

Golden Peacock Environment Management Award (GPEMA)



Guidelines-cum-Application Form

'The questionnaire forming part of the Self-Appraisal Report has been carefully developed with due diligence to enhance the effectiveness of the overall system and to further accelerate the pace of organizational improvement'.

(Instituted by the **Institute of Directors (IOD), India**)

ISSUE – 2026

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WINNING WORKS WONDERS

Winning the Golden Peacock Environment Management Award (GPEMA) delivers wide-ranging benefits across all forms of business and trade—from multinational corporations to small, family-run enterprises.

- *The Award logo serves as a prestigious symbol of excellence in Environment Management and reflects a strong, competitive, and forward-looking organization.*
- *National and regional publicity enhances brand visibility and helps strengthen the customer and client base.*
- *The recognition boosts staff morale, motivation, and engagement, while reinforcing the organization's commitment to Environment Management at the corporate level.*
- *The Award provides a distinct competitive advantage, enhancing brand credibility in today's rapidly evolving marketplace.*

Competition has always been a driving force that brings out the very best in our businesses and our society.

So, let us celebrate the outstanding achievements of
some of the most forward-looking organizations
—assessed based on the *Golden Peacock Awards Excellence Model*.

GOLDEN PEACOCK

ENVIRONMENT MANAGEMENT AWARD

AWARD SCHEME

Golden Peacock Awards Secretariat (GPAS) has great pleasure in inviting applications for the **Golden Peacock Environment Management Award (GPEMA)**.

Golden Peacock Environment Management Award is the coveted and prestigious recognition that your organization could strive to win for environment management.

Throughout this document, the term 'environment' shall be understood to include a fully integrated approach to Environment.

The Award

The Golden Peacock Award, named after India's national bird—the **Peacock**—is conferred annually. **Each winner receives a trophy along with a certificate. Award recipients are authorized to use the Golden Peacock Award Logo** with the corresponding year on their printed and promotional materials.

In addition, selected organizations may be conferred a **Certificate of Commendation** by the Jury.

Why This Award?

'**Golden Peacock Environment Management Award**' has been instituted to stimulate and help organizations to rapidly accelerate the pace of stake-holder oriented improvement process. It is a powerful self-assessment process and a way to build an organizations' brand equity on '**Environment Management**'. The preparation for the award helps to inspire and align the entire work force and management functions to this end. The knowledge gained by the organization in describing and self-assessing its operations, would lead to improved organizational performance in this field.

Who can Apply?

Any organization from India or any other country—across all nationalities—engaged in trade, business, manufacturing, or service delivery, regardless of size or scale, including government entities or departments, is eligible to apply for this Award.

a) Eligible Organizations

1. Public Sector Units (PSUs)/ Organizations.
2. Private Sector Organizations/ Multinationals.
3. Government/Municipal Organizations, Government Undertakings & Public Utility Services.

b) Unit Eligibility Criteria

Manufacturing/Service Organizations or Divisions of Organizations (Self-Accounting Profit/Cost Centres), in the Private and Public Sectors, and Government Organizations may apply for the '**Golden Peacock Environment Management Award**'.

The operations of the applicant organization must be carried out independently, meaning that responsibilities, authorities, results etc., are clearly defined, and suitably covered in the organization's Annual Report, if any. The details of operations of the applicant must reasonably correspond to the Award criteria, which are verifiable at the time of evaluation.

c) Evaluation Process Overview:

All applications undergo a rigorous **three-tier review**:

1. **Initial Assessment**

Conducted by an independent assessor with domain expertise, scoring each application out of **1,000 marks**.

2. **Peer Review**

Applications scoring **80% and above** are forwarded for a detailed peer review by the **Assessment Board**.

3. **Final Selection**

The top-scoring application (above 80%) in each sector is then recommended to the **Jury**, comprising eminent and independent professionals, for final consideration and approval and selection of winners.

Business Sectors

'**Golden Peacock Environment Management Award**' will be considered & evaluated across various business sectors, as deemed appropriate by the Jury, at their sole discretion during the final assessment. Applicants are requested to indicate the specific business sector to which their organization belongs in the relevant column of Annexure-1 – Application Form.

