of CBM project for 3 years and reports were submitted to statutory body.
- ✓ Rainwater harvesting for Terminal as per CGWA Guidelines for Rewari & Kanpur (Budget – INR 0.1 Cr.)
- ✓ Installation of Environmental digital display board for all 5 terminals (Budget -INR 0.47 Cr.)
- ✓ Modification of existing stack emission monitoring platform at all 5 Terminal (Budget -INR 0.45 Cr.)
- ✓ Implementation of Bio composting/ Vermicomposting for all 5 terminal and 12 Depo (Budget – 0.03 Cr)
- ✓ Development of Online Legal database for storing all the statutory documents.
- ✓ Hazardous Waste Disposal through Co- Processing at RIL CBM
- ✓ ISO 14001:2015 Certification – Implementation at RIL –CBM
- ✓ To study the impact of CBM Extraction on Ground Water Table by survey and monitoring of approx. 40 Villages in approx. 400 square Kilometer area in Sohagpur west CBM Block Shahdol.
- ✓ Reduction of chemical consumption at Washline ETP at RIL BMD (8 Lac saving per annum)
- ✓ Noise reduction at spinning area (87 dB to 72 dB by installing Acoustic enclosure)
- ✓ Green Belt development at Asian Paints Ltd as per statutory requirement.
- ✓ Bio composting of ETP Bio-sludge and food waste (saving 4.8 Lac per annum)
- ✓ Reduction of hazardous waste generation & better negotiation with vendor (saving 12.5 Lac per annum)
- ✓ Execution of CSR project in Greater Noida for RWH and water education center in nearby school under CSR
- ✓ MBA (General) - Project Title – **“Productivity Improvement through Quality Circle at Asian Paints Ltd”**.
- ✓ PGDISM – Project Title – **“Materials Handling at Asian Paints Ltd”**.
- ✓ M.Sc. –Dissertation on **“Health risk assessment of heavy metals via dietary intake of green leafy vegetables: A case study of Delhi, India”**.
- ✓ B.Sc. Project Title – Tissue Culture of Bio-Diesel Plant *Jatropha Curcus*.

## AWARDS / SCHOLARSHIP/ACHIVEMENTS

- **Silver Member of International Alliance on Circular Economy and Sustainable Development Goals**



- Monthly Awards from ACME Group for best performance for contribution in training and development.
- **Delhi University Post Graduate Scholarship** for master’s degree (2009-2011)
- **Merit certificate for third position in B.Sc. Forestry for University rank.**
- **Foundation for Academic Excellence and Access (FAEA) Scholarship grant** for B.Sc. Forestry (2005-2009) under ford foundation project.
- **1<sup>st</sup> prize in 5<sup>th</sup> National Youth Parliament** organized by **Ministry of Parliamentary Affairs, Govt. of India.**
- Got awards in paintings, Science quiz competition and dance at school & college level.
- Interacted with then **President of India Dr A.P.J. Abdul Kalam** at President House on 24’ October 2004.
- **R-Sammaan (Expression of Recognition)** as a Prolific Facilitator as part of Inspire-2021.

## PERSONAL INFORMATION

Hobbies	Paintings, Nature walk, trekking, photography
Date of Birth	16 September 1985
Marital Status	Married
Language Known	English, Hindi, Maithili

**Mumbai**

**Sanjeev Kumar Sahu**