

# AJAY SACHDEVA CPEA, AcSAP

## Techno-Commercial Leader Driving Simplicity and Happiness in EHSS Governance

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### CAREER OBJECTIVE

Environment, Health & Safety and Sustainability (EHSS) professional with over two decades of experience spanning across five continents covering 12 countries. Aiming to use my entrepreneurial, organizational, auditing, advisory, training and writing skills for maximizing the impact of investment on EHSS by simplification of processes.

### SUMMARY

**Established Entrepreneur** who has built an internationally recognized, ethical, consulting organization, namely, *Corporate Governance Advisory Services* that facilitates improvement in efficiency and effectiveness of EHSS Management Systems. It helps organizations increase return on their EHSS investments, integrate EHSS and Enterprise risks, integrate EHSS into the main stream business strategy and drive excellence in Environment and Social Governance (ESG) so that they can access funds from private equity and development funding institutions (DFIs). It delivers advisory, training, software and assessment support in the field of Management Systems, Regulatory Compliance, Environment Health & Safety (EHS) Excellence, EHS Due Diligence and Sustainability.

**Professional Leader.** An eloquent speaker and a humble accessible professional helping EHSS community grow across global boundaries. Organized two international Professional Development Conferences for American Society of Safety Professionals (ASSP) in February 2017 and February 2019. Maximized the outreach of the Society by establishing local chapters in India at an unprecedented rate. Helped establish new business streams by mobilizing the teams and generating sustained revenue and profitability in consulting and certification organizations.

**Qualified International Auditor.** Globally the only professional registered as Certified Professional Environmental Auditor (CPEA) with Bureau of EHS Auditors Certification, US and as Associate Certified Sustainability Assurance Practitioner (AcSAP) with AccountAbility, UK. One of the most experienced RC 14001 auditor in Asia. Corporate Compliance audits for Fortune 500 companies along with their audit teams in India. EHS Regulatory Compliance Assessments for Indian corporates. Multiple audits for Due Diligence for both Brown-field and Green-field projects as per ASTM-1527 and Indian regulatory requirements for mergers and acquisitions.

**Regulatory Affairs Advisor.** Technical Content Provider to Internationally acclaimed software, called, Pegasus Legal Register by Irish Company, Antaris Consulting. Providing software, training, advisory and assessment support to multinational corporations and major Indian Corporates. Experience of having worked on Regulatory Committees of Government of India for Ozone Depleting Substances (ODS) Phase Out, Environmental Impact Assessments and Environmental Audits for waste oil recycling.

**Internationally Qualified Sustainability Professional** having been trained on International Finance Corporation (IFC) Principles on Environment and Sustainability, GRI trained professional and registered with Associate Certified Sustainability Assurance Practitioner (AcSAP) with AccountAbility, UK. Also, conducted Environment and Social Governance (ESG) Assessments for Private Equity Funding. Advising companies in chemical and pharmaceutical sector on RC 14001 that includes Environment, Health, Safety, Security, Product Stewardship, Distribution and Community Awareness and Emergency Response.

**Development Professional.** Experience of Working with multilateral and bilateral agencies and their tools. These include DEG Germany, CDC UK, IFC, United Nations Industrial Development Organization (UNIDO), United Nations Environment Program (UNEP), US Aid for International Development (USAID) and Canadian International Development Agency (CIDA) and The World Bank. Currently working for a project being monitored and reviewed by German Investment Corporation (DEG) for ISO 14001 facilitation at a traditional pharmaceutical company in India.

**An Avid Trainer** with ability to Conceptualise, Develop, Market and Deliver Innovative Training Products. Developed training programs to develop skills in Advanced EHS Auditing; Integrated Management System Auditing; Responsible Care Management Systems and EHS Regulations.

**Co-authored** numerous publications like "ODS Phase Out: A guide for Industry" a joint publication of CII and United Nations APAC for Centre of Technology; and "Strategy for ODS Phase Out in Refrigeration & Air-conditioning Sector in India" for The World Bank.

## ACHIEVEMENTS

### Established Entrepreneur

*Founded Corporate Governance Advisory Services in January 2014 with a Mission "To Make Smile and Care a key enabler in Global Arena of Corporate Governance" and Vision "To be Seen as the Most Easy and Enjoyable Organization to Work with in the field of Environment, Health & Safety and Sustainability"*

