

# *Corporate Social Responsibility*



## Corporate Social Responsibility



**Dr. Sundar Kataria**  
Chairman & Managing Director

There are international and national guidelines available to improve worker's rights, work place conditions and an effective management of social responsibilities in the organization.

The CSR / SR fundamental elements are based on the:

- UN Declaration of Human Rights
- Factory Act
- ILO Convention
- Labour Laws
- Contract Act
- ISO 26000 : Guidance on Social Responsibility

SA 8000 and ISO 26000 provide guideline for Social Responsibility as a hand book for the organization and for the Auditor seeking certification. The above two international standards provide guidelines to provide a auditable voluntary standard based on the UN Declaration of Human Rights, ILO and other international human rights and labour norms and applicable labour laws. The objective is to empower and protect all personnel within an organization's control and influences who provide product and / or influences who provide product and / or services for particular organization. This will include personnel employed by the organization itself and its suppliers sub contracts including home workers e.g. cottage industries.

CSR & CR Standard through appropriate and effective management system covering main 9 elements of SA 8000, international Standards.

### Social Accountability Requirements

- |                                |   |                      |
|--------------------------------|---|----------------------|
| 1. Child Labour                | 4. Freedom of Association & Rights of Collective Bargaining | 7. Working Hours     |
| 2. Forced or Compulsory Labour | 5. Discrimination   | 8. Remuneration      |
| 3. Health & Safety             | 6. Disciplinary Practices                                   | 9. Management System |



Similarly there is ISO 26000, International Standard / Guidelines are available for Social Responsibility .

ISO 26000 provides a basic understanding of a voluntary International Standard ISO 26000:2010 Guidance on Social Responsibility

The objectives of Social Responsibility is to contribute to Sustainable Development.

## Why it is important?

The organizations around the world and the stakeholders are becoming more aware day by day about the needs and benefits of social responsibilities. Welfare of society and environment has become central point of performance measurement in rating overall performance of an organization. It is reflection of growing recognition that we need to focus and ensure healthy eco-system, social equity and the good organization activities depend on the health of the global eco system. Today various stake holders have greater demand and scrutiny.

## Benefits

- Competitive Advantages
- Reputation
- The ability to attract and retain workers or members / association, customers, clients, users and consumers.
- The maintenance of employee morale, commitment and productivity.
- The perception of stake holders, investors, owners, donors, sponsors and the financial community.
- Relationship with companies, government and the media, suppliers, peer customers, community whereas we are operating and sector of industries.

This will definitely help organization towards social responsibilities in contributing to sustainable development and eco system. It encourages them to go beyond legal compliance, recognizing those national & international compliance.

## Social Responsibility



## Social Responsibility

### What is Social Responsibility & Corporate Social Responsibility ?

CSR / SR refers to the activities and / or donations given by individual and / or company voluntarily undertake to give back to communities and / or to environment and safety. These social activities often involve a individual and / or company's employees who can help to engage and motivate team members, family members, friends and associates.

The corporate is required to report annual CSR, ESG and sustainability. The Environmental Social & Governance Advisory Team leads the transformation partner to international and national companies, investors and government pursuing a low carbon emission and just economy. The ESG team is also responsible to have a sustainability transformation from strategy, planning, development and risk management including environment impact assessment to provide voluntary disclosure and regulatory optimization.



## Sustainability Solutions will include -:

- a) Strategy planning and development  
Business models and annual balance sheet are increasingly exposed to a growing items of ESG issues.
- b) Risk Management
- c) Impact Assessment
- d) Voluntary Disclosure
- e) Legal & Regulatory Optimization & Compliance. The social economy system is changing fast globally as observed for last few years since the break of COVID 19 pandemic .

ESG issues have become a fiduciary responsibility as economic grapple with multiple and compounding risks such as :

- Climate Change
- Social Justice
- COVID-19
- Natural Resources - Oil & Gas
- Energy & Materials
- Financial Issues
- Information Technology
- Globalization
- Political, etc

As our individual & corporate responsibility we need to have total commitment and contribution towards quality, environment and safety towards global sustainability.



