

IMPACT STORIES

S.No.	Organization Name	Case Story	Highlights
1.	Oil and Natural Gas Corporation (ONGC)	<p>Since the inception of the pandemic in early 2020 and the subsequent lockdown and restrictions to contain its spread, ONGC Energy Soldiers have been overdoing their duties to help the nation sail through the crisis. ONGC employees, including female executives, at remote bases (including on high seas) worked on extended shifts up to 60 days – instead of the regular 14 days shifts – during the toughest times of the catastrophe to ensure uninterrupted exploration and production of oil & gas; thereby securing the nation’s energy need amidst the crisis. While continuing seamless operations ONGCians at all bases ensured adhering to all COVID-related SOPs and guidelines. An online portal was also created in-house, called CURE (Covid Undertaking & Reporting) to regulate entry to ONGC oil-field sites to ensure work teams are protected from exposure to the virus. Just after the lockdown was called off in mid-2020, ONGC organized chartered planes for crew change in a unique operation called the Operation NISHTHA. The top management of ONGC has been in regular touch with the employees deputed at remote and offshore bases and with their families too. During 2020, with a quick and adaptive approach in view of the Pandemic, learning methodologies were revamped to adopt online mode. Since April in the year 2020, ONGC conducted 439 training programs, covering 13,499 participants and more than 91,000 training days, on various subjects. ONGC has also been regularly posting and circulating informational and educational creative and videos related to COVID prevention on social media and its corporate website. Also, documents related to preventive measures to be taken to combat the second wave of the pandemic are being circulated among the employees through the company’s internal portals and corporate website, along with webinars conducted by specialists for prevention and rehabilitation. ONGC has also carried out employee engagement initiatives</p>	<ul style="list-style-type: none"> • ONGC has operationalized 24x7 Helpline Numbers for all work centres and an All-India Toll-free number to help and assist employees and their family members with COVID-related emergencies. • A structured COVID Dashboard, bringing all facets of dealing with the pandemic, including counselling sessions, has also been launched in the employee portal of ONGC. This portal also seeks volunteers from among employees and their family members for COVID Sewa and Plasma Donation through online platforms. • ONGC also stayed committed to its social corporate responsibility by helping the community navigate through the crisis. From monetary contribution of Rs 316 crore to the PM CARES fund, to employees’ voluntary contribution Rs 20 crore, the Energy Maharatna has been on the forefront in helping the community during the crisis. • ONGC and other Oil PSUs of the country are in the advanced process of setting up Pressure Swing Adsorption (PSA) Medical Oxygen Generation Plants at 93 locations across the country. This initiative is to assist in captive Oxygen generation facilities at hospitals to strengthen availability and supply of medical-grade oxygen. • Also, medical grade oxygen generation plant has been set up with support of ONGC in 10 government hospitals in

		and online trainings for its employees, when remote working became the new norm.	Karnataka, Gujarat and Rajasthan.
2.	Hindustan Zinc Limited (HZL)	Hindustan Zinc Limited (HZL) has taken extensive and expansive measures to ramp up its existing community outreach across 189 villages in Rajasthan and Uttarakhand. The core of HZL's business continuity plan was around the health and safety of their employees and community. The Guidelines were drawn centrally applicable for all operations of HZL, with responsibilities defined for Business continuity and elimination of risk to the workforce. On the plant side, the company has taken all precautions by reducing footfall at the plant and redesigning the workforce. COVID 19 cases have been rapidly rising in the state causing a huge influx of patients in hospitals and a shortage of oxygen for respiratory treatments. To meet this shortage, HZL took the initiative of providing industrial oxygen supply to hospitals as a substitute for oxygen. The company transported a 1000 litre liquid oxygen tanker from its industrial oxygen plant at Rajpura Dariba Complex to RNT medical college at Udaipur. The company has supported the community by providing ration to more than 26,000 families, supplying food grains through District Administration. Support has been extended to the health Administration, by disinfecting areas by spraying & fumigating with Sodium Hypochlorite solution and providing medical gears like masks, sanitizers & Personal Protective Equipment (PPEs). So far, around one lakh litres of Sodium Hypochlorite solution have been procured for sanitization purposes. HZL has also ensured to take the doorstep healthcare through the Mobile Health Vans in 146+ villages.	<ul style="list-style-type: none"> • After providing liquid oxygen to the administration for the treatment of COVID patients, the company has gone a step beyond and is making 500 cylinders of oxygen available per day with an oxygen bottling plant set up specifically for this purpose. • The company has till date provided 101T liquid oxygen to the district administration. This had played a critical role in COVID relief efforts. • The company will soon commission a bottling plant with a production of 1200 oxygen cylinders a day which will help meet the shortage of oxygen. • HZL initiated a Covid Vaccination drive for employees and their families. The total no. of vaccination done is 2828 in the 45+ age group consists of employees, family members, and Business Partners. • Supplied over 52000 3-ply masks, 13000 Cloth masks (Single/ double), 10000 N95 Masks, 10000 PPE kits, 10000 Safety Goggles, 2000 Disposable Thermometer, 5000 face shields, 400 Thermal scanner & 3000 Hand Gloves Disposable.
3.	Dalmia Bharat Limited	Dalmia Bharat's DNA of being Committed, Bold, Fast, Open, Collaborative and Trusted towards	<ul style="list-style-type: none"> • Dalmia Bharat Limited have launched a virtual technical institute within three

