

PARTNERS IN CHANGE



ANNUAL REPORT 2023

COMMEMORATING THE 75TH ANNIVERSARY OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

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MESSAGE FROM THE DIRECTOR

PRADEEP NARAYANAN



In the wake of the 75th anniversary of the Universal Declaration of Human Rights (UDHR), a pivotal moment in our shared history, we reflect upon the values that have guided our efforts at Partners in Change (PiC). The UDHR, adopted by the United Nations in 1948, remains a beacon of hope and a steadfast reminder of our collective responsibility to uphold the fundamental rights and dignity of every individual. As we recount the achievements and milestones of the year 2022–23, we are reminded of the enduring importance of these principles, and its contribution in navigating the evolving landscape of responsible business practices and human rights advocacy.

As we look back upon 2022–23, some significant milestones in the corporate landscape resonate with the essence of our work. The Securities and Exchange Board of India (SEBI) introduced the mandatory filing of the Business Responsibility and Sustainability Report (BRSR) for the top 1000 listed companies by market capitalization, starting from the financial year 2022-2023. This progressive step underlines the growing significance of responsible business conduct, underpinned by the principles of transparency and accountability in the ever changing corporate ecosystem.

In alignment with SEBI's visionary directive, Partners in Change has been resolutely working to contribute to this evolving landscape. Our commitment to fostering responsible business practices has been a cornerstone of our mission since our inception in 1995. Through a

dynamic interplay of collaboration with various stakeholders, we have endeavoured to promote human rights in business, emphasising knowledge based partnerships.

Our dedication to responsible business practices extended to supporting Micro, Small, and Medium Enterprises (MSMEs). We engaged with MSMEs in the garment sector, focusing on integrating Environment, Social, and Governance practices into their operations. By fostering awareness and guiding them toward sustainable trajectories, we drive positive change in business practices that benefit communities and enterprises.

PiC also delved into a critical examination of the brick kiln sector in Odisha. Through in-depth research and stakeholder engagements, we aimed to protect the rights of children and promote responsible business practices. This endeavour reflects our unwavering commitment to creating a just and equitable society where every child's rights are upheld.

In Krishnagiri District, Tamil Nadu, our "Leave No One Behind" initiative took centre stage. Partnering with various stakeholders we embarked on a comprehensive journey of community participation. Through on-ground interventions, such as mentoring centres and innovative educational approaches, we not only fortified the academic foundations of over 900 Scheduled Tribe children but also ensured that their holistic development remains at the forefront.

The engagement with youth has been equally significant. Our initiatives have continued to capacitate them, and focussed on promoting self-reliance and skill building. Our collaboration with various agencies has resulted in unique training opportunities, all tailored to meet the aspirations and needs of our youth.

The challenges posed by the COVID-19 pandemic demanded some adaptive responses, for supporting the marginalised communities bearing the brunt of the aftermath. In Sanarpatti block, Dindigul, Tamil Nadu, we redoubled our commitment to safeguard the rights of vulnerable communities. Through educational support programs, mental wellness initiatives, and innovative livelihood programs, we stood by the families and children facing unprecedented difficulties. By facilitating creation of a supportive environment and access to education and health resources, we not only prevented child labour and school dropouts but also enabled re-enrollment and a renewed sense of hope. We celebrated the successes of countless children who have, against all odds, continued their educational journey.

As we reflect on the milestones achieved during this period, we look forward to the road ahead. With the lessons learned and successes achieved, Partners in Change remains committed to steering the course towards a more sustainable future for all.

CAPACITY BUILDING OF MARGINALISED COMMUNITIES THROUGH COMMUNITY PARTICIPATION

As part of identifying and advancing inclusive and sustainable development with the concept "Leave No One Behind", from July 2020, PiC has been furthering its activities to support communities from the Scheduled Castes (SC) and Schedules Tribes (ST) across 20 villages in Krishnagiri District, Tamil Nadu.