## Social Responsibility Initiative by International Certification Services

### 1. Cultural & Spiritual activities in ICS Offices

All Indian Festivals, Religious and Cultural Celebrations are done here like Holi, Diwali, Ganesh Chaturthi, Christmas.

### 2. Celebration of

- World Environment Day
- National Safety Day
- World Quality Day
- Women's Day

3 Empowerment and equal opportunity for Women.

4 Medical Support to needy personnel in ICS and other Associates.

5 Marriage Support to needy and underprivileged.

6 Religious Support to the Aashram for celebration and help to the pilgrimage to have spiritual and religious activities towards sustainability and continuity of Aashram.

7 Birthday Celebration of employees.

8 Donation of Books and used garments to the needy.

9 Donation to the school for learning – toys & books.

10 Providing support to needy and underprivileged children / students for higher studies through donation / annual scholarship irrespective of cast, creed, colour, race, religion.

### Support To MSME

It has been tough time for MSME especially ancillary units that were mainly dependent on the large manufacturers of Automobiles, Fabrication of structural streets, pressure vessels and oil & gas sector industries.

## Sat Gun Sang

Sat-Gun-Sang is brain child of Dr. Sundar Kataria, Chairman and managing director of ICS, where he was looking for a common platform for sharing acquired knowledge by various quality stalwarts, quality controllers, quality managers, clients and even by common man. ICS is main propeller behind this initiative in association with SJK Foundation - a charitable trust and its knowledge partner ICS Technologies. Till date we have organized various knowledge sharing drives in the form of awareness programme, experience sharing and problem solving workshops of various quality related subjects on every Saturday. We had celebrated our Centenary Meet on 29th October 2022 and still continuing the main objective of the Virtual Meet to upgrade and enhance quality of the products and services for MSME. Thus we are contributing to the following National Programs initiated by our beloved Prime Minister Shri Narendra Modi

- Make in India
- Atma Nirbhar Bharat
- Swatch Bharat
- 75 Azadi Ka Amrit Mahotsav



75th AZADI KA AMRIT MAHOTSAVA  
CENTENARY CELEBRATION 2022  
100 Virtual Webinar  
we are pleased to write you to join us in celebration the  
Saturday  
October 29th | 11:00 am - 1:30 pm

Mr. Anshul Saxena  
CEO  
Haldia & AGS-IT Services

Mr. Ajay Janshankar Nair  
Managing Director & CEO  
Waters Marine Ltd

Shri. Chiranjeev Vardhman  
Area IFC Growth Promoter  
Kerala Consumer Policy

Ms. Riddhi Jami  
Business Head  
Sanyo IT Solutions

Mr. Prash Vaidya  
MD & CEO  
Kuma Global

Mr. Adhish Gajjar  
HR Dept Head  
Sanyo Project Pvt Ltd

Ms. Griti Kumar Sidhwani  
Co-Founder  
Sanyo Chemical Industries

Contact Person: Ajith Kalunke / 9028051388  
E-mail: [ayan.s@icsa.com](mailto:ayan.s@icsa.com)

## Paryavartan

ICS, India's leading certifying body has been commemorating World Environment Day since the last two decades. The mission of this celebration was to invite attention and foster dedication to the cause of a sustainable planet. You will be pleased to know that we have been able to reach out to several lakh audiences through this uninterrupted initiative every year. Hopefully, our sustained reinforcement of environmental wisdom will make a difference in the way citizens regard and preserve our environment. In view of pandemic-triggered limitations, Virtual World Environment Day Conclave was scheduled from 2nd June 2022 to 4th June, 2022 from 5:00 PM to 7:30 PM through Zoom Webinar Platform. The conclave was attended by a diverse audience drawn from several disciplines of industry, academia, regulatory bodies and others. There were total 1 Key |Note Speaker and 4 Technical Speakers for all 3 Days.



