



**Appointment of Consultant for Developing and Implementing
Comprehensive Environmental, Social, and Governance (ESG) framework**

Request for Proposal (RFP)

Response to Pre-bid Queries

(February 12, 2026)

RFP: ReBIT/CPO/2025-26/PR636/682/141

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**Reserve Bank Information Technology Pvt. Ltd.
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Clause #	Query Reference page	Query Reference (Clause)	Queries by the Bidders	ReBIT Response
2.2	13	Eligibility Criteria	Please confirm whether BFSI experience includes work executed for NBFCs, insurance companies, pension funds, and fintech organizations, or whether it is restricted only to banks and financial institutions regulated by RBI.	Except Fintech, everything else is ok.
2.2	13	Eligibility Criteria	Will ReBIT consider ESG advisory assignments such as ESG reporting, policy drafting, ESG risk advisory, and framework design as valid “ESG implementation experience”, or is hands-on operational implementation mandatory?	Yes, we can consider.
2.2	13	Eligibility Criteria	Please clarify what documents will be considered acceptable as valid proof of ESG implementation experience. Will work orders, completion certificates, client references, or self-declarations be accepted?	Work orders, Purchase orders and completion certificates will be consider.
2.3	14	Technical Evaluation	Will ReBIT accept globally recognized ESG certifications (such as SASB FSA Credential, ISSP-SA, GARP SCR, PRI Academy) for proposed resources in lieu of the certifications explicitly listed in the RFP?	Yes, we can accept.
3.3 (b)	16	ESG Maturity & Gap Assessment	Will ReBIT provide access to existing internal audit findings, CSR/ESG reports, sustainability metrics, or vendor assessment reports to support ESG maturity and gap assessment activities?	Yes
3.3 (d)	17	Emission Verification	Is the consultant required to facilitate engagement with a third-party GHG auditor/verifier, or will ReBIT independently appoint and manage the GHG assurance process?	We will independently appoint. You will be called to assist.
3.3 (e)	17	Supply Chain & Operations	Shall the system include Corrective and Preventive Actions (CAPA) audit measures under this module for auditing supplier information?	Not at Supplier end

Annexure - L	45	Proposed Team Profile	Number of similar assignments executed In Public Sector Unit/ Public Sector ReBIT's/ Large Government Department? Can we include the experience of team members in top 500 public listed firms under the "public sector units"?	Yes
Annexure G – No 4 - Minimum Eligibility Criteria	41	Profit After Tax	The Bidder should have a positive profit after tax in last three (3) financial years, i.e. 2022-23, 2023- 24 and 2024-25. Could the parent entity's credentials be considered for this?	Please submit bid along with parent company financial details. We will discuss internally and will confirm.
3.3 Deliverables	16	Experience	To complete the work related to the real-time ESG KPI dashboard and a “compliance-grade” platform or database with full audit trails (including timestamps and source attribution) to support mandatory third-party assurance, please clarify whether we are expected to provide an IT-based tool/technology or only extend technical support	No, only extend technical support.
Annexure G – No 4 Minimum Eligibility Criteria	41	Experience	Bidder should submit minimum 3 PO's or contract document but not limited to for similar work. We would appreciate some clarity on this requirement.	Bidder should submit minimum 3 PO's or contract document for similar work to meet minimum criteria and shall submit the maximum nos. of PO's as per technical evaluation criteria matrix to obtain the maximum marks.
2.3.1 Technical Evaluation Scoring Matrix	13	Technical Presentation Project Approach / Plan / Deliverables Operations Support model / Deliverables Quality of proposal response. Quality of proposal presentation	As part of this proposal submission process, whether the organization expects us to submit a presentation delineating the overall methodology in addition to this submitted proposal?	Yes
2.3.1 Technical Evaluation Scoring Matrix	13	Vendor experience in implementing ESG in BFSI/IT/ITeS/ PSUs / BSE / NSE/NPCI/RBI/Central Government/State-Government organizations in India	Whether the experience has to be equally distributed among each of the identified organizations? Whether we can provide previous experiences based on any of the defined organizations?	Yes
6. Authorization to Bid	20	The Bidder shall provide proof of signature identification for the above purposes as required by ReBIT	Please provide the nature of documentation required in this regard that would be in addition to the POA and Board Resolution	POA or board resolution shall be submit.