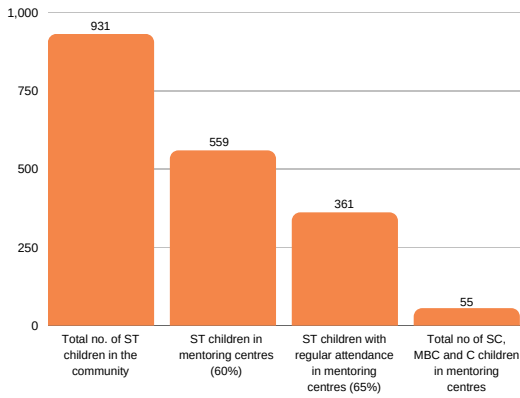
A new phase of project activities commenced in the beginning of 2022, in which it continued to strengthen community participation at all levels, and built on specific capacity building initiatives among the youth from the marginalised communities. This was possible through collaboration with various agencies and departments viz., Agriculture, Child Protection, Social Welfare, Adi Dravidar & Tribal Welfare, Krishi Vigyan Kendra and Nehru Yuva Kendra, and some training providers such as RSETI etc.

While engagement with children focussed on providing key educational support activities through mentoring centers to ensure that children develop interest in studies and attend school regularly. Engagement with youth focussed on strengthening community volunteers and furthering skills training and development.





1. Child Development



a) Enhanced School Education for Children from Scheduled Tribes

- Establishing Mentoring Centres - Evening classes for students from classes 1-5 were set up to strengthen their foundation of all subjects. 60% of the 931 ST children have been enrolled in these mentoring centres, of which 65% (361) are regularly attending the mentoring centres. 55 children from other castes, such as SC, MBC & BC are also benefitting from the mentoring centres.
- Participation of community volunteers in School Management Committee (SMC) - Community volunteers have been participating regularly in SMC meetings to discuss and take action on important issues for children, such as extra-curricular activities, safety, importance of personal hygiene and school dropouts especially from SC and ST communities.

b) Child Development through Network and Linkages

- Community volunteers were trained on the roles and activities of the various agencies at district level that provide support for preservation of child rights.
- Community volunteers have also been participating regularly in the child protection committee meetings organised by the District Child Protection Officer to spread awareness on child protection and development.
- Efforts are being made to link the volunteers into the special cell made by the District Collector to engage village level volunteers for protection of children through a proposed government scheme.



2. Livelihood Promotion and Leadership Development

a) Strengthening ST Farmers with Natural Farming Practices

- A mapping exercise of all ST farmers who own land in the forests was conducted across the 20 project villages - 66 such farmers were identified.
- Trainings were organised for the identified farmers on Natural Farming methods, pest and disease control, among others. 12 farmers who participated in the training on natural farming methods were provided with 400 lemon saplings, which they planted either in their community forest land or on their own pattas. A total of 20 farmers participated in the training on disease and pest control.
- Trainings on government schemes and programmes were conducted, followed by submission of applications for the eligible ST and other marginalised community members seeking to practice agriculture.

b) Improving Livelihood through Skills and Vocational Trainings

- Training on climbing coconut tree and harvesting coconuts was provided for 20 young SC members.
- Nehru Yuva Kendra, Krishnagiri conducted a three month tailoring training, which benefitted 25 ST women.
- In collaboration with the Indian Bank Rural Self Employment Skills Training Institute, PiC also plans to train ST youth based on needs identified by them, such as CCTV repair service, fast food delivery, goat rearing, vermicompost preparation, etc.

400

Lemon saplings have been provided to 12 ST farmers

20

Farmers have been trained on disease and pest control

20

ST youth have been trained in coconut tree climbing and harvesting

25

ST women have been trained in tailoring

c) Empowering Women & Youth

- International women's day was celebrated, which saw participation from 82 women (including 18 from ST community). The event was attended and addressed by various stakeholders.
- As many SC communities do not own land for farming. A half-day orientation was organised specifically for women farmers to help them learn about the available govt schemes on agriculture and horticulture.
- A large scale camp was organised on behalf of multiple big and medium size companies in Hosur to provide employment to village SC and ST youth for various jobs such as plumbing, cleaning, electrical repairing, among many others.

d) Improving Infrastructure

25 applications for construction of toilets through the government's Nirmal Bharat Abhiyan scheme were submitted to the Block Development Office under the schemes offered through District Rural Development Agency.

