



THE INSTITUTE OF
Company Secretaries of India

भारतीय कम्पनी सचिव संस्थान

IN PURSUIT OF PROFESSIONAL EXCELLENCE

Statutory body under an Act of Parliament

(Under the jurisdiction of Ministry of Corporate Affairs)

Vision

"To be a global leader in promoting good corporate governance"

Motto

सत्यं वद। धर्मं चर। इच्छते मेव त्वापि, एतद्दण्डं लोकैरेतद्दण्डम्

Mission

"To develop high calibre professionals facilitating good corporate governance"

ESG CATALYST

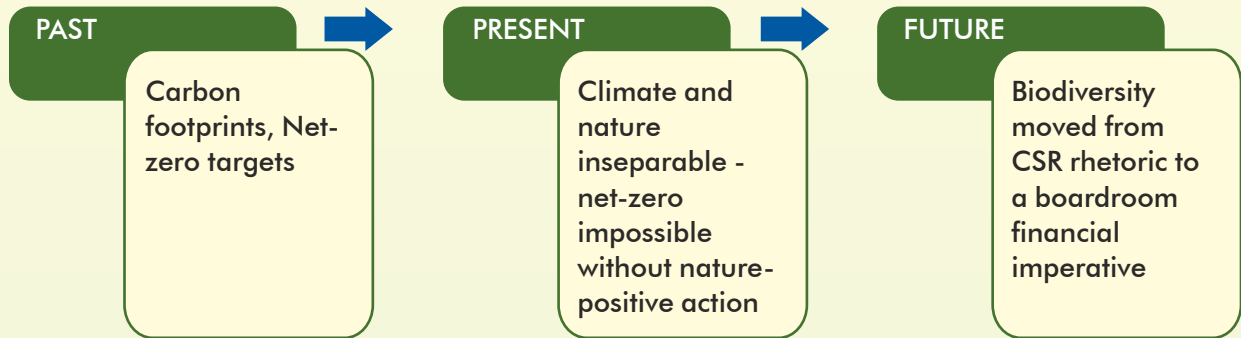
An ICSI initiative towards building awareness
in the ESG landscape



"Where Sustainability Meets Innovation"

Nature-Positive Frameworks & Biodiversity Governance

Biodiversity Governance refers to the structured frameworks, policies, and legal mechanisms established at local, national, and international levels to manage, conserve, and sustainably use the planet's biological diversity. It relies heavily on international treaties—most notably the **Kunming-Montreal Global Biodiversity Framework (GBF)**—to set target mandates like protecting 30% of Earth's lands and oceans by 2030.



Positioned at the nexus of **compliance, governance, and transparency**, the **Company Secretary** is uniquely equipped to lead this transition.

What Does "Nature-Positive" Mean for Corporates?

Net-Zero commitments aim to balance carbon emissions, while a Nature-Positive framework requires businesses to stop and reverse nature loss by 2030 (relative to 2020 levels) and achieve full ecosystem recovery by 2050. Businesses both rely on nature and profoundly affect it.

BUSINESS OPERATIONS	
DEPENDENCIES	IMPACTS
<ul style="list-style-type: none"> • Fresh water for cooling • Pollination for Agri-supply chains • Natural barriers against storms 	<ul style="list-style-type: none"> • Land use change / deforestation • Effluent discharge in rivers • Waste generation affecting soil
FINANCIAL RISK	COMPLIANCE RISK
(Supply chain disruption, asset loss)	(Litigation, penalties, brand damage)

The Materiality Shift: According to the World Economic Forum, more than \$44 trillion of economic value generation—equivalent to over 50% of global GDP—relies on nature and its ecosystem services.