Annexure G: Minimum Eligibility Criteria Resource availability	41	Bidder should submit the resource profile and relevant document showing the organization experience in similar work.	Whether the bidder is required to submit any copies of certification or attestation by HR Head to certify the experience of the team?	Certification of incorporation will be considered as organization experience and HR Head to certify the experience of the team with updated CV/resume.
1.7 Submission of bids	11	Original DD/BG for EMD must be submitted physically in sealed cover at the following address on or before scheduled date and time.	Whether the builder is expected to submit physical documents apart from bank guarantee as part of the submission process?	Bidder must submit the scan copy of BG/DD as EMD, and physical copy should submit before last date of bid submission.
3.3 Deliverables	16	b. ESG Strategy & Multi-Year Roadmap: i. Gap Analysis & Readiness Report: Assessment of current practices against mandatory 2026 regulations (e.g., EU CSRD, India's BRSR Core, or IFRS S1/S2).	Whether the gap assessment will requirements against only mandatory regulations or will it also include voluntary national and international ESG frameworks/standards? If yes, which frameworks/standards other than the provided examples? Whether the organisation expects the gap analysis to be conducted along with peer benchmarking?	Any one framework is mandatory along with benchmarking against peers
3.3 Deliverables	17	c. Governance and Policy i. ESG Governance Framework: Defined roles for board oversight, executive compensation tied to sustainability KPIs, and a cross functional ESG committee structure etc.	Currently, is there any oversight of sustainability-related matters by the board/leadership? Whether the organization wants to integrate ESG Governance Structure with the existing governance structure?	No
3.3 Deliverables	17	d. Environmental & Climate Impact i. GHG Inventory (Scopes 1, 2, and 3): Verified calculations of carbon emissions, with a 2026 focus on operationally critical Scope 3 (value chain) tracking	What is the existing methodology to calculate the Scope 1, 2 and 3 emissions? Are there any preferred formats or structures for templates used internally?	No methodology. This is a greenfield implementation
3.3 Deliverables	17	f. Data & Reporting (Audit-Ready) iii. Real-time ESG KPI Dashboard: A visual monitoring tool for leadership to track progress against sustainability goals.	Whether IT and tech-related support will be provided by ReBIT on Realtime dashboard? Whether end-to-end support on tool is expected to be done by bidder?	ReBIT will provide IT support.

3.3 Deliverables	17	g. Capacity Building i. Training & Change Management Program: Workshops and resources to educate and create awareness for Board, leadership and staff on evolving ESG principles and reporting requirements	What is the expected number of training workshops and target audience size?	Maximum 5 workshops. 10 -20 people each.
3.3 Deliverables	17	g. Capacity Building ii. Develop ESG manuals/guidance notes	What would be the format of the manuals/guidance notes (for eg, PPT/Word?) and whether this is supposed to be design-ready file? Are there any specific topics that are to be covered in the ESG manuals/guidance notes? Please provide details on what all needs to be covered as a part of ESG manuals/guidance notes	PPT or word format is fine for guidance notes. For manuals word document.
3.4 Project and Payment Timelines	18	c) Preparation for Certification from a recognized body	Which certification is this intended for? What is the level of support expected from us?	Any industry recognised certification recommended by the consultant. We are open to ideas.
3.4 Project and Payment Timelines	18	d) Certification / Rating Audit	Please provide details on the type certification/rating audit.	Any industry recognised certification recommended by the consultant. We are open to ideas.
3.3(c)(ii)	17	Comprehensive Policy Suite: Formalized policies covering environmental stewardship, human rights, labour practices, Diversity, Equity and Inclusion policy (DEI), and business ethics (anticorruption, whistleblower, vigilance programs) etc.	1. What is the expected minimum number of policies/ SOPs / manuals to be delivered? 2. How much of this is policy review and how much is formulation of new policies?	Consultant to provide based on gap assessment for a small / Mid-size IT company like ReBIT
3.3(f)(iii)	17	Real-time ESG KPI Dashboard: A visual monitoring tool for leadership to track progress against sustainability goals.	1. For the dashboard deliverable, please clarify whether ReBIT expects a fully functional, live dashboard to be implemented, or only the design, data model, and a prototype/dashboard mock-up.	Only the design, data model, and a prototype/dashboard mock-up.
3.3(g)(i)	17	Training & Change Management Program: Workshops and resources to educate and create awareness for Board, leadership	Is there a minimum expected number of workshops and training sessions that must be delivered?	Maximum 5 workshops. 10 -20 people each.