3. Community Empowerment through Engagement

a) Strengthening Voices of the Marginalised Communities

- In the Gram Sabha meeting held at one of the villages, a resolution was passed to obtain Kissan Cards for farmers and to provide housing for members from the village.
- The programme team along with the community volunteers participated in Gram Sabha meetings of two village panchayats, and advocated for the need of improved water and sanitation conditions, group housing for SC & ST communities and the importance of COVID-19 appropriate behaviour.
- The programme team also facilitated the participation of 10 ST community volunteers from 10 villages in a grievance redressal meeting held at the Forest Office, Mathigiri, Hosur Taluk. The meeting, conducted by the District Forest Officer, witnessed discussion on forest land patta procedures, group housing schemes for ST community members, and provisions for water and sanitation.

b) Network Linkages with Government Programmes & Schemes

120

Community members have received ST certificates online

168

ST members have been linked to state social security schemes offered through the ST welfare board

100+

ST households have received Ration Cards

9

ST differently-abled children have received disability cards

203

ST community members have received Aadhar cards

83

Community members have been provided access to TN Chief Minister Health Insurance Scheme



IMPROVING THE LIVES OF VULNERABLE COMMUNITIES

In light of the challenging situation faced by marginalised communities following the COVID-19 lockdown, PiC has been working in 20 villages across Shanarpatti block in Dindigul, Tamil Nadu to create awareness about programmes and schemes among the the most vulnerable and marginalised communities.

PiC has adopted a proactive approach, in capacitating and supporting communities to adopting alternate forms of livelihood, thereby improving their economic conditions. Steps were also taken to create awareness among children and their parents about the need for education.

Additionally, recognising the importance of holistic well-being, PiC has integrated mental health support, ensuring that the communities' health and well-being are respected and upheld.





1. Child Development

a) Empowering Youth by Formation of Adolescent Groups

- Adolescent Girls' Groups (AGG) and Adolescent Boys Groups (ABG) were formed in all 20 working villages. The groups consist of 464 children, who meet once a week under the supervision of village facilitators.
- These groups, especially AGGs', have received trainings on various topics, including importance of safeguarding, handling infatuation, understanding their bodies, the significance of local minor millets, and locally grown greens and vegetables for both economic and nutritional purposes.



b) Supporting Education through Child Resource Centres

20 Children Resource Centres (CRCs) were established to support 604 vulnerable children in their education. The CRCs provide 2 hours of daily supplementary tuition for 6 days a week. They facilitate supplementary tuition and leisure activities and provide an engaging environment, thus enabling supportive environment for children to learn and grow. This is helped in the overall development of children.

604

Vulnerable children have been supported in education through formation of Child Resource Centres

c) Addressing Pressing Issues through an Educational Support Program

To address the issue of child labour and school dropouts among boys from grade 9th-12th grade due to poverty, PIC introduced a scholarship program for children from vulnerable families. This initiative aims to keep children in school and prevent poverty from forcing them into labor. 219 children have received financial assistance so far, the amount of which varies based on their grade. The assistance has been distributed twice.

219

Vulnerable children have received financial assistance to prevent them from dropping out of schools

d) Protecting Children through a Rescue and Recovery Intervention

The COVID-19 pandemic has had a profound impact on education, leading to widespread school closures and increased risk of child marriage. In response to these challenges, the rescue and recovery initiative has been able to successfully halt 2 cases of child marriage and re-enroll 24 dropout children back to school. By providing access to education and essential services, the organisation has played a key role in creating a brighter future for children and communities.

2

Cases of child marriage were halted

24

Dropout children have been enrolled back in schools

Meiyammal's educational journey was disrupted by her parents, who were concerned about her socialising with friends and wanted to get her married. However, with the help of a Community Support Group (CSG) Federation, she reached out to the child helpline number and stopped the planned marriage. The CSG members counselled her parents, convincing them to allow her to return to school. As a result of her hard work, Meiyammal successfully completed higher secondary in 2022, and is now pursuing B.A Tamil after marriage.

Arokia encountered a major obstacle in her education, when her parents disallowed her from attending high school and forced her to get married. The Community Support Group (CSG) stepped in and successfully convinced her parents to delay her marriage and give their daughter a chance to complete her education. As a result, Aorkia was able to complete higher education in 2022, thus, accomplishing her educational goal.

e) Supporting Adolescents through a Mental Wellness Programme

The program used a multi-pronged approach, aimed at empowering adolescents to develop life skills and confidence, improve their mental and physical health and make informed decisions about their wellbeing. The program provided children with opportunities for reflection, to develop creative expressions, and educate them on various important topics such as health, menstrual hygiene, etc. The program emphasised on the the significance of both mental and physical health, and equipped students with practical tips for promoting well-being and seeking help for mental health issues.