		<p>employees and stakeholders have helped them thrive in this chaos.</p> <p>For them, “people are their assets and cash come later” is central to their philosophy. As the virus spreads across the globe, the safety and well-being of their employees is their priority. They have devised digital tools to keep employees connected with each other, their families, and the organization. They have come much closer as a family through various virtual engagement programs, Geetha classes & yoga sessions and have managed to stay positive in this negative environment. They offered their employees, dealers and partners, and all their family members COVID awareness education, along with medical and testing facilitation. It has been over a year since the pandemic began and DBL is proud to have added strong value to its social and human capital besides performing better than the previous year on financial, natural, manufactured and intellectual capital. The triple R mantra (Restart, Reimagine and Reshape) adopted by DBL was able to deliver better business resilience, accelerate socially inclusive initiatives and Integrated Value Creation for itself and the associated stakeholders.</p>	<p>days, which then clocked over 17,000 man-hours of training within a few weeks. As part of its endeavour to assist the government’s fight against the pandemic,</p> <ul style="list-style-type: none"> • DBL contributed over INR 32 crore (US\$ 4.25 million) to the PMCare and State level funds. • Dalmia Bharat established a 24x7 helpline for all employees and stakeholders, while also working closely with local administration to help the community around our plants and sales offices.
4.	Tata Steel	<p>For Tata Steel, the agility of decision making, and effective risk management was a standout feature in their effort to mitigate the impact of the pandemic. The leadership oversight and governance were delegated to be nimble but sharp enough to be effective. One of the foremost things they ensured was accurate and timely communication to all their stakeholders. They collaborated with their extended stakeholder network to ensure that their internal and external communication channels were regularly updated. For the safety of their colleagues, they implemented a slew of employee-focused initiatives for their physical and mental well-being. They accelerated investments in Industry 4.0 technologies and digitalisation, much ahead of the curve, allowed the ecosystem to embrace remote working</p>	<ul style="list-style-type: none"> • Tata Steel had set up a COVID-19 Medical Task Force to augment and constantly review the preparedness of our hospitals and related infrastructure in catering to employees and community needs. • Tata Steel have been currently supplying ~800 tonnes per day of Liquid Medical Oxygen to various States and hospitals to address the unprecedented demand and save precious lives. Their employee volunteering is currently supporting nearly 26,000 individuals in our operating locations. • Tata Steel have reached out to 6.10 lakh people through various interventions and initiatives, including 51,000 returning migrant workers across 24