		and staff on evolving ESG principles and reporting requirements.		
3.3(h)	17	Professional Standing: Capability to provide "Reasonable Assurance" for the organization to undertake a rating with any external rating agency	What does this mean in terms of actionable for the consulting firm/consultant? Does this mean – The consultant should be capable of preparing ReBIT's ESG data, processes, controls, and documentation to a level of robustness that external ESG rating agencies can rely on them with reasonable confidence. OR it means that the consultant is expected to get "Reasonable Assurance" done by external agency? Please confirm that the bidder is expected to enable audit-/rating-ready ESG systems and data, and not to act as the independent assurance provider issuing a 'reasonable assurance' opinion.	Any industry recognised certification recommended by the consultant. We are open to ideas. We should be ready to go for the certification as recommended by the consultant
15(i)	23	In case of delay by the Bidder in any stage of the project milestone, the financial Penalty as per the ReBIT's discretion will be imposed on the Bidder at 1% of the total contract value per week of delay, to the maximum of 10% of the total contract value as per the agreement between the ReBIT and the successful Bidder	1. Does the delay penalty depend on missing the milestone date, or on delay in delivering an approved and accepted output? 2. Kindly clarify the applicability of delay penalties, specifically whether they will be levied only for bidder-attributable delays, and how milestone timelines will be treated in cases of delays due to client-side dependencies or approvals.	Penalty shall only impose if there is delay in completing the milestone as mentioned in RFP and accordingly penalise based in milestone payment. If there is delay in client side then no penalty will be imposed
2.4(vii)	14	The selection of successful Bidder will be based on reasonable and acceptable Lowest Commercial Bid offered by eligible technically qualified bidder.	What are the reasonability parameters in this case?	Bidder will be selected based on least cost basis only post qualification in technical evaluation. reasonability parameters shall be discussed with L1 bidder.
18	26	The Bidder shall not subcontract or permit anyone other than its personnel and the parties enlisted in the response to this RFP, to perform any of the work, service or other performance required of the Bidder under the contract without the prior written consent of ReBIT	Are subcontractors (not mentioned/enlisted in the RFP response) permitted for specific or specialized tasks, subject to prior approval by ReBIT	Subcontracting is not allowed. We will deal only with the primary vendor.

