



Rupanjana De is a Fellow Member of the Institute of Company Secretaries of India (ICSI), New Delhi and a lawyer by qualification. She began her career in 2001 and worked across a few groups of companies including listed companies and was also in practice for some time. After gaining a wide experience as a Company Secretary, she decided to promote her own group of companies. The companies of the diversified EnVERT group, earlier promoted by her, are into the business of renewable energy (manufacturing & consultancy), energy audit, corporate training, creative graphic designing, apparels, tourism and publication of books and magazines.

Today Ms. De is a **Practising Company Secretary**. She has an exposure to diverse fields of industry starting from beverages to renewable energy technology and a hands-on expertise in Company Law and Management, Corporate Governance, Legal Compliance, Corporate Sustainability, Corporate Social Responsibility and Quality Control with an International Exposure.

Under her patronage, a company of the EnVERT Group has become an **Associate Member** of the acclaimed European Master in Law and Economics (EMLE) programme run by a consortium of 14 universities across various European countries. The company shares the prestigious advisory position alongside only 3 other Indian organizations, viz., BSE Ltd., FoxMandal Little Solicitors & Advocates and the National Law School of India University, Bangalore. The position involves an advisory role in the policy-relevant analysis of law and economics with special emphasis on the corporate sector.

As an entrepreneur and employer, Rupanjana De has always laid special emphasis on the **employment of women** and she has encouraged women to come out of their household chores and build professional careers side by side. The corporate training imparted by one of the companies in the EnVERT Group has been able to employ more than 300 qualified soft skill trainers across India and has earned the recognition of being one of the best corporate training providers in India for two consecutive years in the past.

Rupanjana De is a regular **Speaker** at various forums and seminars. Her preferred topics are Company Law, Corporate Governance, CSR, Entrepreneurship, Women Empowerment, Prevention of Sexual Harassment, Board Reports, Corporate Sustainability and Business Ethics.

An avid **Writer**, she has authored 13 books and 30+ articles in Indian publications and International journals. Her articles on Indian Insurance market scenario earned her a place in the book 'A Guide to Global Insurance Regulations' published by UK based Strategic RISK publication.

She is the **Editor-in-chief** of a Renewable Energy journal and **Editor** of a Travel magazine. She has also started a journal on the Economic Analysis of Law which involves Indian professionals as well as international writers of great acclaim.

Ms. De was an **Elected Member** of Eastern India Regional Council (EIRC) of the Institute of Company Secretaries of India. She was Secretary, EIRC, ICSI in 2015.

Ms. De is an **Independent Director** on the Board of seven companies.

Rupanjana De is an active **Social Worker** and is involved in initiatives directed towards the upliftment of the downtrodden and underprivileged, especially women and children. She is associated with the NGO EnVERT Foundation.

On the hobbies side, Rupanjana De is an acclaimed 'Pen & Pencil' artist and has held a number of exhibitions of her paintings since a very tender age. She also enjoys music, photography and travelling and has set foot on 40 countries of the world.



Rupanjana De

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**A PRACTISING
COMPANY SECRETARY**

A QUALIFIED LAWYER

AN EXPERT IN CSR

**AUTHOR OF BOOKS ON
COMPANY LAW**

**A QUALIFIED
INDEPENDENT DIRECTOR**

A TEACHER & TRAINER

A SOCIAL WORKER

BOOKS
AUTHORED



QUALIFICATIONS




Academic Qualifications



Bachelor Degree in Economics (B.A. Eco) from Assam University, Silchar (1997)





-  Bachelor Degree in Law (LL.B) from Assam University, Silchar (2003)
-  Master Degree in Law (LL.M. from University of Hamburg, Germany (2008)
-  Master Degree in Applied Economics (M.A. Eco) from Université Paul Cézanne, Aix-Marseille III, France (2008)
-  European Master in Law & Economics (EMLE) from Erasmus University Rotterdam, The Netherlands (2008)

 Pursued a Triple Masters Degree Programme in Europe organised by a consortium of 14 Universities across various countries in Europe. During the programme I had the privilege of having 86 colleagues from about 45 countries (2007-08)

Professional Qualifications

-  Qualified in the CS Final Examination (2001)
-  Secured Membership of the Institute of Company Secretaries of India (2003)
-  Entered as a Fellow Member of the Institute of Company Secretaries of India (2014)

Academic Awards

-  Merit and National Scholarships for the 10th class examinations (1992)
-  Merit and National Scholarships for the 12th class examinations (1994)
-  Merit Award in Graduation level for being the Best Graduate across the Arts stream (Topper across all departments) (1997)
-  Gold Medalist in LL.B in Assam University. First person in the 43 years' history of the University and the college to obtain a first class. (2003)

PROFESSIONAL BACKGROUND



Ms. De did her CS Management Training in Assam and after becoming a member of ICSI in 2003, she started her career as a Practicing Company Secretary in Assam. She switched to employment in the later part of 2004 and worked with the B.K. Birla Group of Companies as a Company Secretary and Compliance Officer for a while. Motherhood led her to leave the job and start her own business later. During her practice, employment and later as an entrepreneur, she has had the privilege of working in diverse fields of industry starting from beverages to renewable energy technology and of gaining a hands-on expertise in Company Law and Management, Corporate Governance, Legal Compliance, Corporate Sustainability, Corporate Social Responsibility and Quality Control with an international exposure. Currently Ms. De is a Practising Company Secretary.

