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Comparative Insights into ESG Integration and Financial Returns in FMCG Firms

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ABSTRACT

In this study, the financial performance of a subset of Fast-Moving Consumer Goods (FMCG) companies listed on the National Stock Exchange (NSE) is examined regarding Environmental, Social, and Governance (ESG) policies. To as certain if companies that include robust ESG practices outperform those with weaker ESG engagement in terms of financial outcomes, acomparison analysis will be conducted. The study uses a comparative analytical approach to assess the ESG performance and financial results of particular FMCG companies listed on the NSE. Over a predetermined period, financial information from the associated companies' annual reports and financial statements as posted on their websites will be gathered, including information on return on equity (ROE) and return on assets (ROA). Our source for ESG data will be the official websites of CRISILand Bloomberg. The effect of ESG practices on financial performance will be evaluated using correlation, regression analysis, andANOVA. The quality and depth of ESG disclosures will also be assessed through content analysis of sustainability reports. This study emphasizes the strategic significance of ESG practices in the FMCG industry by demonstrating the increased likelihoodoflong-term financial success for businesses that are dedicated to sustainability and ethical governance. With an emphasis on the role of ESG as a major driver of competitive advantage in a market that is becoming more and more ESG conscious, the study offers insightful information to business managers, investors, and policymakers.

1. INTRODUCTION

The three main pillars of corporate governance are the environment (E), social responsibility (S), and corporate governance (G). The "E" factor evaluates a company's impact on climate change, such as in industries like paper, mining, and cigarettes. It involves environmental statistics and measures like waste generation, recycling, energy and water efficiency, pollution reduction, and carbon emission minimization. The "S" factor represents an organization's social or workplace values, such as protecting women workers and promoting gender diversity. Itrefers to how a business uses corporate citizenship and philanthropy to manage relationships with customers, suppliers, workers, and the community. A socially conscious business emphasizes its commitment to social responsibility through its CSR programs. The "G" factor is the most crucial aspect, determining

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Traditional HRM to Green HRM: The Path for Transformative Sustainability Practices

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Authors' contributions

This work was carried out in collaboration between both authors. Both authors read and approved the final manuscript.

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Review Article

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ABSTRACT

Aim: The present study aiemd to understand difference between traditional Human Resource Management Practice and Green Human Resource Management Practices. In this paper Meaning, importance and barriers of Green Human Resource Management Practices are discussed. This paper also focuses on the recent trend of Green Human Resource Management Practices.
Methodology: In this paper, a systematic review of literature has been done from various sources. Secondary source of data i.e. Book journals and publications from the year 1983 to 2024 have been used to understand the meaning of Green Human Resource Management.
Results: In this paper it is found that the traditional human resource management practices and Green Human Resource Management Practices can be aligned at the same time to achieve organizational sustainable objectives. Our study also shows that Green Human Resource Management Practices has positive relation to the environmental sustainability.