3.5(g)	18	In future, when certification/ rating audit is necessary for ReBIT, then bidder should help and support ReBIT in filing the application with necessary documentation and would also support ReBIT in case any further clarifications are sought by the certifying authority for granting a certificate, without any extra cost till further period of 6 months from the closure of the contract.	Please clarify post-contract support: RFP mentions 6-month support for certification clarifications at no extra cost—does this include periodic meetings and revisions in the deliverables as well?	This is 6 months support for delay in certification support if there is a delay. ReBIT will take up the certification within 6 months
Annexure G (6)	41	Bidder should submit minimum 3 PO's or contract document but not limited to for similar work	Is there a minimum contract value that ReBIT expects for these contracts?	No. But scope should be as defined
3.1	16	The Bidder shall be required to undertake to perform all such tasks, render requisite services and make available all such resources as may be required for the successful completion of the entire assignment at no additional cost to the ReBIT notwithstanding what is stated here and what is not stated.	Please clarify whether this is limited to reasonably incidental services and excludes materially new scope items.	Related to incidental services only.
22(i-x)	28	Bidder shall indemnify, protect and save ReBIT and hold ReBIT harmless from and against all claims, losses, costs, damages, expenses, action suits and other proceedings, (including reasonable attorney fees), relating to or resulting directly or indirectly from	We request that the indemnity obligations be limited to third-party claims directly arising from the consultant's proven negligence, wilful misconduct, or material breach of contract, and that first-party losses, indirect damages, and liabilities not caused by the consultant's actions be excluded from the scope of indemnification	As this is the standard clause and same shall be discuss with L1 bidder at the time of execution of contract agreement.
17(i)	24	ReBIT reserve the right to terminate the contract in case of any the following (but not limiting to)	Please confirm that in case of termination, if the payment for milestone achieved will be paid.	Yes

27	29	If any of the items/activities as mentioned in the price bid and as mentioned in Commercial Bid are not taken up by the ReBIT during the course of this assignment, the ReBIT will not pay the Items / activities fees quoted by the Bidder in the Price Bid against such activity/item.	Please confirm contract value will be adjusted if ReBIT removes any defined activity	No change. The same shall be discuss with L1 bidder.
31	30	The RFP and all supporting documentation are the sole property of ReBIT and should NOT be redistributed without written consent of ReBIT	Request confirmation that all pre-existing intellectual property, proprietary tools, methodologies, frameworks, templates, models, software, and know-how owned or developed by the consultant prior to the engagement shall remain the sole and exclusive property of the consultant. ReBIT may be granted only a perpetual, non-exclusive, royalty-free license to use the deliverables created specifically for this engagement strictly for its internal purposes. Such license should not permit ReBIT to disclose, sublicense, commercialize, or provide the consultant's pre-existing IP to any third party without prior written consent.	Agreed.
24	28	General Security Requirements	1. What type of data will be shared with the consultant? 2. Will we be provided VDI Access? 3. Will laptops be provided from ReBIT? 4. Is this an onsite / hybrid / offsite work?	These all are standard security requirement. Consultant would sing an NDA and data required for the activity would be shared. Scope of onsite / offsite is defined in the RFP. Laptop should be provided from ReBIT.
Annexure O	50	Confidentiality and Non-Disclosure Agreement Undertaking	1. The duration for which confidentiality obligations survive termination isn't expressly set. Please clear survival term. 2. The terms of the NDA are not mutual. Requesting consideration of mutual NDA terms. 3. Should the NDA be submitted signed along with the technical bid, or only post award as mentioned elsewhere in the RFP?	The NDA format mentioned in RFP is general and for RFP and bid compliance purpose only that has to submit along technical bid. The actual NDA should be signed with L1 bidder.

1.4	9	The scanned copy of DD/ BG should be submitted along with technical bid, and the original DD/BG shall be couriered to the below address so as to reach us on or before the date of opening of technical bid:	1. Please clarify the deadline for physical receipt of the EMD? 2. Is a scanned copy at submission time is sufficient in case of courier delays?	Bidder has to submit the scan copy of BG/DD as EMD and physical copy should submit before last date of bid submission.
6	20	A copy of board resolution along with a copy of power of attorney (POA), wherever applicable, showing that the signatory has been duly authorized to sign the Bid document	1. Please clarify whether an e-copy of the Board Resolution/POA is acceptable at bid submission stage? 2. Are both board resolution and POA mandatory?	Bidder should submit both or any one of them.
Annexure H	43	Commercial Bid Format	Please confirm that the consolidated total cost governs L1 evaluation and the detailed cost breakup is for evaluation only.	Yes
Section IV	32-53	Annexures	Please confirm that there are no missing annexures (e.g., J/K) and that the list in Section IV is complete	Submit the annexures as mentioned in RFP only.
Clause 2.3.1	13	Technical Evaluation Scoring Matrix – Project Approach / Plan / Deliverables	With reference to Clause 2.3.1, confirm the submission format for the Project Approach and Implementation Plan. Should methodology, phase-wise timeline, milestones, deliverables mapping, onsite/offsite man-days, Gantt chart, and deployment plan be included in the main Technical Proposal or submitted under a separate annexure/format?	Yes. Please submit in PPT
Clause 3.2(d)	16	Value Chain Disclosure – covering 75% of purchases/sales	With reference to Clause 3.2(d), SEBI circular dated 18 December 2024 prescribes reporting for partners contributing ≥2% individually with cumulative disclosure up to 75%. Confirm whether the scope will follow the SEBI methodology or only the RFQ text.	RFP text only. SEBI methodology is not mandatory for REBIT and would act as the guiding principle
Clause 3.2(e)	16	Tech-Specific Metrics – implement tracking for e-waste, circular economy and cybersecurity reporting	With reference to Clause 3.2(e), confirm whether “implement tracking” refers only to defining metrics/templates/reporting formats or includes development and deployment of a web-based/cloud-based tool or any other system.	Tooling is not part of scope