The Rapidly Evolving Global & Domestic Landscape

The regulatory architecture for biodiversity is maturing at an unprecedented pace. The key frameworks driving compliance and disclosure include:

- **TNFD (Taskforce on Nature-related Financial Disclosures):** Modeled exactly after the TCFD framework, TNFD centers on four core pillars: *Governance, Strategy, Risk & Impact Management, and Metrics & Targets.*
- **GRI 101 (Biodiversity Standard):** The activities of an organization can exacerbate the direct drivers of biodiversity loss, such as land and sea use change, exploitation of natural resources, climate change, pollution, and the introduction of invasive alien species. Effective since January 1, 2026 this updated standard mandates strict, location-specific reporting of how corporate operations impact local ecosystems and supply chains.
- **ISSB (International Sustainability Standards Board):** The ISSB has transitioned its Biodiversity, Ecosystems, and Ecosystem Services (BEES) project into active standard-setting, aligning financial materiality directly with ecological health.
- **Domestic Frameworks (SEBI BRSR):** In India, the Business Responsibility and Sustainability Report (BRSR) increasingly demands granular metrics on water consumption, waste management, and raw material sourcing within ecologically sensitive areas.

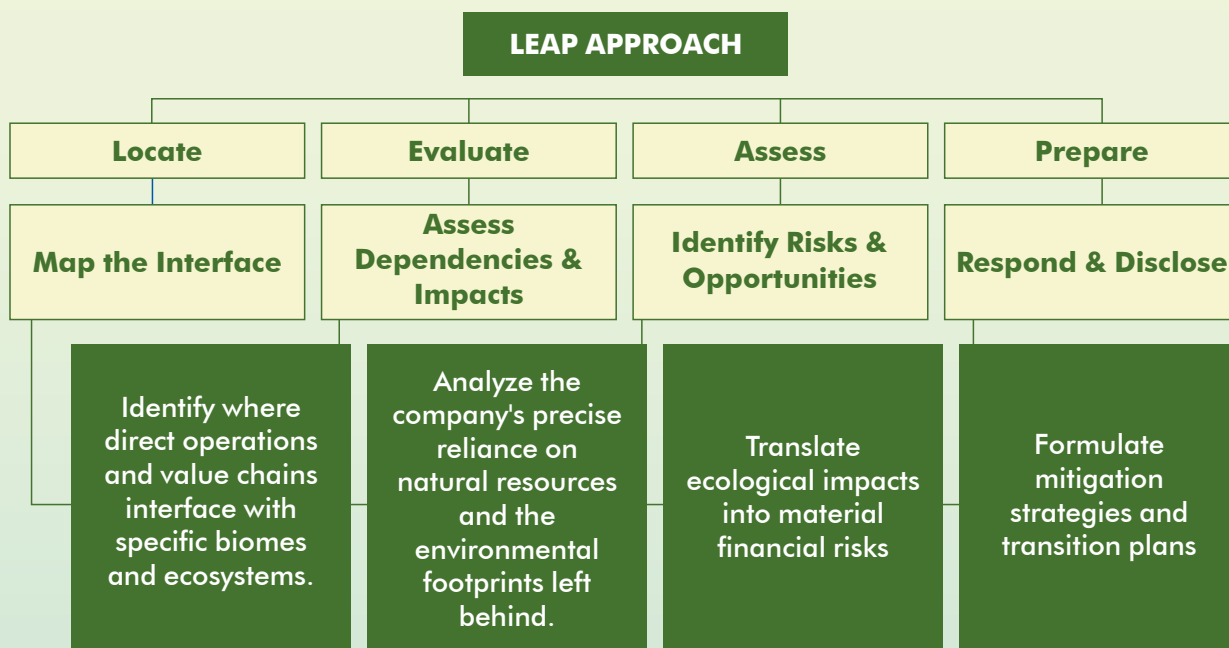
ROLE OF COMPANY SECRETARIES IN OPERATIONALIZING THESE FRAMEWORKS

Biodiversity cannot be managed as an isolated sustainability project; it must be integrated into the core corporate governance engine.

As the *Chief Governance Professional and Advisor to the Board*, the Company Secretary plays a pivotal role in operationalizing these frameworks.

1. Strategic Board Advisory & Upskilling: Boards are traditionally well-versed in financial and climate-carbon metrics, but less familiar with ecosystem dependencies. The CS must lead board upskilling sessions on the TNFD framework, ensuring directors understand that nature-related risks are fiduciary risks.

2. Implementing the LEAP Approach:



The CS may guide cross-functional ESG committees to implement the TNFD-recommended LEAP methodology to assess risks.