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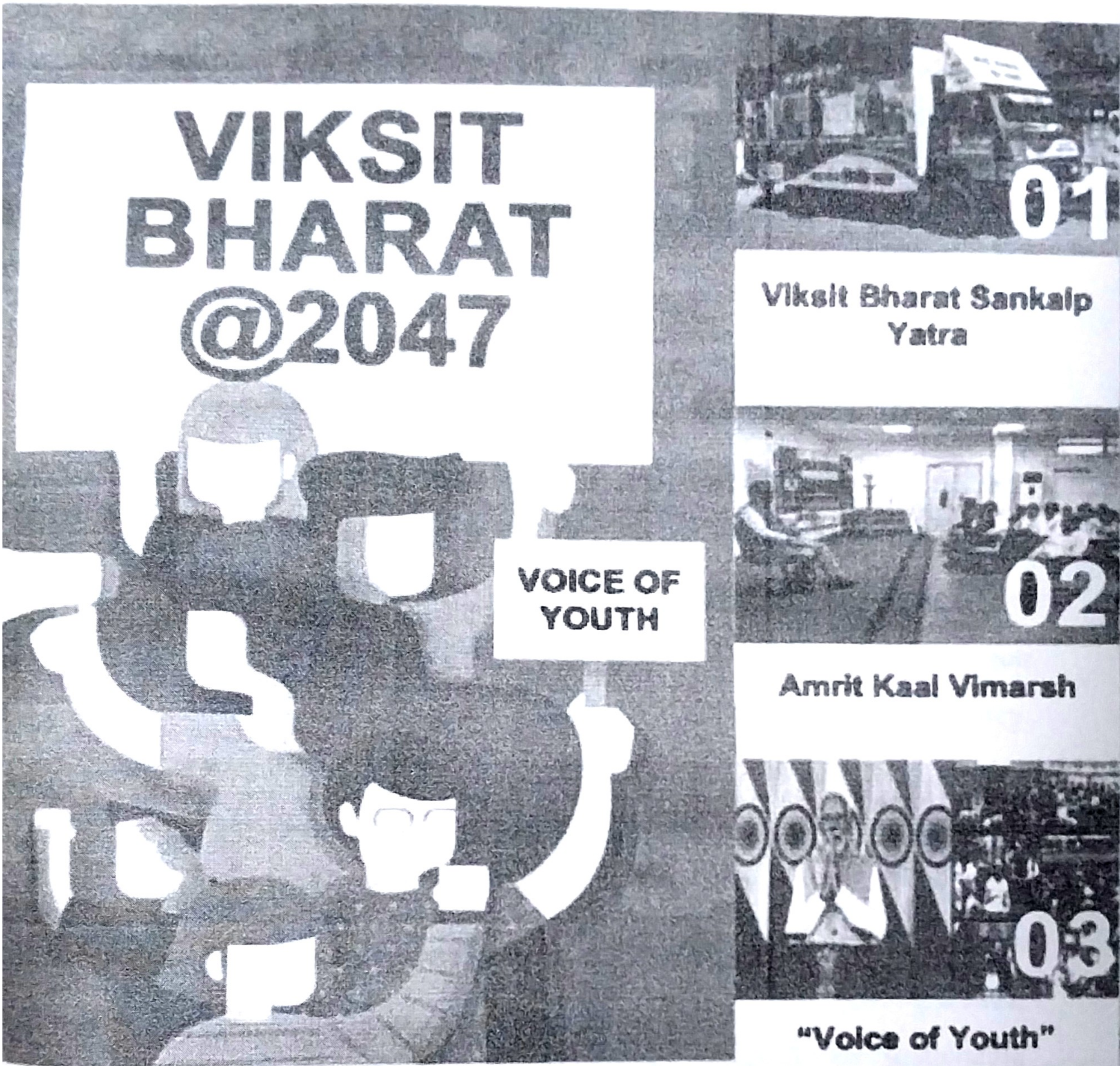
Viksit Bharat @2047: Voice of Youth



Viksit Bharat @2047: Voice of Youth

A collaborative approach for a Developed Nation

Editor

Dr. Parmeshwar Singh Maravi

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Green Finance for A Sustainable India: Supporting Growth and Protecting the Environment By 2047

***Shalini Kushwaha, **Dr. Utkarsh Kumar**

Abstract

Green finance plays a vital role in helping India achieve its goal of Viksit Bharat by 2047 by striking a balance between environmental sustainability and economic prosperity. This essay investigates how green financing may help India move toward a low-carbon economy, solve climate issues, and promote sustainable development. With an emphasis on their function in advancing waste management, energy efficiency, renewable energy, and sustainable infrastructure development, the study looks at green financial products such green bonds, climate funds, and sustainable investments.

The study highlights the main potential and difficulties in expanding green finance in India by analyzing existing trends, laws, and efforts. In order to raise money for sustainable initiatives, the findings highlight the significance of incorporating green financing into regulatory frameworks, bolstering public-private partnerships, and promoting innovation. Additionally covered are how international

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From Virtual to Reality

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