Clause 3.3(e)(i)	17	Supply Chain ESG Due Diligence Framework – data collection portals for vendors	With reference to Clause 3.3(e)(i), confirm the type of vendor portal required. Is it a web-based/cloud-based form or portal, or any other type of system? Also confirm whether ReBIT will provide an existing platform or the consultant must configure/implement it and provide the approximate number of suppliers/users.	Templates to be provided. Tooling not part of scope
Clause 3.3(f)(ii)	17	Audit-Ready Documentation System – compliance-grade platform/database with audit trails	With reference to Clause 3.3(f)(ii), confirm the type of system required. Is it a web-based/cloud-based tool, document repository, or another platform? Also confirm whether ReBIT will provide an existing system or the consultant must configure/implement it and provide the approximate number of users and data sources.	Tooling not part of scope
Clause 3.3(g)	17	Capacity Building – Training & Change Management Program	With reference to Clause 3.3(g), provide the expected number of training sessions and approximate participant count for effort estimation.	Maximum 5 workshops. 10 -20 people each
Clauses 3.4(c), 3.4(d), 3.5(a)	17–18	Preparation for Certification / Certification or Rating Audit	With reference to Clauses 3.4(c), 3.4(d), and 3.5(a), confirm the ESG certification or rating framework to be pursued and the proposed certifying or rating body.	Any industry recognised certification recommended by the consultant. We are open to ideas. We should be ready to go for the certification as recommended by the consultant.
22	27	Indemnification	1. The clause for indemnification mentions that the bidder shall indemnify ReBIT for losses caused by the acts of the employees of the consortium. Since no other clause of consortium bidding is provided. Kindly clarify, if the Bidding can be done as a consortium? 2. In case joint bid is allowed, Will the function and responsibility of each party need to be defined in response to this RFP?	Joint bid is not allowed as per RFP terms. One bid -One entity shall be considered only.

18	26	Subcontracting	The clause states that “The Bidder shall not subcontract or permit anyone other than its personnel and the parties enlisted in the response to this RFP, to perform any of the work, service or other performance required of the Bidder under the contract without the prior written consent of ReBIT.” Therefore, please confirm, if the Bidder enlists the subcontractors name in response to the RFP will that be enough? Or is there any other forum or format where prior written consent of ReBIT has to be acquired?	Subcontracting is not allowed. We will deal only with the primary vendor.
2.2	44	Minimum Eligibility Criteria, Annexure G	The experience requirement in the Minimum Eligibility Criteria states that “The bidder should have provided the consultancy services for similar services implementation and audit to at least 3 organizations in last 3 FY years.” Assuming we are bidding as a consortium, (i) does this mean that this information has to be provided for work done by the consortium collectively, or (ii) can it include work done by individual consortium members independently (iii) or does it need a principal partner leading the consortium?	More than one entity should not be allowed to participate. One bid -One entity shall be considered only.
2.3.1 – Technical Evaluation Scoring Matrix	13	Training, qualification & experience – Training Approach / Plan / Deliverables; Assurance on staffing	Kindly clarify what specific assurance is expected regarding staffing. Does it relate to guaranteed availability, minimum qualifications, resource continuity, or any other requirements?	Experienced trainer is required. Qualifications should be attested by HR head
2.3.1 – Technical Evaluation Scoring Matrix	13	Staff – Qualifications and Experience (Scoring Criteria)	Please clarify how many resources ReBIT expects to be deployed. If multiple resources are proposed, how will scoring be applied? Will marks be based on cumulative team experience or evaluated individually for each resource? Further would the score be assessed for the deployed resource or any other team member	It's up to the consultant. We are OK with one very strong and experienced consultant or multiple personnel.