Rules & Regulations

- The decision of the Award Jury shall be final and binding. No correspondence or appeal will be entertained in this regard.
- The Award Secretariat reserves the right to declare more than one organization as a winner and/or to withhold the Award(s) if, in its opinion, the required standards are not met.
- An Award for a specific sub-sector may be conferred even if only one application is received in that category, provided it satisfies the eligibility and evaluation criteria as determined by the Jury.
- Shortlisted (finalist) applicants may be invited to make a brief presentation to the Jury, and/or an assessor may be appointed to verify or validate the information through a site visit. Any related travel and accommodation expenses shall be borne by the applicant.
- While all reasonable precautions will be taken to maintain confidentiality, the Award Secretariat accepts no liability for any loss arising from the disclosure of information to Assessors or Jury members.
- The Award Secretariat cannot undertake to return any documents or supplementary materials submitted with the application.
- The Award Secretariat reserves the right to amend or modify the Award Scheme at any time without prior notice.

Non-Disclosure & Confidentiality

- All information submitted by applicants will be treated as strictly confidential and used solely for the purpose of assessment.
- The names of applicants, along with all commentary and scoring information generated during the evaluation process, are considered proprietary and will be kept confidential. Such information will be accessible only to individuals directly involved in the assessment and administrative processes.

- The Golden Peacock Awards Secretariat will take all reasonable precautions to ensure that applications and the information contained therein are handled in strict confidence. However, the Golden Peacock Awards Secretariat shall not be held responsible for any loss of confidentiality involving third parties, nor liable for any damage (to persons or property) or financial loss arising from any breach of confidentiality by the applicants or any third party.
- Subsequent to the Award Presentation, the Golden Peacock Awards Secretariat reserves the right to publish salient details of the innovative methods, processes, improvement initiatives, or schemes of the Award Winners, solely for knowledge sharing and to help raise overall industry & business standards.

Application Fees

A. Application Fee **for Indian Organization**: Rs. 69,500/- plus 18% GST as applicable

B. Application Fee **for Overseas Organization**: USD 1200 plus 18% GST as applicable

The Application fee should accompany the Application. The Application Fee is required to be paid on or before the due date of submission of application.

APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE.

The Application Fee can be paid through the following payment modes:

i) **Demand Draft/Cheque in favor of 'Institute of Directors', payable at New Delhi.**

OR

ii) **Through Bank Transfer as per the following details:**

Bank Name:	Union Bank of India	MICR Code:	110026324
	M-3, Greater Kailash Part-II,	IFSC CODE:	UBIN0902861
	New Delhi-110048, India	PAN No.:	AAABI0002J
	Tel. No. 011-29210959	SWIFT CODE:	UBININBBNGK
Account Name:	Institute of Directors	GSTIN:	07AAABI0002J1Z9
Account No.:	510101006113450		
A/C Type:	Current A/C		

OR

iii) **Through Credit Card by logging on to <https://goldenpeacockaward.com/>**

Note:

1. Overseas applicants may remit the Application Fee in convertible Indian Rupees (INR), calculated at the prevailing exchange rate on the date of payment.
2. To initiate the payment process prior to submission of the application, an Original Tax Invoice/Proforma Invoice will be generated only upon request from the applicant organization.
3. Tax Deducted at Source (TDS), if applicable, may be deducted from the Application Fee in accordance with the provisions of the Income Tax Act, 1961.
4. Applicable GST (18% as on date) shall not be levied for foreign applicants where payment is made directly into the IOD bank account in foreign currency only.
5. Applicable GST (18% as on date) shall be levied on all other modes of payment.
6. In cases where vendor registration is required by the applicant organization, the relevant documents may be forwarded to the GPA Secretariat for necessary action.

