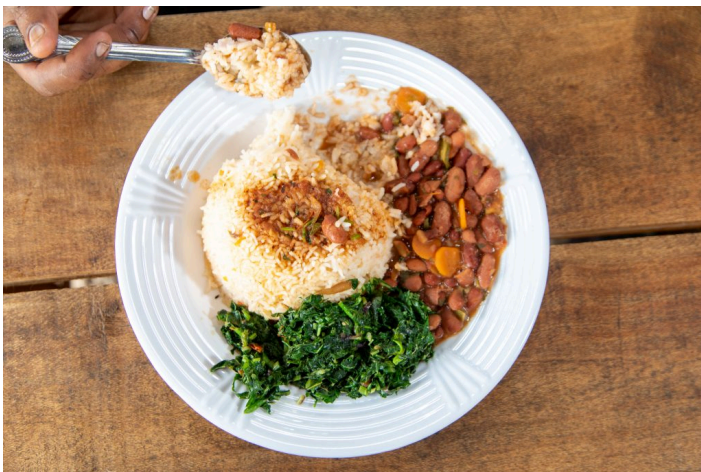


# OFFICIAL FEEDBACK FORM

<b>DIALOGUE TITLE</b>	Roundtable Discussion on Nourishing Responsible Business Practices : Committed to healthier diets for all
<b>DIALOGUE DATE</b>	Wednesday, 13 November 2024 10:00 GMT +05:30
<b>CONVENED BY</b>	Aishwarya Choubey (GAIN India); Bhuvaneshwari Balasubramanian (GAIN India) ; ATNI; FSSAI; IICA; Unicef Event announced on behalf of the Convenor by: Debjani Samantaray. Documentation and Promotion Feedback published on behalf of Convenor by: Debjani Samantaray (KMM Manager, GAIN Global). Technical documentation and promotion
<b>EVENT LANGUAGE</b>	English
<b>HOST LOCATION</b>	New Delhi, India
<b>GEOGRAPHIC SCOPE</b>	National level
<b>AFFILIATIONS</b>	GAIN and partners` national/global nutrition dialogues in the run up to N4G Summit 2025
<b>DIALOGUE EVENT PAGE</b>	<a href="https://nutritiondialogues.org/dialogue/57823/">https://nutritiondialogues.org/dialogue/57823/</a>



The outcomes from Nutrition Dialogues will contribute to developing and identifying the most urgent and powerful ways to improve nutrition for all, with a focus on women and children and young people. Each Dialogue contributes in four distinct ways:

- Published as publicly available PDFs on the Nutrition Dialogues Portal
- Available as public data on the Nutrition Dialogues Portal "Explore Feedback" page
- Available publicly within a .xls file alongside all Feedback Form data for advanced analysis
- Synthesised into reports that cover which nutrition challenges are faced, what actions are urgently needed and how should these be taken forward - particular, in advance of the Nutrition for Growth Summit in Paris, March 2025.

# SECTION ONE: PARTICIPATION

## TOTAL NUMBER OF PARTICIPANTS

24

## PARTICIPATION BY AGE RANGE

0	0-11	0	12-18	0	19-29
2	30-49	0	50-74	0	75+

## PARTICIPATION BY GENDER

2	Female	0	Male	0	Other/Prefer not to say
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## NUMBER OF PARTICIPANTS FROM EACH STAKEHOLDER GROUP

0	Children, Youth Groups and Students	15	Civil Society Organisations (including consumer groups and environmental organisations)
0	Educators and Teachers	0	Faith Leaders/Faith Communities
0	Financial Institutions and Technical Partners	0	Food Producers (including farmers)
0	Healthcare Professionals	0	Indigenous Peoples
0	Information and Technology Providers	3	Large Business and Food Retailers
0	Marketing and Advertising Experts	6	National/Federal Government Officials and Representatives
0	News and Media (e.g. Journalists)	0	Parents and Caregivers
0	Science and Academia	0	Small/Medium Enterprises
0	Sub-National/Local Government Officials and Representatives	0	United Nations
0	Women's Groups	0	Other (please state)

## OTHER STAKEHOLDER GROUPS

## ADDITIONAL DETAIL ON PARTICIPANT DIVERSITY

The Dialogue event showcased diversity by including participant voices across economic, ethnic, geographic backgrounds. It featured representatives from large corporations, MSMEs, and rural and urban community voices, ensuring discussions addressed unique dietary and nutritional challenges across diverse settings. This broad representation highlighted nutrition's universal importance and fostered equitable strategies for workforce health, productivity, and sustainable development.