ENTREPRENEURSHIP



Ms. De has promoted the diversified EnVERT Group of companies. The companies are into the business of renewable energy (manufacturing and consultancy), energy auditing, corporate training, CSR consultancy and implementation, creative graphics, apparels, tourism and publication. Apart from her role in management, legal and secretarial compliance and consultancy, she is also the Editor-in-chief of the Renewable Energy journal 'Sustainable Energy Review', Editor of ECorporate Lex (a journal on the Economic Analysis of Law), the Tourism and Kids' magazines published by the group. The ECorporate Lex and Sustainable Energy Review are the only magazine of their kind in India.

As an entrepreneur, Ms. De has laid special emphasis on the employment of women and has encouraged women to come out of their household chores and build professional careers side by side. The corporate training imparted by one of the companies in the group has been able to employ more than 300 qualified soft skill trainers across India and has earned the recognition of being the best corporate training providers in India for two consecutive years in the past.

ACHIEVEMENTS



One of the companies of the EnVERT Group, under her patronage, has become an Associate Member of the acclaimed European Master in Law and Economics (EMLE) programme and shares the prestigious advisory position alongside only three other Indian organizations being the Central Depository Services Ltd., FoxMandal Little Solicitors & Advocates and the National Law School of India University, Bangalore. The position involves an advisory role in the policy relevant analysis of law and economics with special emphasis on the corporate sector.

REGULAR SPEAKER & GUEST FACULTY



Ms. De has been regularly speaking on Company Law, Corporate Governance, Sustainability, CSR, Women Empowerment, CS as a Profession, Business Ethics, Sexual Harassment, Corporate Communication and Soft

Skills at Professional Institutes, Universities, Colleges and Management Institutes. She has been a Guest Speaker at the Regional Conferences and National Conference of the Institute of Chartered Accountants of India [NIRC of ICAI] and the Institute of Cost Accountants of India [ICAI (Cost)] respectively. Over the past few years she has also been invited by the various Chambers of Commerce including the ICC, CII, BCC&I and IEEMA for deliberating on topics of relevance like Company Law, Corporate Governance, CSR, Foreign Trade etc. for its members.

MEMBERSHIPS

- Member, Board of Studies, School of Management Studies, Indian Institute of Engineering, Science and Technology (IIEST), Shibpur, WB, India
- Member, Quality Assurance Committee, Rani Birla College for Girls, Kolkata, India
- Member, Safety & Security Committee, Indus Valley World School, Kolkata, India
- Member, Calcutta Study Circle on Corporate Law & Allied Subjects, Kolkata, India
- Associate Member of European Master of Law & Economics (EMLE) Programme, Consortium of 14 Universities in Europe
- Member, Corporate Governance Committee, Bengal Chamber of Commerce & Industries (BCC&I), Kolkata, In
- Council Member, EIRC of ICSI (2015-18), Kolkata, India
- Secretary, Eastern India Regional Council of ICSI, 2015
- Chairperson, Research Committee, EIRC of ICSI, 2018
- Chairperson, IT Committee of EIRC of ICSI, 2017
- Chairperson, Building Committee of EIRC of ICSI, 2016
- Chairperson, Study Circle Committee of EIRC of ICSI, 2015
- Member, Public Relations Committee, EIRC (2014)
- Member, Research Committee, EIRC (2014)
- Member, Newsletter Committee, EIRC of ICSI (2011)
- Member, Hospitality Committee, 42nd National Convention of ICSI, New Delhi, India
- Secretary & Treasurer, EnVert Foundation, an NGO, India
- Member, Institute of Internal Auditors (IIA)

DIRECTORSHIPS

Present

- Neo Metaliks Limited
- Visa Steel Limited
- Assam Carbon Products Limited
- Hiranmaye Energy Limited
- Sasta Sundar Ventures Limited
- Sasta Sundar Healthbuddy Limited
- Bengal Shetler Housing Development Limited
- Nandi Resources Generation Technology Pvt. Ltd
- Afield Touriosity Private Limited
- EnVERT Agro & Food Private Limited
- EnVERT E-Vehicles Private Limited

Past

- Bhagalpur Smart City Limited
- Balasore Alloys Limited
- Shyam Metaliks Limited

PUBLICATIONS

As an avid writer Ms. De has authored a number of articles in Indian publications including the journals of premier professional institutes like the Chartered Secretary (Institute of Company Secretaries of India and Management Accountant (Institute of Cost Accountants of India) and their regional newsletters as well as international journals of acclaim like the Elsevier's Journal of Cleaner Production. A handful of her articles on the Indian Insurance market scenario in 2011 earned her a place in the book 'A Guide to Global Insurance Regulations' published by UK based Strategic RISK publication.