Procedure for Sending Application

1. The completed application (Annexures 1, 2 & 3), along with all supporting materials, must be submitted in soft copy via email only to **INFO@GOLDENPEACOCKAWARD.COM**, including the following:
 - I. Table of Contents
 - II. Annexure 1 – Application Form
 - III. Annexure 2 – Business Overview (summary of the applicant's business)
 - IV. Annexure 3 – Self-Appraisal Report
 - V. Supporting Materials (list all attached documents)
2. If the file size is too large to send by email, applicants may share the soft copy via platforms such as WeTransfer, Google Drive, OneDrive, or any other convenient platform, but send only to **INFO@GOLDENPEACOCKAWARD.COM**
3. Do not copy any other IOD or GPA Secretariat email addresses to maintain security and confidentiality. The Secretariat is not responsible for data leakage if sent to any email other than **INFO@GOLDENPEACOCKAWARD.COM**
4. Ensure that the GPA Secretariat can download the application from the shared platform.
5. The application must follow the GPEMA Guidelines and criteria, which consist of a structured set of questions. Answers, supported by objective evidence, will help assess the organization's excellence.
6. Every question must be answered in the designated section. References to supporting materials must include specific page numbers.
7. Simply stating "Refer to Supporting Material" is not sufficient. Answers must be provided in the application itself.
8. Supporting materials should be derived from the organization's self-assessment and closely aligned with the Award assessment criteria. Criteria are intentionally non-prescriptive to allow flexibility in presenting relevant information.
9. All supporting materials must be properly numbered (e.g., Enclosure I, II / Supporting Document I, II / Appendix I, II) and cross-referenced in your responses.
10. Supporting Materials must be submitted separately from the main application.
11. Do not provide web links or hyperlinks as supporting material.
12. Do not provide image links as supporting material.
13. All supporting materials must be submitted as downloaded copies.
14. Annexure 1 must be signed on every page by the highest-ranking official or authorized signatory. Applications without signatures will not be considered.
15. Attach a high-resolution soft copy of your organization's logo separately.
16. Hard copy submission is not required.
17. The Application Fee must be submitted on or before the due date. Applications will not be considered without the Application Fee.
18. Do not attach the Award Scheme guidelines with your completed application (Annexures 1, 2 & 3).
19. There is no word or page limit for the application; however, concise and precise information is preferred.
20. Provide precise answers in the application, and include detailed information in supporting materials with proper cross-referencing.

APPLICATION FORM – GPEMA

Instructions:

- 1. Annexure-1 MUST be duly SIGNED on each page of Annexure 1 only. APPLICATION WILL NOT BE CONSIDERED WITHOUT THE SIGNATURE OF THE HIGHEST-RANKING OFFICIAL/AUTHORIZED SIGNATORY.**
- 2. If the highest-ranking official is unavailable to sign, an authorized signatory may sign on his / her behalf.**
- 3. Please mention the Payment Details under Point No. 9 of Annexure-1. APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE.**

1. Full name of Applicant Organization _____
(Note: If the applicant is Unit/Division/Project/Plant of a larger company, please specify the exact name.)
Address of the Applicant Organization _____
Website _____
2. Name of Contact Person (Mr./Ms.) _____ Designation _____
Telephone (Office) _____ (Mobile) _____
E-mail _____
Contact Address (if different from above) _____
3. Name of the Highest-Ranking Official of the Organization (Mr./Ms.) _____
Designation _____
Telephone (Office) _____ (Mobile) _____
E-mail _____
Contact Address (if different from above) _____
4. Location of Principal Sites _____
5. Name of the Parent Organization, if any _____
Address _____
Telephone (Office) _____ E-mail _____
6. Industrial Sector the applicant organization falls under _____
7. Logo of the organization (**Please attach a High-Resolution Logo in JPEG Format separately**)
8. Is the applicant organization listed in any stock exchange?
Yes No
If yes, please give the Name(s) of Stock Exchange(s) _____

Signature of Highest-Ranking Official/Authorized Signatory

Name: (Mr./Ms.)