# SECTION TWO: FRAMING AND DISCUSSION

## FRAMING

The Stakeholder Dialogue opened with an address emphasizing the critical need to integrate nutrition into responsible business practices, particularly in India, where malnutrition poses a significant barrier to achieving Sustainable Development Goals (SDGs). The introduction highlighted local challenges, including poverty, climate change, and widespread nutrition deficiencies such as anemia and seasonal food insecurity, underscoring the urgency of addressing these issues. Discussions focused on the business case for workforce nutrition, emphasizing its potential to improve employee well-being, productivity, and overall social impact. Practical strategies included workplace initiatives promoting healthier eating habits and sustainable practices, as well as integrating nutrition indicators into business reporting frameworks. These approaches aim to shift perceptions of workforce nutrition from optional initiatives to integral components of responsible business practices. Speakers highlighted the need for accessible and nutritious food options, affordable implementation strategies for businesses, and clear reporting guidelines to streamline practices. The dialogue also emphasized the importance of collaboration across sectors, encouraging partnerships among businesses, government, and civil society to create a supportive ecosystem. The event underscored the transformative potential of embedding nutrition into business strategies, aligning corporate actions with public health priorities and contributing to sustainable development goals.

## DISCUSSION

Key questions framed around the main discussion topics were : 1. What lessons can be drawn from companies implementing ESG frameworks, particularly those focusing on workforce nutrition and healthier food policies? 2. How can ESG-driven nutrition initiatives be scaled to become industry-wide norms, and what roles should business associations and government partnerships play in this effort? 3. Is there a business case for MSMEs to adopt nutrition-focused practices, and how can challenges in this sector be addressed? 4. How feasible is it to include employee health and well-being in BRSR indicators, and is there balanced focus across all ESG pillars? 5. How can the food sector bridge consumer demand for healthier, sustainable products with business offerings, and what role should it play in ESG adaptation? 6. What strategies can drive consumer engagement in supporting sustainable and nutritious products, and how can businesses report on healthy portfolios effectively? 7. How can partnerships between regulators and the private sector foster investment and collaboration in nutrition-focused initiatives?

# SECTION THREE: DIALOGUE OUTCOMES

## CHALLENGES

The participants of the dialogue highlighted key nutrition challenges as below:

1. Lack of Integration in Corporate Strategies: Many businesses view nutrition initiatives as optional or limited to specific programs like child health, requiring a shift in perception to consider nutrition as a strategic investment rather than a social initiative.
2. Barriers in ESG Implementation: Companies face challenges incorporating workforce nutrition into ESG frameworks due to unclear reporting guidelines and the need for sector-specific standards.
3. Insufficient Awareness and Engagement: Employees and consumers often respond more positively to "healthy" rather than "nutritious," highlighting the need for culturally resonant language to promote better dietary choices.
4. Supply Chain Challenges: Non-food sector supply chain partners struggle to adopt nutrition-focused ESG practices without additional support from larger corporations, such as funding and assessments.
5. Limited Focus on Mid-Sized and MSMEs: Mid-sized companies and MSMEs often lack resources and guidance to implement workforce nutrition programs effectively.
6. Cost and Accessibility: Affordable, nutritious food options remain a challenge for many workplaces, affecting both employee access and broader adoption of healthier practices.
7. Investment Gaps: There is a need for incentives, such as tax reductions and funding for startups, to drive investments in nutritious food products and workplace initiatives.
8. Coordination and Synergy: Multi-stakeholder collaboration across public and private sectors is critical but often underutilized, leading to fragmented efforts in advancing workforce nutrition.

## URGENT ACTIONS

The dialogue participants identified some urgent actions as below:

1. Advocacy and Awareness: Raise awareness about nutrition's role in employee well-being, targeting corporate leadership. Also, to develop pilot projects and case studies to demonstrate the benefits of workforce nutrition.
2. Integration into ESG and BRSR Reporting: Advocate for nutrition metrics in the BRSR framework and collaborate with SEBI for standardized reporting.
3. Support for Small and Mid-Sized Companies: Provide tools and training for smaller companies to implement nutrition policies. Also to support nutrition initiatives in supply chains.
4. Workplace Interventions: Promote Eat Right Certifications and encourage workplace wellness programs focusing on nutrition.
5. Investment and Incentives: Advocate for government tax incentives and funding for nutritious food startups.
6. Capacity Building and Standard Setting: Organize workshops on integrating nutrition into ESG reports and develop standardized reporting templates.
7. Enhanced Public-Private Partnerships: Encourage collaboration between businesses, government, and NGOs to implement nutrition initiatives and incentivize investments in nutritious food.

## AREAS OF DIVERGENCE

The stakeholders shared a common perspective during the discussions and reached a consensus on the actions moving forward. The participants were largely in agreement with the challenges discussed, the draft roadmap developed and the general way forward decided.

## OVERALL SUMMARY

The roundtable concluded with a consensus on the need for sustained advocacy, cross-sectoral collaboration, and clear metrics to make nutrition a core component of responsible business practices. By adopting these recommendations, stakeholders aim to create a healthier and more productive workforce, ultimately contributing to India's public health and ESG objectives.

The roundtable convened by GAIN, ATNI and partners focused on integrating nutrition into responsible business practices in India, emphasizing its role in achieving Sustainable Development Goals (SDGs). The event highlighted the opportunity for companies to align strategies with public health outcomes, benefiting both business and society. From the convenor's perspective, the discussions were enlightening, with a unified call for prioritizing workforce nutrition through strategic actions and cross-sector collaboration.