List of Relevant Publications:

Sl. No.	Name of Article	Publication date	Name of Journal
1	Production of sweetmeat utilising solar thermal energy - economic and thermal analysis of a case study	Dec-05	Journal of Cleaner Production (Ref: 1/4/2021 JCLP 15 (2007) 373e377)
2	Hedging against contingencies with Professional Liability Insurance	Oct-10	EIRC Newsletter
3	The Company Secretary and Comparative Corporate Governance	Dec-10	EIRC Newsletter
4	Directors' and Officers' Liability Insurance - the need of the hour	Feb-11	Chartered Secretary
5	Corporate Governance - an economic perspective	Apr-11	Chartered Secretary
6	Corporate sustainability - a new paradigm	Apr-11	EIRC Newsletter
7	Professional Liability Insurance - Desideratum for Company Secretaries	Jul-11	Chartered Secretary
8	Company Secretary - Terra Incognita in Comparative Corporate Governance	Mar-12	Chartered Secretary
9	Economic Analysis of Renewable Energy Instruments	Feb-13	Sustainable Energy Review
10	Law and Economics of Renewable Energy Certificate (REC) Market in India	Jun-13	Sustainable Energy Review
11	A Critical Analysis of Corporate Social Responsibility	Jul-14	EIRC Newsletter
12	An Economic perspective into Corporate Governance	Aug-15	ECORporate Lex
13	Entrepreneurs, their role in skill development and vice versa	Dec-15	ICSI National Convention
14	Social Entrepreneurship vs. CSR and the thin line in between	Jun-16	WIRC of ICSI Annual Conference
15	Women Directorship - a laudable initiative towards women empowerment	Jul-16	Management Accountant Journal
16	The Journey of the Buddha - to enlightenment and beyond	Nov-16	Touriosity Travelmag
17	Understanding CSR and making the most of it	Mar-17	Part of book published by Khudiram Bose Central College, Kolkata
18	CSR - the role of Board and Committees thereof	Sep-17	VIPCA Journal
19	Sustainable forestry and wildlife conservation towards maintaining ecological balance	Sep-17	Glarepost
20	CSR Audit vs Corporate Responsibility Index	Aug-19	Glarepost
21	Life during lockdown	Jul-20	Touriosity Travelmag
22	Implementation of CSR Projects under Companies Act, 2013	Jul-20	Lions Mirror
COMMUNICATED			
1	The Post COVID-19 normal - a legal and economic perspective	-	Deshabandhu College for Girls, Kolkata

BOOKS

6 editions of

Company Law Ready Referencer
(Co-authored)
Publisher:
Bloomsbury India Publishers
First Edition: 2016

3 editions of

A Practical Guide to Corporate Social Responsibility
Publisher:
Bloomsbury India Publishers
First Edition: 2017

CSR and Sustainability - A Compilation of Articles
Publisher:
Pen & Ink
2019

Sexual Harassment at Workplace - Law, Practice & Procedures
Publisher:
Bloomsbury India
2021

Editor of:

TOURIOSITY Travelmag, June 2012 - Till date (a monthly travel magazine that has published more than 110 issues so far)

CURIOSITY Kids, May 2014 - Till date (an annual Kids' magazine with 7 issues so far)

ECORporate Lex, August 2015 & October 2015 (a bi-monthly magazine for Economic analysis of Corporate Law - since discontinued)



Rupanjana De has been associated with Corporate Social Responsibility in various capacities and hence, has a 360-degrees approach to it. To begin with she is a noted Author in CSR and serves as a consultant to many companies on their CSR projects. She is also a Trainer in this field and has been regularly conducting classes with the Executive and Manager level employees of some prominent Public Sector Undertakings (PSUs) across India. She also has the past experience of personally handling some major social projects in the rural areas in Assam and West Bengal and due to her keen interest in activities directed towards social upliftment, she has been appointed as the Chairperson of the mandatory CSR Committee of the Board of Directors of some of the companies in which she is an Independent Director. This apart, she is also associated with EnVERT Foundation, an NGO that is working for the underprivileged. Following are some glimpses from her various social projects, individual initiatives and trainings:



Training the Executives and Manager-level personnel of **Power Grid Corporation of India Limited** at a residential workshop on CSR and Sustainable Development at Hotel Gargee Gautam Vihar Resort, Rajgir, Bihar from 17th - 19th February 2016



As a member of a CSR implementation team at an **Old Age Home** in Silchar, Assam posing with the inmates after successful execution of the project in December 2012



Training new recruits of a PSU [**Hindustan Copper Ltd.**] at an HRD training programme on CSR and Compliance Management at Kolkata on 19th November 2015

Training the supervisory level staff of a PSU [**Power Grid Corporation of India Ltd.**] at an HRD training programme on CSR at Hotel Gargee Grand, Patna, Bihar from 29th - 30th March 2016



Keynote Speaker on 'The legal aspects of CSR & Sustainability' at a full day workshop organised by 2 PSUs [**Eastern Coalfields Ltd & Coal India Ltd**] at Hotel The Fern, Asansol, WB on 30th March 2018