1,152

Children with better mental health and improved resilience skills

2. Strengthening Communities to Improve Livelihoods

a) Empowering Communities by Formation of Community Support Groups

To enhance the well-being of the communities, PIC established Community Support Groups (CSG) in 20 villages. These groups, comprising of 12-15 people each from both the genders, meet twice a month. The 20 CSGs comprise of a total of 266 community members, who have formed a federation, which convenes on a monthly basis to strategise and implement a plan of action on issues ranging from increasing COVID-19 vaccine coverage to improving livelihoods of vulnerable communities to combat child labour, child marriage, and school dropouts. The objective of these efforts is to empower and support the community members to lead better lives.

b) Promoting Community Development by Addressing Key Issues

This component has supported initiatives for vulnerable children and improved overall community development. Vulnerable children have received educational and vaccination support, while community efforts have addressed issues related to education, health, infrastructure, and transportation. A block-level interface meeting was organised between government officials and local representatives to strengthen networking, and a workers' support group was also established. The CSG have been actively participating in Gram Sabhas, which has facilitated community participation and contributed to the improvement of infrastructure and services. The CSG Federation has supported a government hospital.

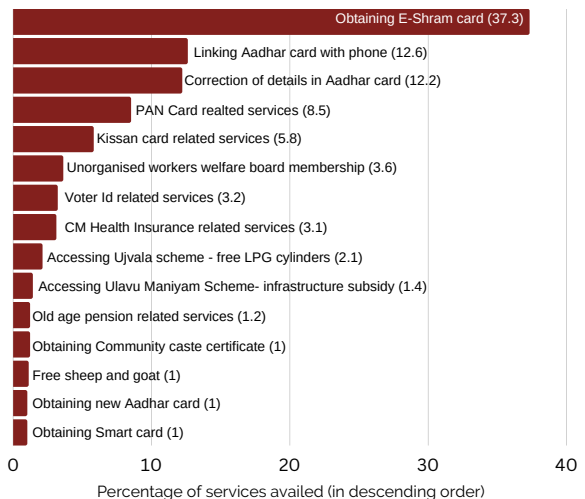
6,777

Adults and children have been vaccinated against COVID-19 across 204 vaccination camps

c) Improving Infrastructure and Services through Increased Community Participation

The CSGs have been actively participating in Gram Sabhas, which has facilitated community participation and contributed to the improvement of infrastructure and services.

The increased community participation has also helped in strengthening the School Management Committee and Village Level Child Protection Committee, thus, ensuring their proper functioning and the effective implementation of various educational, developmental and child protection programs and policies.



3. Supporting Livelihoods

a) Linking with Social Protection Schemes

PIC helped in linking vulnerable women, children, and migrants with relevant social security schemes. PIC collaborated with the government-approved private E-Sevai Centres to organise camps for a range of services, including linking Aadhar card with phone numbers, correcting information on the Aadhar card, obtaining PAN cards, correcting information on Voter ID, linking Kissan card with phone numbers, obtaining new Kissan cards, and registering for E-Shram portal. These efforts ensured that everyone in the community could access the social security schemes they are entitled to, regardless of their circumstances.

2,306

Community members availed of 3,256 services under social protection schemes



SUPPORTING MSMEs IN THEIR JOURNEY TOWARDS ESG COMPLIANCE

MSMEs are the important pillar of sustainable development maintenance through economic growth, employment creation, poverty elevation and reduction in inequality.

While large Indian companies have already well-laid out plans to transition towards sustainability by tracking, measuring, monitoring and reporting on their operations, processes and impacts, MSMEs are currently not prioritising such targets. A large number of companies are now becoming ESG compliant globally; and are trying to attract ESG investors including ESG Mutual funds.

As a part of the programme, PiC interacted with 72 MSMEs to assist them to modernise and increase their competitiveness, while at the same time considering resource efficiency, cleaner production and meeting social and environmental standards.





MSMEs are the important pillar of sustainable development maintenance through economic growth, employment creation, poverty elevation and reduction in inequality. The approximately 63 million MSMEs in India account for about 45% of manufacturing output, more than 40% of exports and over 28% of gross domestic product. This sector employs about 111 million people.