2.3.1 – Technical Evaluation Scoring Matrix	13	Staff – Qualifications and Experience (Scoring Criteria)	Please clarify how many resources ReBIT expects to be deployed. If multiple resources are proposed, how will scoring be applied? Will marks be based on cumulative team experience or evaluated individually for each resource? Further would the score be assessed for the deployed resource or any other team member	It's up to the consultant. We are OK with one very strong and experienced consultant or multiple personnel.
Clause 2.3.1 – Technical Evaluation Scoring Matrix	13	Customer References	Would self-attested CV of the team member suffice to prove the number of years of experience or an HR certificate is required?	HR certification is required along with CV.
Clause 2.3.1 – Technical Evaluation Scoring Matrix	13	Vendor Experience	EY Group Credentials As EY operates under a global umbrella with delivery undertaken by various EY entities, kindly confirm whether credentials from the broader EY network may be submitted, or if project credentials must strictly align with the specific bidding entity.	India experience shall be considered only.
Clause 2.3.1 – Technical Evaluation Scoring Matrix	13	Vendor Experience	Request confirmation on whether experience letters or work orders are acceptable to demonstrate vendor experience, and whether these documents are required for both ongoing and completed engagements.	Bidder shall submit both completed and ongoing projects works orders as a part of experience.
3.2 – Scope of Work	16	Baseline & Gap Analysis	Please confirm whether the baseline and gap analysis is intended as an internal assessment only, or if it is linked to any formal certification requirements. Is this assessment independent of any certification process? Since it's mentioned to conduct a comprehensive audit, we understand that this will be review and not audit with certification	For internal consumption only. External cert is not part of scope. Only assistance during external audit is expected
3.1 – General Scope and Terms	16	General Scope	Clarification is requested on whether the recommendations should apply solely within ReBIT or also extend to ReBIT's functions pertaining to RBI and its subsidiaries.	Only ReBIT

3.3 – Deliverables	17	Professional Standing – “Reasonable Assurance”	Kindly elaborate on the type of support required from the consultant to provide “reasonable assurance” for external rating readiness. Additionally, what is the expected involvement or significance of an external rating agency in this context? How many rating agencies are envisaged?	One rating agency. Industry leader as recommended by the consultant and agreed by REBIT
3.3 – Deliverables	17	Professional Standing – “Reasonable Assurance”	Further clarity is required regarding the expectations for Deliverable (h). Specifically, please indicate whether the requirement relates to support for external sustainability or ESG ratings such as DJSI or CDP. <i>As advisory firms cannot provide assurance, kindly confirm whether the scope pertains to readiness assessment and advisory support only.</i>	One rating agency. Industry leader as recommended by the consultant and agreed by REBIT
3.3 – Deliverables	17	Real-Time ESG KPI Dashboard	Please clarify whether the real-time ESG KPI dashboard is expected to be developed on Power BI or whether an Excel-based dashboard would also be acceptable.	Excel is required. Tooling would be taken up by REBIT
Clause 3.5 Additional Information	18	Deployment of Resource	The clause states that a senior should dedicate at least five working days per month to the engagement. Kindly confirm whether rotation of resources is permissible during the engagement and whether staff may be substituted if required.	Yes, but it should be an equivalent resource
Clause 3.4 – Project and Payment Timelines	17-18	Project and Payment Timelines	Certain deliverables listed in Clause 3.3—namely Supply Chain & Operations, Data & Reporting (Audit-Ready), and Capacity Building—do not appear to correspond to any payment milestone. Additionally, deliverables referred to as items (c) and (d) in the payment section do not align with earlier deliverables. Request clarification on how these will be linked to payment. Further, we request that payment be tied to submission of deliverables rather than receipt of an external audit certificate, as the latter is outside the bidder’s control specifically for payment milestone under (c) and (d)	There is no payment linked to a certification.