## Saanidhanam

A Project by SJKataria Foundation - Saanidhaanam

Home For people with disabilities and senior citizens



### MISSION & VISION

'Saanidhaanam' a home away from home at Wandivali, Taluka - Palghar, District - Palghar for people with physical disabilities and senior citizens, to share happiness, provide care, medical services, therapy, vocational; and recreational activities, nutrition, wellness, safe and comfortable life style.

The broad goal is to ensure that the residents get a reason to live and improve their quality of life under the supervision of experienced professionals

### RATIONALE....

- To build a home for the most vulnerable section of the society, the disabled and the senior citizen who are unable to take care of themselves to maintain their quality of life with dignity.
- Concern of parents about the future of their child (with physical disability) after them.
- Gripping fear of exploitation, molestation, abuse of the disabled
- Fear of cheating, murder and loneliness of the senior citizen
- Very few homes available with secured facilities of training, medical and care all under one roof.
- Unavailability of reliable trained care givers .

### OBJECTIVES

- To provide assisted living facilities and other amenities to persons with physical disabilities and senior citizens.
- To develop a home for senior citizens and persons with physical disabilities.
- To enhance wellness of residents through health, literacy, livelihood and social activities
- To conduct assessments and develop individualized intervention plans.
- To then provide a holistic approach to therapy, functional literacy, nutrition, recreation, rehabilitation, support and care for the residents.
- To facilitate interaction between senior citizens and persons with disabilities.
- To provide the necessary basic medical facilities.



## FACILITIES

- Laundry
- Wifi
- Transportation
- Doctors Visits.
- Circuit Cameras
- Basic Medical Checkup and First Aid
- Meal with Specific Diets Accommodated
- Facility by In-House Nurse and Weekly
- Ambulance Secured Environment with Closed
- Personal Attendants at Additional Costs Available
- Antim Sanskar Facilities Available

## SERVICES

- Therapy
- Recreation
- Social Skills
- Medical Care
- Diet & Nutrition
- Functional Literacy
- Vocational Activities
- Wellness Programs
- Support
- Care for The Residents



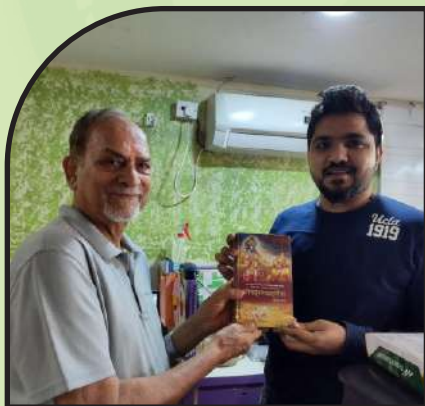
## SJKataria Foundation



Religious Support to the Aashram for celebration and help to the pilgrimage to have spiritual and religious activities towards sustainability and continuity of aashram.



### Donation of books and used garments to the needy







**Dilip Negi**

Vice President-Strategy & Planning

## Delegation

As a leader, we should concentrate our time on the activities that nobody else can do. Delegation is a form of effective time management. It is a way of exercising control and meeting our own responsibilities more effectively while developing his junior colleagues.

**Remember That Delegation Boosts Morale And Build Confidence.**

### Increasing Our Time

Manager always claims that the demand of operational and routine duties leave them with very little time to concentrate on important long time matter such as strategic planning and training . In order to create more time for yourself it is essential to handover more routine tasks to juniors by delegation. Even if as leader we are better and faster at the task than anybody else in the team but the golden rule is that we should not and cannot do everything ourselves. Leadership involves handing over the task to others and then helping them to match or exceed our standard.



**Never Keep Work Simple Because I Do It Better.**

### Briefing Delegates

Give delegate a clear, written brief, developed in consultation that sets out the objectives, the resources available, the constraints and the time schedule. If relevant and important supplement the written brief with an interview to ensure mutual understanding. If the circumstances changes alter and revise the brief and do not stuck with initial briefing.

**Set High Targets In Agreement With Your Delegates.**

### Explore The Brief

Make sure that delegates fully understand the assignment by asking relevant questions at a face to face meeting and or virtual meeting. We should invite delegates to do the same.