While large Indian companies have already well-laid out plans to transition towards sustainability by tracking, measuring, monitoring and reporting on their operations, processes and impacts, MSMEs are currently not prioritizing such targets. A large number of Companies are now becoming ESG compliant globally; and are trying to attract ESG funds. This non-prioritisation makes MSME vulnerable to impacts associated to unexpected change in the ecosystem, including climate change, pandemic and social and economic upheavals.

Against this background, the programme aimed to gather information about the MSMEs, their awareness level, as well as gauge their understanding about responsible business conduct and related reporting and compliances. PiC also wanted to support them in developing their own trajectory towards growth and sustainable operations.



During the process, the team interacted with 72 MSMEs from the garment sector spread across 5 districts in Tamilnadu, to gather basic information about them as well as their awareness levels around Environment, Social and Governance (ESG) practices.

After developing a basic understand about their awareness levels, 8 group consultations were organised in different districts to help them understand about ESG/BRSR indicators and to reflect on where they stand. Workshops were also organised to gauge the appetite among MSMEs for moving toward responsible business practices. During these workshops, the MSMEs were introduced to the reporting formats, recommended by a Government-constituted committee on non-financial reporting in India. Based on the interactions, case studies from within the MSMEs on diversity, worker wellbeing, environment and climate change and policy changes were also prepared.

Visits were also organised across 66 MSMEs to identify their capacity building needs and to develop an action plan in consultation with them. A calendar of workshops on ESG compliances including Occupational Health and Safety (OHS) and environment protection was prepared. 4 Workshops on OHS were organised, which were attended by members from 93 MSMEs. The meetings in some districts were also attended by government officials such as the District Industrial Centre Official, and the Directorate for Industrial Safety and Health (DISH).

Apart from this, exclusive facilitation committees have been formed with 5 MSMEs to coordinate, develop and update between MSMEs in Dindigul District.



UNDERSTANDING THE BRICK KILN SECTOR IN ODISHA FROM THE LENS OF CHILD RIGHTS AND BUSINESS PRINCIPLES

The brick kiln industry is one of those that sees the least investment in its human capital—it's workers. The 12 million brick kiln workers in India, who are mostly migrant or seasonal workers, work in situations which makes it extremely difficult for them to get out of the cycle of poverty.

The objective of this study was to not only understand the situation and working conditions of workers in the brick kilns sector of Odisha, but also to understand its impact on the rights of the children of these workers, and to come up with a collaborative model of engagement and strategies that the different stakeholders can adopt to ensure that the rights of children are realised.

PiC interacted with a range of stakeholders including brick kiln workers, and brick kiln managers, supervisors, and owners on a range of topics to get a holistic picture of the ground reality.







The brick making industry in India employs a large number of rural and semi-urban residents and provides a source of income for some of society's most vulnerable and marginalised members, most of whom are migrant or seasonal workers. According to various estimates, there are over 12 million brick kiln workers in India, and Odisha happens to be one of the key source states for adjoining states as well as also has a significant presence of a brick kiln sector.

A major feature of the families employed in the brick kiln sector is an intergenerational poverty cycle. The workers are confronted with the challenge of meeting basic sustenance needs. Due to this lack of investment in human capital, their children do not acquire the necessary skills to break the cycle of poverty. Children are frequently found working alongside their parents and other family members in brick kilns, where they are exposed to safety and protection risks and have limited access to health, hygiene, safe drinking water, and education facilities.

In this context, it becomes imperative to understand how different stakeholders can be capacitated to understand and build models of extension of children's rights by integrating respect and support for child rights into the core strategies and operations of the industry, while also ensuring profits.



Against this backdrop, a research study was conducted using the lens of Child Rights and Business Principles. The study employed a multi-stakeholder dialogue approach with a specific focus on the situation of child rights. The objective was to foster engagement with these brick kilns with the aim of understanding and developing models for the promotion and protection of children's rights. This involves integrating respect and support for children's rights into their core strategies and operations, reinforcing existing sustainability initiatives, and ensuring mutual business benefits.

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As a part of the study, online consultations were organised with experts in the brick kiln sector in order to obtain a detailed roadmap of the underlying issues in the brick kiln sector. Post these consultations, field visits were undertaken in the brick kilns across the Bhubaneswar-Khorda belt in Odisha. The team interacted with more than 200 stakeholders across 22 brick kilns in three districts, including workers, managers, supervisors, and owners on a range of topics. These interactions were done using a mix of group processes and individual interviews.