General Clarification – Co-Branding of Deliverables			Would any deliverables require co-branding of the bidder of signature of personnel or firm name	No
2.3.1	13	Technical Presentation - Operations Support Model	Is there an expectation of onsite deployment vs. remote/hybrid support? If onsite, please specify expected resource presence and duration.	Onsite and Offsite timeline is defined in RFP
2.3.1	13	Technical Presentation - Deliverable Templates	Are there any preferred reporting formats, frameworks, or templates (e.g., BRSR, GRI, SASB, TCFD, Integrated Reporting) that bidders are expected to align with?	Consultant to recommend. BRSR preferred
2.3.1	13	Technical Presentation - Presentation Duration & Format	Please confirm the duration of the technical presentation, format (virtual/physical), and whether demonstrations of case studies are expected.	Yes 20 minutes presentation and 10 minutes Q&A
2.3.1	13	Training, Qualification & Staffing - Training Scope	Kindly elaborate on the expected training coverage (target audience, number of sessions, depth of ESG topics, and delivery format).	maximum 5 workshops. 10 -20 people each (Training SPOCs for each Bus)
2.3.1	13	Training, Qualification & Staffing - Training Scope	Is there a minimum number of dedicated resources expected for the engagement? Should CVs of proposed team members be submitted at the bidding stage?	No. We are ok with One good senior personnel if all scope is covered.
2.3.1	13	Training, Qualification & Staffing - Experience Evaluation	For experience evaluation scoring, will cumulative ESG consulting experience be considered, or only domain-specific ESG implementation experience? Further experience in specific engagements pertaining to areas like CSR Audits, Social Impact Assessments be considered from evaluation perspective or is it at an overall ESG Implementation	Cumulative ESG consulting experience will be considered
2.3.1	13	Training, Qualification & Staffing - Vendor Experience Criteria	For counting eligible ESG implementation experience: - Should completed and ongoing projects both be considered? - Will advisory/consulting engagements qualify, or only full implementation assignments? - Is consortium or partner experience acceptable?	1. Bidder shall submit both completed and ongoing projects works orders as a part of experience. 2. Both can be considered. 3. Consortium or partner experience is not acceptable

2.3.1	13	Training, Qualification & Staffing - Documentation for Experience	What documentary evidence is required to validate vendor experience (e.g., work orders, completion certificates, client attestations, invoices)	Work orders/Purchase orders/Completion certificates.
2.3.1	13	Customer References - Reference Format	Is there a prescribed format/template for customer references or feedback letters?	Refer Annexure P as mentioned RFP
2.3.1	13		Can references be provided from ongoing projects, or must they be from completed assignments? Is it required for all projects	References should provide only for completed projects.
2.3.1	13		In case of confidentiality constraints in obtaining the reference letters, is there any other alternative accepted	Work orders with reference calls
3.2 scope of work	16	Governance Framework	Will the organization designate a central ESG coordination team and functional SPOCs to support data collection and decision-making?	Yes
3.2 scope of work	16		For the ESG steering committee setup, is there an existing governance structure that needs to be enhanced, or should the consultant design it from scratch?	Bidder has to start from scratch
3.2 scope of work	16		Should ESG policies be aligned with existing internal policies, or is a complete redrafting expected?	Aligned to existing policies
3.2 scope of work	16		Is legal vetting of ESG policies within the consultant's scope, or will it be handled internally by the organization?	ReBIT will do it
3.3 Deliverables	16	Baseline Assessment & Gap Analysis	Kindly confirm whether historical ESG data (minimum 2–3 years) is available for baseline assessment.	While data is available, they have never been linked to ESG so not sure
3.3 Deliverables	16		Will site visits or facility audits be required as part of the ESG audit? If yes, please indicate the number and locations of sites.	Yes, Navi Mumbai one location. Bangalore can be done online
3.3 Deliverables	16		Should the gap analysis cover all subsidiaries and value chain entities, or only the parent organization?	Only one entity
Scope of work	16	Regulatory Alignment & Framework Scope	Among the listed frameworks (BRSR Core, CSRD, IFRS S1/S2, TCFD, GRI, SASB), please clarify the mandatory vs. advisory frameworks to be prioritized.	Any. Preferred is BRSR

