

SUDIPTA PAUL

Independent Director | Trustee | Board Advisor | Education & Women Empowerment | CSR & ESG Governance

+91 9845132897 @sudiptadas_76@rediffmail.com Sudipta Paul | LinkedIn www.sudiptapaul.info Bangalore, India

SUMMARY

Independent Director and Board Advisor with over 20 years of experience providing **fiduciary oversight, ethical judgment, and governance stewardship** across education, women empowerment, CSR, ESG, DEI, and culture. Brings a strong record of guiding institutions toward **board-governed, compliant, and outcome-driven social impact**, with deep expertise in safeguarding, POSH, stakeholder trust, and reputational risk. Known for exercising **independent judgment**, constructively challenging management, and strengthening long-term institutional credibility in mission-driven organizations.

BOARD VALUE PROPOSITION

CSR & Statutory Compliance Oversight

- Companies Act (Section 135), CSR Rules, policy governance, partner due diligence, statutory and donor reporting

Stakeholder & Community Trust

- Alignment across boards, leadership teams, donors, NGOs, regulators, and beneficiaries

Culture, Ethics & Leadership Accountability

- Purpose-led governance, codes of conduct, safeguarding, POSH, and ethical decision-making

Education & Women-Centric Governance

- Strategic oversight, program assurance, outcome measurement, and dignity-first delivery models

Risk, Reputation & Sustainability

- Reputational risk oversight, transparent disclosures, and long-term sustainability frameworks.
- Safe, equitable learning and work environments

BOARD-RELEVANT EXPERIENCE & OVERSIGHT

Education & Women Empowerment Governance

Broadridge Financial Solutions | Dell

- Provided governance oversight to women-focused education and internship initiatives, ensuring compliance, safeguarding, and ethical delivery.
- Advised leadership on creating safe, inclusive, and POSH-compliant environments for women and young learners.
- Strengthened governance frameworks centered on dignity, access, and long-term educational outcomes.

STRENGTHS



Director Attributes

Exercised independent judgment and integrity, influencing board decisions.



Mission-Focused Leadership

Advanced stakeholder engagement with a focus on mission-aligned long-term governance.

KEY ACHIEVEMENTS



Impact in Education and Women Empowerment Governance

Guided governance thinking for education and inclusion-focused initiatives, with emphasis on girls' education, women leadership, and equitable access.

Strengthened safeguarding, POSH, and ethics governance, reducing institutional and reputational risk.

Supported the shift from programmatic CSR to structured, board-governed social impact models

CERTIFICATIONS

Independent Director Proficiency Test

Indian Institute of Corporate Affairs

Executive Education

Stanford University

Executive Education

Cornell University

POSCO and POSH

VLegal

Certified DEI Professional

Parity

BOARD-RELEVANT EXPERIENCE & OVERSIGHT

CSR & Social Impact Oversight

Broadridge Financial Solutions

- Enabled transition from programmatic CSR to board-governed social impact models, strengthening accountability and donor confidence.
 - Evaluated NGO partners, assessed impact, aligned objectives with statutory requirements, and enhanced transparency in reporting.
 - Supported leadership and boards in embedding governance discipline into CSR decision-making.
-

Ethics, DEI & POSH Governance

Dell | IBM

- Provided oversight on POSH, ethics, and DEI governance, supporting leadership accountability and safe organizational cultures.
 - Embedded inclusion and ethical conduct into governance mechanisms beyond metrics and compliance.
-

Risk, Reputation & Sustainability Oversight

Broadridge Financial Solutions, Dell and IBM

- Applied governance judgment to reputational risk, stakeholder trust, and sustainability during periods of organizational change and growth.
- Advised on transparent disclosures and leadership communications to protect institutional credibility.

GOVERNANCE KNOWLEDGE & CREDENTIALS

CSR Companies Act 2013

Board & Committee Processes

Evaluations Ethics Disclosures

CSR Rules CSR Provisions POSH

Financial Reporting Donor Reporting

NGO Governance Risk & Compliance

Safeguarding Frameworks

BOARD & COMMITTEE INTERESTS

✓ CSR & Social Impact Committee

✓ Education & Empowerment

✓ DEI & Culture Committee

✓ Ethics Committee