BRSR CONFERENCE 1.0

The concept of businesses reporting on responsible conduct has leapfrogged globally in the last decade, making companies disclose more about their operations and their ability to achieve the shared common objectives of people, planet and profit. On 10th May 2021, SEBI vide a circular introduced an updated reporting requirement called the Business Responsibility and Sustainability Report (BRSR), as per which the top 1000 companies in India are mandated to report.

The BRSR Conference, spread across 3 days, which saw participation from more than 70 people, aimed to support various stakeholders gain a deeper perspective about the BRSR and how the disclosure can be used in their field of work.







The concept of businesses reporting on responsible conduct has leapfrogged globally in the last decade, making companies disclose more about their operations and their ability to achieve the shared common objectives of people, planet and profit. However, there is an increasing fear that successive templates and frameworks will continue to replicate the challenges posed by its predecessors rather than creating greater accountability. Rather than pushing companies towards better disclosure, the companies could become victims of multiple compliances.

70+

Stakeholders from diverse backgrounds participated in the commune.

On 10th May 2021, SEBI vide a circular introduced an updated reporting requirement called the Business Responsibility and Sustainability Report (BRSR), as per which the top 1000 companies in India are mandated to report. Compared to its earlier version, the Business Responsibility Report (BRR), the BRSR seeks disclosures on a three times larger framework, thereby creating a robust database of responsible conduct practices by companies, with comparable data for the stakeholders.

The provides an opportune time to inform stakeholders on the initiatives being taken to transform India's business culture. The new reporting template provides for enormous data, publicly made available by companies, seeking to contribute towards sustainable development. It gives stakeholders, seeking to engage with companies, evidences for informing interactions. Also, going forward, as recommended by the BRR Committee, the data could be further used for developing a Responsible Business Index, in line with the principles enumerated in the National Guidelines for Responsible Business Conduct (NGRBC).





The BRSR Conference

A number of organisations came together with the objective of gaining a better understanding of the BRSR, and also to visibilise it amidst a range of stakeholders. As many of them were the end users of BRSRs in terms of analysing the disclosures, the commune helped them get an overall perspective of what the BRSR could achieve and what it could not, and how they could use it further. It provided a space for different groups to interact and learn from each other.

The conference, spread across 3 days was facilitated in the form of plenary sessions as well as simultaneous side sessions. Discussions and presentations were done under the following categories:

1. Human Rights Due Diligence and BRSR
2. Value Chain and Informal Economy (Value Chain Sector Supplement, MSME Reporting, Informal Economy)
3. Inclusion and Vulnerability (Gender, Caste, Child Rights)
4. Sectors (ICT, Garment, Finance)
5. Risks (Grievance Redressal, Collective Bargaining, Environmental Due Diligence)
6. Employee Rights (Employee and Worker Wellbeing, Occupational Health and Safety)

SECOND CONFERENCE ON BUSINESS RESPONSIBILITY FOR INDUSTRIES ON CANCER CONTROL



With sustainable development and the climate change movement gaining momentum, sustainability reporting landscape is changing rapidly around the globe. The push from investors has further accelerated this movement, and it is now incumbent on companies to report their sustainability performance to maintain transparency with stakeholders.

This year would be a hallmark year for non-financial disclosure in India, as the top 1000 companies will be reporting as per the BRSR. These disclosures will allow many other stakeholders to analyse the policies of businesses vis-a-vis their practices, which could then be used for meaningful engagement with ESG rating agencies, investor community and procurement agencies.

The BRR Committee, which proposed the new template, recommended that going forward sector-specific BRSR formats may be developed so that the environmental and social performance of a sector can be assessed in depth. In light of this, focusing on a Health in All Policies (HiAP) approach and the initiatives taken by the government on cancer control, the objective of the meeting was to study and develop reports, which would enable inclusion of additional questions and possible benchmarks for existing questions, for integrating and articulating health considerations, particularly from the lens of Cancer Control.

The meeting included presentations on how the NGRBC addresses health issues and responsibility of businesses in line with that. The meeting was attended by youth and various CSOs, who discussed at length the interface between cancer control, health and responsible business.