Designation:

Email:

9. PLEASE MENTION THE PAYMENT DETAILS [(paid by either of the following) **APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE**]:

(A) **Cheque at Par or Demand Draft** payable to **Institute of Directors, New Delhi**

Bank _____ Cheque/Draft No. _____ Dated _____

(B) **Through Bank Transfer (UTR Number)** _____

(C) **Credit Card**: Please log on to <https://goldenpeacockaward.com/> for online payment.

(D) **GSTIN Number of your company (Also specify, if unregistered)** _____

10. **Declaration**

I do hereby declare that

- (a) We shall fully abide by the rules and regulations of the **Golden Peacock Environment Management Award** Scheme, and understand and accept that the decision of the Award Jury is final in all respects. No correspondence or appeal shall be entertained regarding the Jury's decision.
- (b) The organization has faced no Penal action during the last 2 years, nor any case is pending against it for any corporate or other statutory compliance failure.
- (c) The organization is eligible to take part in this competition, and all information and accompanying documents, are correct.

Date

Signature of Highest-Ranking Official/Authorized Signatory

Name: (Mr./Ms.)

Designation:

Email:

(In case, the Highest-Ranking Official is not present to sign the document, any other Authorized Signatory may also sign on his/her behalf.)

BUSINESS OVERVIEW

(All Business Overview questions in Annexure-2 are to be answered sequentially and point-wise.)

Instructions:

1. Supporting Materials are **REQUIRED** to be submitted Separately.
 2. Please Do Not provide Web Links/Hyperlinks as Supporting Material.
 3. Please Do Not provide any Image Links as Supporting Material.
 4. All Supporting Materials have to be submitted in the form of a Downloaded Copy.
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Organizational Description

- Full Name of Applicant Organization
(Note: If the applicant is Unit/Division/Project/Plant of a larger company, please specify the exact name.)
- Location
- Brief Description of the Applicant Organization (in about 50 words)
- Ownership
- Year of Establishment (of the applicant unit and not of parent company)
- Organization's main products/services
- Annual Turnover – covering last 2 financial years
- Total Number of employees (**of the applicant unit and not of parent company**)
- Business Sector of the applicant organization
- Name of Parent Organization (if applicable)*
- Is the organization listed in any stock exchange? If yes, please give the Name(s) of Stock Exchange(s).
- Stock Exchange:
 - Minimum & Maximum values, during last two financial years (year-wise).
 - Dividends during the last two financial years (year-wise).
- VISION, MISSION and VALUES of the organization.

** If the applicant is an independent self-accounting subsidiary or a unit of a larger company, a brief description should be given of the organizational relationship to the 'parent' organization. Briefly describe how the applicant's products and services relate to those of the parent and/or other units of the parent organization.*

**GOLDEN PEACOCK ENVIRONMENT MANAGEMENT AWARD
SELF-APPRAISAL REPORT**

(All Self-Appraisal Report questions in Annexure-3 are to be answered sequentially and point-wise, even if some repetition is involved.)

Information to facilitate the compiling of the application:

- i. The **performance data** should cover the **previous two (2) completed financial years**. Applicants are also required to enclose the relevant information / data / supporting documents, for assessment, wherever necessary.
- ii. The term '**stakeholder**' should be understood to include not only customers / clients and shareholders, but also suppliers, employees, community and the government, wherever appropriate.
- iii. This is a **common questionnaire for all the business sectors**. If any particular question is not applicable / relevant to your industry / organization, please answer it as "**Not Applicable**" (**NA**) and provide justification for why it is "Not Applicable" (NA). Just writing NA is an incomplete response.

NOTE:

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- 3. Please Do Not provide any Image Links as Supporting Material.**
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Section A – Environmental Governance