### Supervise Effectively

We shall allow the delegate to develop plan and execute his plans subject to if he keeps us fully informed. The free hand has to be given to the delegates by empowering and giving chance to learn new skill and gain experience. We shall monitor the progress of the work with system of written reports and face to face meeting with the delegates.

**If Time Pressure Increases Ask If We Have Delegated Enough To Others.**

**Also**

**Check Regularly And Informally On Progress Of Delegated Task**

### **Reinforcing A Delegated Rule**

Always introduce a new delegate to existing team members as this will help him to feel part of the team. It is also important to inform any customer on suppliers who needs to know what specific responsibilities the new delegates are assigned with.

## Retaining Task

There are some responsibilities that a leader cannot delegate. These include key areas such as controlling overall performance, meeting strategic objectives and confidential human resource matters including dealing with important customers.

We shall continuously supervise and monitor

- Performance
- Applying Disciplines
- Quality
- Key Customer Relation
- Recruitment and Appointments



## Keep An Open Door For All Delegates

### Intervene First When The Delegates Cannot Cope With The Delegated Assignment



### What are the points to be Remember

- New opportunities to delegate should always be sorted.
- Interference should be avoided unless absolutely necessary.
- Staff training to be provided on priority to ensure that effective shifts are developed for future delegation plans.
- Possessive feeling about work - is negative and unproductive.
- Delegation involves the loss of direct control but the retention of overall responsibility.
- Responsibility for an entire task should be given to one employee wherever possible.
- The leader shall always keep the key task and keep charge of sensitive matters such as applying discipline and making appointment and retaining control of the important areas including strategy, planning and finance.

## Make Sure Everybody Knows What MUST Always Be Left For Us.

### Checking Progress With Delegates

- When discussing progress with delegates use positive questions such as given below that will encourage the delegates to suggest their own solutions to the problem by avoiding discourage or demoralize e.g.
- Is there anything you want to bring to my routine
- Did we fail to meet the target?
- Any suggestion as to how that might have approved.
- I see that cost over running. What step are you taking to bring them back in line and under control
- How do you think we can avoid making this mistake again?

### Developing Delegates

Encourage delegates to think issues through and come up with answer and solutions to the problem before bringing them to our knowledge. The results are important with no opportunity for excuses.

We have to be good delegator; the leader's role is not to make them dependent on let them take their own decision. Hence we shall encourage them to make up their own mind. We shall be always available to discuss the issues, problems and possible solutions. This will definitely empower them to the future leaders.



## Women Empowerment at ICS



**Pooja Sahu**  
Asst. Manager - Hr

International Women's Day 2022—Accelerate Equality: Experience the Impact When you Break the Bias

### Gender equality today for a sustainable tomorrow

Advancing gender equality in the context of the climate crisis and disaster risk reduction is one of the greatest global challenges of the 21st century.

Women are increasingly being recognized as more vulnerable to climate change impacts than men, as they constitute the majority of the world's poor and are more dependent on the natural resources which climate change threatens the most. Every social channel be it Instagram, Facebook, or Twitter showered tons of inspirational posts talking about women empowerment and the struggles that a woman faces in her day to day life.

Ironically, these are the same people who feel offended when a woman gets empowered and speaks up against harassment or injustice.

With this article, we will learn about 5 ways organizations can contribute to women empowerment. The article underscores the main areas where a company needs to work on, to empower its female staff.

### 5 ways to Empower Women at workplace-:

**1. Encourage women to take the lead -:** Taking a lead is not just a man's thing. Break this stereotype, by encouraging women in your organization to take more risks and grab opportunities. Provide them a platform wherein they can showcase their skills and achieve the extraordinary.

Like ICS has the FEMALE station manager (SM) at DUBAI, INDORE and ICST - MUMBAI.

**2. Believe in Each For Equal -:** It draws our attention towards the role each woman plays every day to challenge stereotypes, fight bias, and collectively create a world with more dignity and broader opportunities for all. Get inspired by this theme and promote the same in your organization. Treat your female staff as essential as male staff.