DEVELOPING SECTOR-SPECIFIC NON-FINANCIAL DISCLOSURE TEMPLATE FOR THE ICT SECTOR

Drawing from the recommendations of the BRSR committee on sector specific templates, PIC in collaboration with a partner organisation, worked towards drafting a non-financial reporting supplement for the Information and Communications Technology (ICT) sector. Using the saliency approach, the supplement discussions and research focussed on deconstructing the NGRBCs from the lens of the ICT sector and developing recommendations in the form of additional questions for the sector-specific BRSR. As a part of this process numerous interactions and consultations were organised during the year with stakeholders including businesses, government institutions, civil society organisations, trade unions, and sector and thematic experts. The suggestions were collated for engagement with key stakeholders for the sectoral reporting framework.

GOVERNING BODY

NAME	POSITION	DATE OF JOINING
Jyotsna Bhatnagar	President	September 02, 2011
Nicole Menezes	Secretary	May 05, 2014
Pradeep Narayanan	Director	May 05, 2014
Ramanathan Thekke Variyam	Member of Governing Body	September 20, 2017
Pramod John	Member of Governing Body	September 20, 2017

GOVERNANCE

HUMAN RESOURCE POLICY

PiC has a clear and well-structured Human Resource Policy, which informs team members about their rights and obligations. The HR policy documents current organisational practices and norms in a standardized format for a user- friendly reference. It contains the key policies, goals, benefits and expectations of PiC. The document is seen as evolving and dynamic and is open to additions and amendments according to the changing needs of the organisation and its staff. The HR policy also includes specific policies such as:

- a. Diversity Policy (Affirmative Action/Disabilities/HIV-AIDS)
- b. Anti-Sexual Harassment Policy
- c. Grievance Redressal System
- d. Whistleblower Policy

DEVELOPMENT OF A SAFEGUARDING POLICY

From the past 2 years, PiC has been working towards developing a Safeguarding Policy for Children and Vulnerable Adults, to safeguard the communities it works with from any intentional or unintentional harm that may arise from our staff or associated members coming into contact with them through our programmes; to identify and minimise the risks; and outline the mechanisms and procedures in place to ensure a safe environment is created. The policy was finalised in the last year and was signed by the board members.

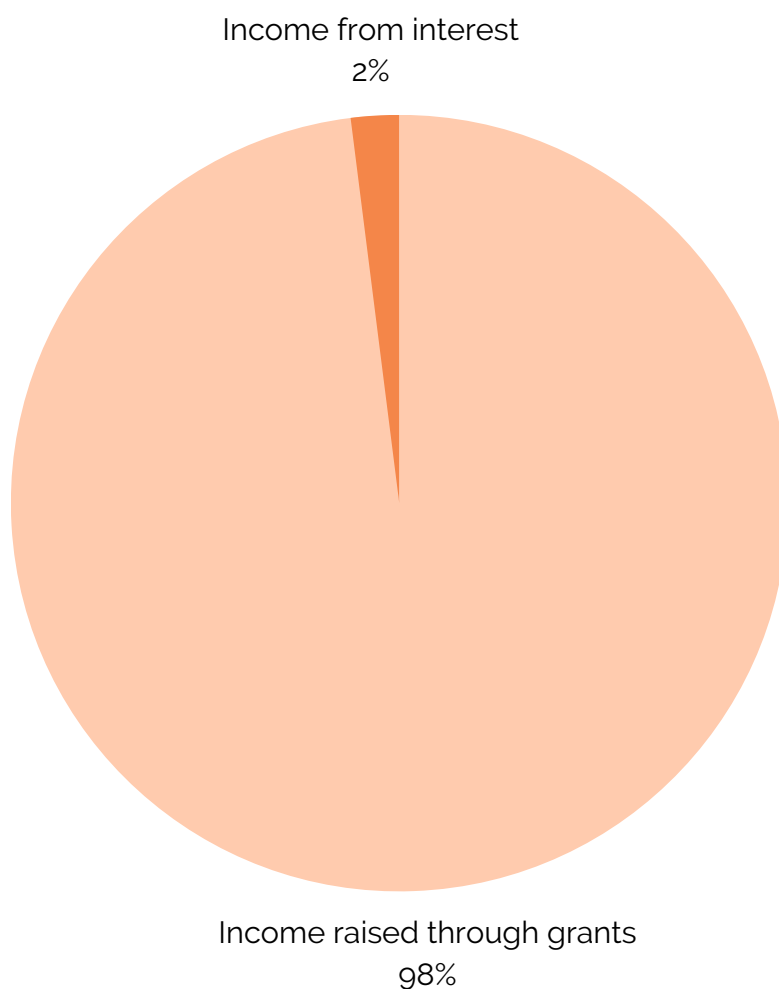
COMPLIANCE WITH SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSER) ACT 2013 – AN UPDATE

No incidents of sexual harassment were reported in the financial year.