- A. 1 Status of the Annual Environmental Statement. (Please indicate the date of submission of the last report and attach a copy.)
- A. 2 Does your organization publish Sustainability Report on an yearly basis, as per the format of Global Reporting Initiative (GRI)-4 or any other format (please specify the format)? Attach a copy. Give salient features and attach a copy of whatever is published in this regard.
- A. 3 Attach the organization's 'Environment Policy'. Does it reflect its commitment to sustainability and climate change? Describe specific elements of commitment.
- A. 4 Does the organization follow any specific stakeholders' engagement plans? Provide salient features.
- A. 5 Are you conducting environment audit as per ISO 14001? What has been its impact?
- A. 6 Are the environmental features of the organization reflected in the Annual Report? Give details of contents.
- A. 7 How is the organization aligned with climate change concerns, and has it adopted the GHG Protocol Standard? Give details.
- A. 8 Is the organization resilient to top ESG risks? Provide details.
- A. 9 How does the organization encourage its work force to adopt sustainable and environment-friendly lifestyle? Provide details.
- A. 10 Is ESG part of overall Governance Structure (Board & Board Committees)? Provide details.
- A. 11 Is the ESG agenda included in the Charter of Board Committees? Provide details.
- A. 12 Is the environmental risk integrated with the enterprise risk management framework of the Organization? Provide details.

A. 13 Responsibility towards society:

- a) How do organizational leaders (Board) demonstrate their concern for the environment? Give details.
- b) How is the environment protected through practices that prevent products, services, facilities and operations adversely impacting the surroundings?
- c) How does the organization identify key environmental areas for community support? Give details.
- d) What has been your contribution to 'Swachh Bharat Mission'?

Section B – Legal Compliance

B. 1 Compliance of applicable Laws/ Acts and validity of the required consents for operation (attach Proof in terms of copies of approval letters from concerned authorities):

- a) Air Act.
- b) Water Act.
- c) Storage/ handling/ disposal of hazardous chemicals/ waste (including bio-medical waste).
- d) Compliance with the prescribed approvals / standards for – effluents/ emissions/ hazardous/ bio-medical/ solid waste.
- e) Provide details of renewals of required statutory approvals and clearances. (Provide information in the shape of a matrix.) Explain reasons, if compliance in any case is not updated.

B. 2 Is there a periodic check of the Company legal compliance framework documents? Provide details.

B. 3 Provide details of the magnitude and nature of penalties, if any, for non-compliance with applicable national, regional and local regulations associated with environmental issues (e.g., air quality, water quality etc.).

B. 4 (a) Give details of public complaint/ litigation/ legal action initiated by the competent authorities, including pollution control authorities, if any, in respect of the management of environmental issues/ concerns of the industry.

(b) Details of such actions faced or pending, during the last two years.

Section C – Training

C. 1 Provide details of Training of top management on environment appreciation. Provide details.

C. 2 Provide details of awareness and training programmes conducted for employees and their families, local community, customers and suppliers. Provide details.

C. 3 What is the number of trained manpower for operation and maintenance of the treatment / disposal facilities for each of the following:

- a) Effluents;
- b) Environmental Monitoring specially Emissions; and
- c) Hazardous / bio-medical / solid waste.

Section D – Monitoring of Environmental Performance

D. 1 Monitoring

- a) What are the priorities for environment monitoring? Give details.
- b) Are the existing monitoring programmes providing the information required to evaluate and protect resources? Provide details.

D. 2 Materials (in Tonnes/Kilograms and Year-wise)

- a) Total materials used (other than fuel and water) per tonne of produce.
- b) Quantity of recycled materials used.
- c) Quantity of packaging materials used.
- d) Quantity of hazardous chemicals / materials used.
- e) Objectives, programmes and targets for materials replacement (e.g., substituting hazardous chemicals with less hazardous alternatives).

D. 3 Energy (Quantity in Joules or any other unit and Year-wise)

- a) Total energy use per year.
- b) Average energy consumed per tonne of produce.
- c) Change from last year.
- d) Measures undertaken to move towards renewable energy sources, and energy efficiency measures.

D. 4 Emissions to Air (Quantity also in Tonnes/Kilograms and Year-wise)

- a) Emissions to air, by type (e.g., CO₂, CO, PM_{2.5}, PM_{10.0}, NH₃, HCl, HF, NO₂, SO₂ and sulphuric acid mists, VOCs and NO_x, metals, and persistent organic chemicals) and nature.