Volume-03/No.01/May 2026-II

ACTIONABLE STEPS FOR COMPANY SECRETARIES

Strategic Objective	Immediate Action Item	Expected Outcome
Governance Architecture	Add <i>Biodiversity & Ecosystem Services</i> in CSR/Sustainability Committee terms of reference	Clear oversight on nature-related issues
Risk Mapping	Run preliminary LEAP assessment with operations & supply chain heads	Identify high-risk site dependencies (e.g., water-stressed biomes)
Materiality Alignment	Review BRSR metrics vs. GRI 101 & TNFD core metrics	Close data gaps, align with global investor expectations

The Takeaway: Nature-positive governance is no longer an optional ethical pursuit. It is a fundamental building block of corporate resilience. For Company Secretaries, mastering biodiversity governance ensures our organizations remain compliant, insurable, bankable, and trusted by the market in a changing world.

ESG IN NEWS

MoEFCC and NBA Launch 5-Year Project to Strengthen Biodiversity Governance

The Ministry of Environment, Forest and Climate Change and the National Biodiversity Authority have launched a **five year project (2025–2030)** worth \$4.88 million to strengthen grassroots biodiversity governance in Tamil Nadu and Meghalaya.

- **Focus areas:** Sathyamangalam landscape (Mudumalai & Sathyamangalam Tiger Reserves) in Tamil Nadu, and Garo Hills (Nokrek Biosphere Reserve, Balpakram National Park & Siju Wildlife Sanctuary) in Meghalaya.
- **Goals:** Empower local communities, integrate biodiversity into Gram Panchayat Development Plans, and promote innovative financing.
- **Partners:** Government of India, Global Environment Facility, UNDP.
- **Alignment:** India's National Biodiversity Strategy, global 30×30 target, Paris Agreement commitments, and state vision documents.

The initiative aims to build local institutional capacity for biodiversity conservation while supporting national and global climate and biodiversity goals.

<https://newsonair.gov.in/moefcc-and-nba-launch-5-year-project-to-strengthen-biodiversity-governance-in-tamil-nadu-and-meghalaya/>

Volume-03/No.01/May 2026-II

GLOBAL FRAMEWORKS AND EMERGING TRENDS

International Olympic Committee Achieves Highest Sustainability Standard for Corporate Events

The International Olympic Committee has renewed its ISO 20121:2024 certification for the corporate events it directly organizes and funds. The updated standard places greater emphasis on human rights, accessibility, climate action, social impact, and long-term legacy. According to the IOC, its corporate carbon footprint was reduced by 30% by the end of 2024, compared with the baseline period of 2016–2019.

<https://esgnews.com/international-olympic-committee-achieves-highest-sustainability-standard-for-corporate-events/>

LEGISLATIVE DEVELOPMENTS

Key updates under Code on Wages (Central) Rules, 2026 including:

- **Minimum Wage Calculation:** Minimum rates are fixed on a daily basis. The hourly rate is determined by dividing the daily wage by 8, and the monthly rate is calculated by multiplying the daily wage by 26.
- **Working Hours:** A normal working day consists of 8 hours, and the total spread of work—including intervals for rest—cannot exceed 10 hours in a day.
- **Wage Periods:** Employers must establish fixed wage periods—either daily, weekly, fortnightly, or monthly—and disburse wages within prescribed timelines (e.g., monthly wages must be paid before the expiry of the 7th day of the succeeding month).
- **Equal Remuneration:** The rules mandate strict gender neutrality and non-discrimination in recruitment and wage payments for the same or similar work.
- **Fines and Deductions:** Replaced prior approval requirements with an internal due process, allowing employers to issue fines after intimating the employee and providing 7 days for a written response.

<https://kpmg.com/xx/en/our-insights/gms-flash-alert/2026/flash-alert-2026-127.html>

<https://www.corporateprofessionals.com/articles/code-on-wages-central-rules-2026-key-deviations-from-the-draft-rules-and-what-central-sphere-employers-must-know/>

-Ministry of Labour and Employment

Share in your ESG centric inputs via email at esgsb@icsi.edu.

