



# The People

Perspective



## Reeshika Rai

Manager - Sustainability and Impact, Vivriti Capital

## Tell us about your journey at Vivriti so far?

My journey at Vivriti so far has been marked by learnings that have helped me grow both professionally and personally. My pursuit and passion for corporate sustainability found the right fit when I joined the Sustainability & Impact (S&I) Team at Vivriti. By contributing towards building Vivriti's robust strategy, systems and processes around sustainability from the scratch, I feel privileged to be part of the S&I Team's journey. The opportunities and exposure that I have gained in the past 2 years in Vivriti has nurtured my potential, giving me the creative space to confidently take up new responsibilities that I have been entrusted with.





**How do you stay informed about the latest developments in sustainability research and technology?**


I stay updated through various newsletters, blogs, and news articles around relevant topics on global sustainability trends and best practices. I have subscription to various newsletters & blogs including, 'Sustainable Views by the Financial Times', 'Impact Investor', 'ESG Investor', 'Pitch Book News' to name a few. These are great sources of online knowledge portals that offer a plethora of interesting articles and news.

## What emerging practices in sustainability do you believe organizations should adopt?

The adoption of 'sustainable' or 'good business practices' is more about tackling the simpler issues around 'People' and 'Planet' first. Organizations that focus solely on 'Profit' will be detrimental in the long run. By first addressing the granular issues (internal & external) around society/employees, environmental impact, governance safeguards, and then gradually adopting advanced solutions and emerging trends and practices, businesses will be able to survive in the long haul of rapidly evolving regulations, and stringent legal and stakeholder/investor pressure. Among emerging practices in sustainability, I like the trend of "ESG incentives for employees" as it would be an effective avenue to encourage behavioral change from the bottom up and incentivize employees who actively build momentum and work around improving the sustainability performance of the organization.



## What motivates you to excel at your role at Vivriti?

A portrait of a woman with dark hair tied back, wearing glasses and a light-colored, vertically striped button-down shirt. She is smiling slightly and looking towards the camera. The photo is framed within an orange speech bubble shape.

The intent attached to my work motivates me to excel in my role at Vivriti. As part of the Sustainability & Impact (S&I) Team, my work automatically inclines towards creating a positive impact, whether it is developing and implementing sustainability strategy, policies, and processes for the organization, or encouraging buy-in from different verticals towards contribution to a larger goal, or improving our sustainability performance and participating in global corporate sustainability assessment (CSA) (like the S&P CSA which will enhance Vivriti's visibility among global investors). I am also part of the CSR Team spearheaded by the S&I and Compliance teams which has further boosted the intent attached to my work. The impactful CSR projects that we have collaborated on over the past 2 years have become rewarding and fruitful for the entire team. We are seeing the difference and impact materializing for various beneficiaries and community stakeholders.