Key Discussions were on :

1. The Business Case for Workforce Nutrition : Experts emphasized that workforce nutrition should be treated as a strategic investment, not just a CSR initiative. They called for simplifying ESG reporting with sector-specific guidelines to encourage more companies to adopt nutrition-focused policies.
2. Practical Nutrition Programs : Small interventions like hydration reminders and healthy food options were shared as effective ways to promote healthier employee habits. Large corporations were urged to support their supply chains with sustainable nutrition practices.
3. Raising Awareness : Using culturally appropriate language, such as focusing on "healthy" instead of "nutritious," was seen as essential for engaging both employees and consumers. Promoting a healthy eating culture at workplaces was identified as a way to influence broader consumption patterns.
4. Fostering Investment in Healthier Foods : The need for government incentives, like tax reductions for healthy food products, was discussed to encourage investment in nutritious foods. Successful campaigns, such as the International Year of Millets, were highlighted for boosting demand.
5. Collaboration Across Sectors : Multi-stakeholder collaboration between businesses, government, NGOs, and academia was seen as key to standardizing practices and amplifying the impact of nutrition initiatives.

Actions and Recommendations were :

1. Advocacy and Awareness : To raise awareness at the corporate leadership level about the importance of nutrition in employee well-being. And to showcase pilot projects to demonstrate the benefits of workforce nutrition.
  2. Integration into ESG and BRSR Reporting : To include nutrition metrics in ESG frameworks like BRSR. And to collaborate with SEBI to make nutrition indicators mandatory.
  3. Support for Small and Mid-Sized Companies : To provide tools and training to help small companies adopt nutrition policies. And for Larger corporations should support their supply chains with guidance and funding.
  4. Workplace Interventions : To promote FSSAI's Eat Right Campus certifications and encourage wellness programs with nutrition education. And to embed nutrition into employee well-being initiatives through HR teams.
  5. Government Incentives and Investments : Advocate for tax incentives for healthier food products. And to fund startups in the nutritious food sector to drive innovation.
  6. Capacity Building and Standard Setting : To organize workshops on integrating nutrition into ESG reporting. And to develop simple reporting templates for tracking nutrition metrics.
  7. Enhanced Public-Private Partnerships : to foster collaboration across sectors to advance workforce nutrition.
- Recommendation: Incentivize businesses to develop sustainable, nutritious products.

The roundtable ended with a shared commitment to advocacy, collaboration, and clear metrics to embed nutrition in business practices. From the convenor's viewpoint, the event was highly productive, offering actionable steps to improve workforce health, align with India's public health goals, and advance ESG objectives. By implementing these recommendations, stakeholders can help create a healthier, more productive workforce in India.

# SECTION FOUR: PRINCIPLES OF ENGAGEMENT & METHOD

## PRINCIPLES OF ENGAGEMENT

GAIN is one of the leading organizations for convening this roundtable discussion, playing a major role in ensuring national-level engagement, as co-convenor. The leading engagement of multi sectoral partners in this process provided an opportunity for GAIN to have a conversation with key stakeholders and carry forward this initiative. This involved some level of co-planning and merging of cohesive interest areas of the varied partners while preparing for this specific event. Planning of this dialogue was participatory and it was informed from the previous meetings with key stakeholders from the govt and private sector as well as development sector partners. Its preparations was inclusive as it involved participation of both national and local actors.

## METHOD AND SETTING

The meeting was convened in a formal arrangement in a conference room-setting, with organized roundtable discussions being facilitated. There was a plenary discussion on the thematic areas identified, followed by presentations and group discussions thereafter.

## ADVICE FOR OTHER CONVENORS

1. Early mobilization of stakeholders is key to ensure broad representation and diverse perspectives in the dialogue. 2. The role of government, private sector, CSOs is key in coordinating efforts and ensuring effective management of the country's commitments to nutrition and healthier diets for all. 3. Co-plan and develop a clear and inclusive Commitment, Development and Engagement roadmap.



# FEEDBACK FORM: ADDITIONAL INFORMATION

## ACKNOWLEDGEMENTS

Global Alliance for Improved Nutrition (GAIN), Access to Nutrition Initiative (ATNI), FSSAI, IICA, Confederation of Indian Industry (CII), Invest India, Reliance Industries, Mother Dairy, Deloitte, Heritage Foods, Impact4Nutrition (I4N), Center for Science and Environment, Consumer Voice, The Climate Group

# CORRECTIONS, ADJUSTMENTS, OR CHANGES

Title Participants Number and Details

Date 16/01/2025

There were 20 participants from different organizations representing government, private sector, civil society to discuss about challenges and way forward to nutrition to be integrated into ESG. There were 11 female and 9 male participants in the roundtable

## ATTACHMENTS

- **Participants list**  
<https://nutritiondialogues.org/wp-content/uploads/2024/12/List-of-participants-for-roundtable.xlsx>