FINANCIAL STATEMENT

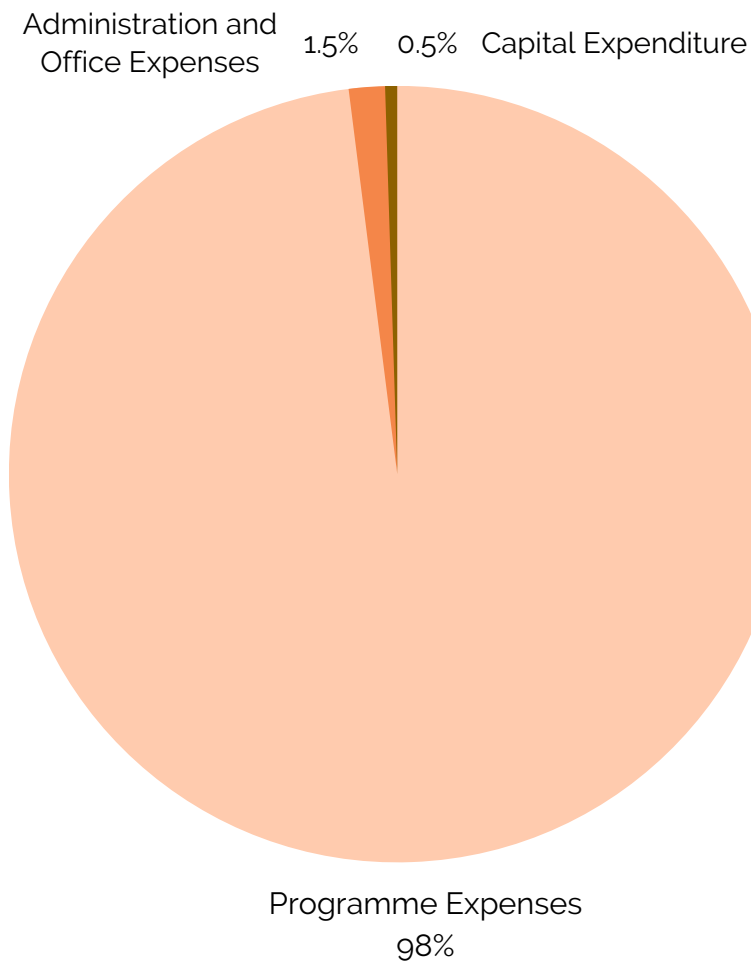
SOURCES OF FUNDING (INR)

Activity	2022-23	%	2021-22	%
Income raised through grants	21,464,519	98	32,882,762	99
Income from Interest	461,316	2	477,139	1
Grand Total	21,925,835	100	32,319,196	100



DISTRIBUTION OF EXPENSES (INR)

Activity	2022-23	%	2021-22	%
Programme Expenses	18,458,560.36	97	32,882,763	98
Administration and Office Expenses	319,861	2	497,813	1.5
Capital Expenditure	187,500	1	151,700	0.5
Grand Total	18,965,921	100	33,532,276	100



PARTNERS

RESOURCE PARTNERS

Azim Premji Philanthropic Initiative
The British Asian Trust
Fairtrade International
Global Greengrants Fund
Faisal and Shabana Foundation
Praxis UK
UNICEF
UNDP

KNOWLEDGE PARTNERS

Aid Et Action
Business & Human Rights Resource Centre
Centre for Responsible Business
Ethical Trade Initiative
Evidence
Human Rights Foundation
Indian Federation of App-based Transport Workers
Karthik Associate
Indian Institute of Corporate Affairs
Indian Institute of Human Settlements
Indian Institute of Management, Bangalore
Indian Institute of Technology, Madras
Institute of Public Health
International Labour Organisation
IT for Change
Jan Sahas
Mary Anne Charity Trust
M S Swaminathan Research Foundation
Occupational Health And Safety Management Consultancy Services
Praxis Institute for Participatory Practices
Samhita Social Ventures
Save the Children
Social Compact
Jeevan Care Trust
Vaan Muhil
World Benchmark Alliance



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