**3. Promotes a fair maternity leave policy -:** Have a fair maternity policy at the workplace to support expecting women financially and emotionally. Empower them with a relaxing and fair maternity leave policy so that after having kids they can return with the same enthusiasm as they did in the beginning. ICS also have maternity facility for working female staff.



**4.Prevent sexual harassment** -: To empower is to give opportunity, but before that ensure to provide an environment that is safe for women. Empower them with a strong Sexual Harassment Policy ensuring immediate redressal of any misconduct with strict disciplinary actions.

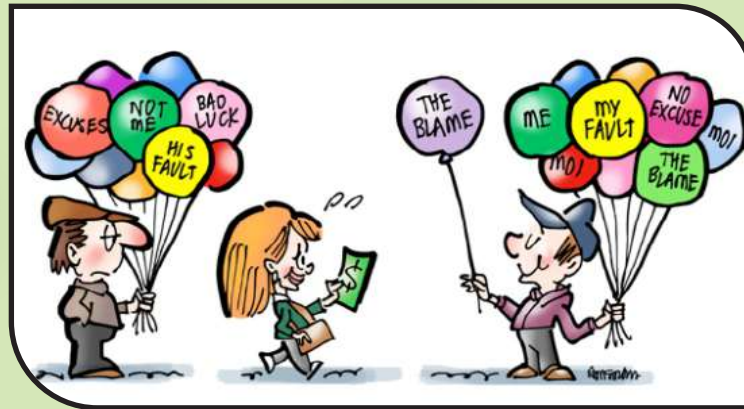
ICS conducts quarterly women welfare meetings to address the issues of female staff faced by them in their daily routine.

**5.Offer a better work-life balance** -: A woman is a mother, wife, daughter, sister, and a working professional. These are the many life roles that a woman plays on a daily basis. To empower her at the workplace, you can introduce policies that enable women to achieve work-life balance.

## Stress Buster Zone



Arvind Vishwakarma  
Dy. Manager - Admin



**WHEN  
ENTRUSTED  
WITH A  
SECRET,  
KEEP IT.**

I want to live  
my life without  
stress and worries,  
I don't need  
to be rich and famous,  
I just  
want to be happy...

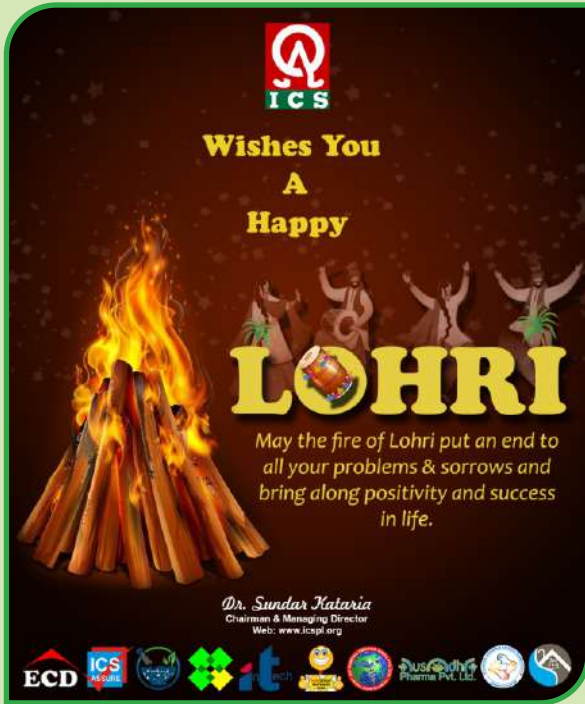
In all things  
lead by  
example not  
explanation.



## ICS Celebrate Makrsankrant Festival



## ICS Festival Greeting



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Be a part of the Publication, Share your Ideas, thoughts, Vision and Knowledge, Join us in our mission of a Quality World. Please send your article in 300-500 words with your name and photograph to [quality.mantra@icsasian.com](mailto:quality.mantra@icsasian.com).

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