D. 5 Water (Quantity in Litres/Tonnes and Year-wise)

- a) Total water usage per year and percentage of fresh water used per year.
- b) Indicate water sources significantly affected by the organization's use of water.
- c) Water resource conservation measures and what were quantitative savings? Provide details.
- d) Discharges to water bodies, by type (e.g., oils/greases, TSS, COD, BOD, metals and persistent organic chemicals) and nature.
- e) Profile of water bodies into which flow affluent is discharged (e.g., ground water, river, lake, wetland, ocean).
- f) Water consumption and withdrawal in water stressed areas.

D. 6 Waste Disposal to Land (Year-wise)

- a) Quantity of waste dumped underground, by material type.
- b) On-site and off-site management type (e.g., incineration, landfilling). Provide details.
- c) Provide details of soil contamination and pollution prevention measures.

D. 7 Land-Use / Biodiversity (Year-wise)

- a) Amount of land owned, leased, managed, or otherwise utilized by the organization. Type of ecosystem habitat affected and its status (e.g., degraded, pristine).
- b) Habitat changes due to operations. Amount of habitat protected or restored.

D. 8 Emissions, Effluents, and Waste (Tonnes/Kilograms)

- a) Greenhouse gas emissions in tonnes of CO₂ equivalent (global warming potential).
- b) Ozone depleting substance emissions in tonnes of CFC-11 equivalent (ozone depleting potential).
- c) Total waste (for disposal). Provide definition, destination, and estimation method.
- d) Employees' participation in waste minimization: Quantity of waste returned to process or market (e.g., through recycling, reuse, or remanufacture) by type.

D. 9 Environmental Quality Monitoring (Year-wise)

- a) Indicate the periodicity of monitoring. Enclose a sample copy of Quality Assurance Plan, which is compiled during Environmental Quality Monitoring.
- b) Has any survey on Public Health profile among employees and local communities been conducted? Provide details.

D. 10 (a) Is Environmental Health and Safety Management System available for on-site and off-site hazards? Provide details.

(b) Indicate on-site accident & off-site emergency plans and established crisis-management system.

D. 11 Give details of measures for handling, treatment and disposal of:

- a) Effluents.
- b) Emissions.
- c) Solid Waste.
- d) Hazardous Waste.
- e) Electronic Waste.
- f) Construction and Demolition Waste.

Section E – Clean Technologies

Describe steps taken and results obtained in respect of the following, during the past two years.

(Please indicate results in quantitative and physical terms.)

- E. 1 Use / Development of clean technologies.
- E. 2 Reduction in the consumption of - Water, Power (electricity/coal etc.), and Raw Materials.
- E. 3 Reduction in the generation of:
 - a) Effluents,
 - b) Emissions,
 - c) Hazardous / solid waste, and
 - d) Quantitative reduction be provided

- E. 4 Steps for reuse / recycle of waste.
- E. 5 Plantation undertaken in and around the industry locations / sites.
- E. 6 Improvement in house-keeping to make it environment-friendly.
- E. 7 Use of environment-friendly inputs / products in the manufacturing / packaging / distribution processes etc.
- E. 8 Development / production / consumption / distribution of eco-friendly / labelled products made by the industry.
- E. 9 Introduction of end-of-the-pipe clean-up technologies.
- E. 10 Introduction of cleaner production / manufacturing / processing technologies.
- E. 11 Use of organic composting techniques for bio-degradable wastes, waste minimization and waste exchange practices.

Section F – General

- F. 1 What are the special features of environment management in the organization, which make a strong case for the Award? Provide details.
- F. 2 Has any Environmental Benchmarking been performed for any specific process? Provide details.
- F. 3 Give details of sharing innovative technologies and management practices for environment protection with suppliers/ clients and industry, in general.
- F. 4 Describe steps for development of CDM projects. Any CDM project developed in last 2 years.
- F. 5 Describe Impact of Environment Management Systems on the performance of the organization. Provide quantitative impacts.
- F. 6 Is the organization making use of transformative technologies, including artificial intelligence, in any of its processes and procedures? Provide details.

NOTE:

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- 3. Please Do Not provide any Image Links as Supporting Material.**
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******END******