Scope of work	16		Kindly confirm whether the engagement includes preparation for mandatory assurance under BRSR Core.	Any one certification / reporting. BRSR is preferred
Scope of work	16	Environmental & Climate Deliverables	For GHG inventory (Scopes 1, 2, and 3), will the organization provide primary activity data, or is the consultant expected to assist in establishing measurement systems?	We will provide primary data
Scope of work	16		For Scope 3 emissions, please clarify the boundary definition and categories expected to be covered.	All offices of ReBIT are covered.
Scope of work	16		For climate scenario analysis and net-zero planning, are there preferred methodologies or external validation requirements (e.g., SBTi submission)?	No
Scope of work	16	Supply Chain & Value Chain Reporting	For value chain disclosure (75% purchases/sales), will the organization facilitate engagement with vendors/customers?	yes
Scope of work	16		Is the consultant expected to develop vendor data collection platforms, or only frameworks and templates?	No tooling required. Formats and models in excel is required
Scope of work	16		Please clarify the estimated number of key suppliers and customers to be covered.	10
Scope of work	16	Technology & Data Infrastructure	Does the organization have an existing ESG or data management platform that needs enhancement, or is a new system expected?	No
Scope of work	16		If a new platform is required, should the consultant provide technology implementation or only functional specifications?	No, only functional specs
Scope of work	16	Reporting & Assurance	Is the integrated ESG report expected annually or as a one-time deliverable during the project period?	As of now one time. If required later, it would be a separate engagement.
Scope of work	16		For audit-ready documentation, will the organization appoint an independent assurance provider separately?	Yes.
Scope of work	16		Kindly clarify expectations regarding the consultant's role in supporting external ESG ratings.	The consultant to recommend the certification, prepare the organisation and be there during the process

Scope of work	16	Professional Standing & Assurance Capability	Regarding the requirement to provide “reasonable assurance” capability, please clarify whether this refers to: - Advisory support to prepare for assurance, or - Formal assurance services under recognized assurance standards.	The consultant to recommend the certification, prepare the organisation and be there during the process
2	13	Training, qualification and experience • Training Approach / Plan / Deliverables • Assurance provided on staffing.	Under the evaluation criterion “Assurance provided on staffing”, we request clarification on the type of assurance/documentation expected by the client. Specifically, should bidders provide any of the following (or a combination thereof): • Formal commitment or availability letters from proposed key personnel • Confirmation of staffing deployment timelines • Any other specific form of assurance preferred by the client	The senior personnel whose credentials will be shared is mandatory in the project. Any change would have to be done post approval from ReBIT.
2	45	Annexure L: Proposed Team Profile	Request clarification on the details of the number of professional expected to be submitted under the staffing section of the proposal: Is there a minimum or maximum number of staff profiles/CVs to be provided?	It’s up to the consultant. We are ok with one very strong and experienced consultant or multiple personnel.
Annexure G: MEC	41	Sr. No. 6 MEC	We kindly request clarification on whether Micro and small enterprises are eligible for any relaxation on exemption under this clause, in line with applicable procurement policies.	No. Except EMD there are no relaxation on any other terms to MSE bidders.