- Established image of one of the most ethical organizations across the country in EHSS consulting domain with no cash transactions and fully compliant to governance initiatives of the Government like GST
- Growth of Revenue at a Compound Annual Growth Rate (CAGR) of 25% since beginning of Corporate Governance Advisory Services
- Track record of 100% timely payments to sub-contractors and vendors over last five years
- Sustained Profitability to ensure timely and smooth delivery of products
- Facilitated improvement in efficiency and effectiveness of EHSS Management Systems for Dr Reddys Laboratories-a pharma company, Shriram Fertilizers and Chemicals -Marketing Division for chemicals, Roki Minda-an automotive supplier
- Supporting Corporate Compliance Audits and Environment and Social Governance Assessments for Private Equity through INDUS Environmental Services
- Launched Responsible Care (RC) 14001 program for UL in South Asia and carried out Initial RC 14001 certification assessments at Indian Rayon & Tata Chemicals in 2008
- Reduced >50% cost in RC 14001 audit delivery, adding INR 0.2M p.a. to bottom line
- Launched SA 8000 Program for UL in India, Hong kong and China and got accredited from Social Accountability International in 2004.
- Contributed to the top line with growth >10% p.a. in 2010-11 & >50% from South Africa for UL Management System Solutions
- Tripled revenue to INR 1M with 30% increase in client base, 5 times growth in training revenue along with resource optimization in Gujarat in 2012 for UL Management System Solutions

### Professional Leader

*Demonstrated Professional Leadership at Multiple organizations during the career. Member of ASSP working since Feb 2014 on a Pro bono basis for increasing the outreach of the Society and help EHSS community grow across global boundaries. Awarded ASSP President Award in July 2015 at Dallas for this contribution.*

- Accessible and responds within 24 hours in more than 90% of the cases to a call or LinkedIn Message from any member
- Established three new chapters, namely, Andhra Pradesh, Maharashtra and Telangana within the first year of becoming a Professional member.
- Supported Professional Development Conference organized by ASSP US at Mumbai in October 2015
- Organized and chaired two International Professional Development Conferences with full funds generated from the local chapters with participation from 10 countries and 17 states of India
- Established a network of ASSP with national organizations in India working in the field like National Safety Council of India and Ministry of Road Transport and Highway.
- Served as Area Director-Area 3 under Region IX of ASSP from 2016 to 2018
- Served as Treasurer for Andhra Pradesh, Maharashtra and Telangana from 2015 to 2016.
- Represented ASSP at Global HSE Conference in Feb 2016 at New Delhi, India
- Conducted Workshop on Responsible Care RC 14001 at Kuala Lumpur, Malaysia on behalf of ASSP
- Conducted Webinars on Environment and Social Governance Expectations of Financial Institutions on ASSP Platform in 2015 and on ISO 45001 in 2018.
- Delivered & developed a team of 4 members for Environment and Social Governance (ESG) Assessments for Private Equity Investments as per CDC, UK Toolkit in 2013 for INDUS Environmental Services
- Improved employee retention levels and increased average experience of the employees from 12 months to 24 months within a year from 2012 to 2013 at INDUS Environmental Services
- Identified, set-up & established Vadodara Office and developed team in 2010-11 for UL Management System Solutions
- Led a team of 15 EHS Auditors and Stabilized EHS operations and developed an Auditors team as per new business model post the merger of UL & DQS; achieved >98% client retention post-merger of UL and DQS in 2008-2009
- Established EHS Audit function at UL Thailand Office in 2006-07
- Led a team of greater than 10 auditors across emerging markets of Australia, Malaysia, Singapore, Thailand, Philippines, Middle East and South Africa from 2006-2008 at UL.

### **Qualified International Auditor**

*Relishes audits and has conducted audits for over 2000 person-days in multiple territories and subjects.*

- Qualified as first Certified Professional Environmental Auditor (CPEA) for RC 14001 in South Asia after passing BEAC Examination in 2010
- Providing RC 14001, ISO 14001, ISO 45001 and ISO 9001 certification services for British Standards Institute (BSI) to its clients in India and Saudi Arabia. Clients include Yara Fertilizers, Nagarjuna Fertilizers and Chemicals and Orient Paper Mills-Caustic Soda Unit in India and Ma'aden Bauxite and Alumina Company in Saudi Arabia
- Worked in Third Party certification at Underwriters Laboratories and UL Management System Solutions and DQS for more than 12 years.
- Delivered services for RC 14001 certification across Japan, Taiwan and South Korea for Dow Chemicals through DQS Inc. from 2016 to 2018.
- Conducted Environmental Due Diligence Assessments including those based on ASTM 1527 for organizations like INDUS Environmental Services and Environmental Resources Management (ERM)
- Played a key role in obtaining NABCB accreditation for UL MSS India in 2010

### **Regulatory Affairs Advisor.**

*Working on EHS Regulatory Affairs for more than two decades. Represented Industry on Technical and Finance Standing Committee, Ministry of Environment & Forests, Government of India for ODS Phase Out; involved in revamping of Environmental Impact Assessment Process and providing Regulatory updates, training and assessment services to industries in multiple spheres.*

- Providing EHS Regulatory Updates to Antaris Consulting, Ireland for its Pegasus Legal Register on a monthly basis for national level in India and state level in Maharashtra
- Supported EHS Regulatory Assessments for clients like Dr Reddys Laboratories
- Delivered Training on EHS Regulations to over 100 organizations including Merck, Johnson & Johnson, 3M India, Becton Dickinson, Capsugel, Honda Motorcycles and Scooters India, Diversey Hygiene, Mahindra, Tata Motors, HPCL and ONGC Videsh
- Conduct 100+ days of EHS regulatory compliance audits for top clients at INDUS Environmental Services between 2012 to 2013
- Supported growth of revenue from EHS Regulatory Update Service viz. Envirotrends by 30% within one year at INDUS Environmental Services between 2012 to 2013

### **Internationally Qualified Sustainability Professional**

- Launched advisory services for GHG Emission Reporting as per ISO 14064 at Corporate Governance Advisory Services in 2017
- Launched advisory services for Energy Management System as per ISO 50001 at Corporate Governance Advisory Services in 2017
- Delivered & developed a team of 4 members for Environment and Social Governance (ESG) Assessments for Private Equity Investments as per CDC, UK Toolkit in 2013 for INDUS Environmental Services
- Launched training products on Energy Management Systems EN 16001
- Established Sustainability business line by managing INR 1.24M project funded by UNIDO for strengthening social aspects in automotive cluster in Chennai in 2012
- Experience in conduct of Environment and Social Impact Assessment (ESIA) and development of Environment and Social Management System (ESMS) as per IFC Principles for solar power project in 2012-2013
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### **Development Professional**

*Worked with various multilateral and bilateral agencies including DEG, The World Bank, UNIDO, USAID and CIDA*

- Completed INR 32M DEG funded project initiated in Sep'10 for promoting UNEP Responsible Production in chemical sector in Gujarat within the stipulated time in 2010-2012 for UL Management System Solutions
- Established Sustainability business line by managing INR 1.24M project funded by UNIDO for strengthening social aspects in automotive cluster in Chennai in 2012
- Managed USAID supported project for ISO 14001 Facilitation for two Mines and two Steel Plants of Steel Authority of India Limited (SAIL) in 1999 at ERM India
- Worked as part of Project Management Team for CII-CIDA project of worth USD 7 million from 1995 to 1998
- Organized Workshop for ODS Phase Out Strategy Development with participation from The World Bank, UNIDO, UNEP and UNDP

## An Avid Trainer

*Conceptualise, Develop, Market and Deliver innovative training programs. Delivered over 1000 person days of training.*

- Delivered Training on EHS Regulations to over 100 organizations including Merck, Johnson & Johnson, 3M India, Becton Dickenson, Capsugel, Honda Motorcycles and Scooters India, Diversey Hygiene, Mahindra, Tata Motors, HPCL and ONGC Videsh
- Developed customized training program for Frigoglass Corporate to integrate non-certification standards & management systems like ISO 10015, ISO 28001, CQI 14 and ISO 19011
- Tripled the revenue and doubled the margins by delivering 12 programs on Advanced Course for EHS Auditors at UL from 2006 to 2010

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## EDUCATION

1997	<b>PG Diploma in Management (Finance)</b>
1995	<b>B.E (Civil &amp; Environment)</b>

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## MEMBERSHIPS

Since 2014	Professional Member of American Society of Safety Professionals (ASSP)
Since 2014	Associate Certified Sustainability Assurance Practitioner (AcSAP) from AccountAbility
Since 2010	Certified Professional Environmental Auditor (CEPA) from Bureau of Environment Health & Safety Auditors Certification (BEAC), US
Since 1999	Alumni Member of the Association of Overseas Technical Scholarship (AOTS), Japan
Since 1997	Life Member with the All India Management Association Alumni

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## TRAININGS AND PROFESSIONAL DEVELOPMENT COURSES

2014	IFC Training on Managing Environment and Social Performance
2014	GRI Certified Training Course based on G4 reporting Guidelines
2011	IRCA accredited Certified Sustainability Assurance Practitioner course, CII
2008, 2010 & 2011	International Auditors Training in Germany & the US
2010	ANAB accredited BEAC Exam for RC 14001:2008 on 3 <sup>rd</sup> party RC 14001 assessment
2004	SAI accredited Basic Auditor Course for SA 8000:2001
2000	IRCA accredited Lead Auditor course for ISO 9001:2000
2000	Waste Water Treatment Training at Yokohama, Japan
1998	Environmental Impact Assessment Training at Vancouver, Canada
1996	IEMA accredited Lead Auditor course for ISO 14001:1996

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## CURRENT POSITIONS HELD

Jan 2014- Present	Managing Director, Corporate Governance Advisory Services
Mar 2014- Present	Regional Vice President – ASSP Region IX (2019-2022) (Pro Bono)

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<b>PERSONAL</b>	Date of Birth: November 20, 1972
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