		<p>while ensuring business continuity. They conceptualised and implemented innovative concepts like POD at their manufacturing locations to minimise inter-team contact and leveraged digital interfaces and algorithms to ensure social distancing and safety compliance.</p> <p>They are proud to partner with the Government and all stakeholders in this collective endeavour to tide over the challenge. They are aggressively pursuing and promoting vaccination at their operating locations to alleviate the pressure on the Government machinery. A key intended outcome of this massive collective effort is to arrest the surge in covid cases and flatten the curve while driving faster resumption of normal economic activity and sustaining livelihoods. Going forward, they will continue focus on making our operations stronger aligned with their growth strategy built on the three pillars of simplify, synergise, and scale. They have always risen to challenges and emerged stronger, which bears testimony to their resilience and future-readiness. They are certain that their collective efforts will bear results and reset the country's growth trajectory.</p>	<p>states to provide much needed support in the trying times.</p>
5.	UPL Limited	<p>UPL's core value of being "Always Human" extends to our global stakeholders and to the communities which sustain them. During these unprecedented times, UPL as a globally responsible and committed company, faced the pandemic challenges head on, reaching out to all our stakeholders, worldwide, with our focused initiatives.</p> <p>In Colombia, UPL focused on marginalized people, the elderly and mothers to provide help and food supplies. In Costa Rica and Canada, UPL purchased farmers' produce which was then in turn donated to the needy.</p> <p>As the second, deadlier wave of COVID hit India in 2021, UPL converted their captive nitrogen plants into oxygen units which are being skid-mounted and delivered directly to hospitals in India in the midst of a nationwide shortage of oxygen. UPL has always been committed to</p>	<ul style="list-style-type: none"> • In March 2020, UPL's COVID response team went into overdrive worldwide immediately. In India, UPL donated nearly USD 10 million and supplied USD 3.3 million worth of Personal Protective Equipment (PPEs) to external stakeholders. • UPL have produced more than 6,000 litres of sanitisers and disinfectant solutions for police and hospitals, and provided spray equipment to disinfect public areas, using 1.15 million litres of sanitising solution. • Other initiatives, like awareness drives were held in Vietnam and Ivory Coast. Food supplies were donated to the underprivileged in Costa Rica, Cambodia and Cuba. • UPL also began country specific initiatives such as a 24-hour telephone

		<p>sustainability and for the upliftment of communities. It has worked in tandem with governments and other agencies to use all the resources at its disposal to provide support in these difficult times. They have taken special care of employees and ensured that they feel safe and secure. True to their vision, they have used technology, growth and innovation to develop resilience change of the sustainability game across the world.</p>	<p>support for all families and young people to guide and create awareness on staying at home and sanitization, and distribution of Vitamin D to families and young people through a partnership with the Equaliv laboratory in Brazil.</p>
6.	<p>Development Alternatives</p>	<p>The Development Alternatives' Headquarters in New Delhi and Hostel in TARAGram Orchha have been converted into safe spaces for staff members in view of the rise in COVID-19 cases. This facility is provided to all staff members and will serve to be particularly useful for those who are living on their own. Proper arrangements are available at both locations, including sanitised accommodation, meals and internet connectivity. These safe spaces can also be accessed if the staff member is COVID positive and wishes to quarantine at the facility. The Development Alternatives Group stands together in the battle against this virus and hopes that this provides staff members with an option to access a safe space amid the ongoing COVID-19 pandemic.</p> <p>The Development Alternatives Group is alive to the unprecedented complex and evolving challenges and risk to human health caused due to the COVID-19 pandemic. They are taking all precautions to ensure the safety of their staff, the communities they work with, their partners, clients, and fellow citizens. In accordance with the Government of India and the World Health Organization (WHO) advisories, they have taken decisions to alter our working patterns, restrict travel and limit face to face meetings as far as is feasible. They are enabling and supporting all their teams to work productively from home. If exceptional circumstances require any staff member to be in office and/or at field locations, they are equipping them to take necessary precautions for all public engagements. They continue to maintain open communication and</p>	<ul style="list-style-type: none"> • TARA Akshar+ is the flagship programme of Development Alternatives that aims to provide literacy and skill-building for women. To achieve its aim, TARA Akshar+ takes the help of the community and people are hired to play various roles at different levels. • Indian Micro Enterprises Development Foundation (IMEDF) is the social enterprise development vehicle of the Development Alternatives Group which promotes and supports enterprise models through collaborations with institutions to create an ecosystem promoting cluster development. Facebook was used to advertise this initiative, bringing them orders. The women executed the orders from home on their sewing machines with cloth supplied by the cluster. The cluster delivered orders through tie ups with government courier delivery services. This meant employment for approximately 80–100 women artisans making 30–40 masks per day that brought monthly income of INR 4000–5000 to the family. • Online mediums were leveraged for regular follow-up, teaching, counselling and registrations of new candidates. Additionally, a unique platform provided by the HCL Foundation, ODK Collect App, also enabled us to track the well- being

		<p>transparency with respect to project management, committed outputs and activities. They are confident that together with their communities, partners and clients; the nation and the world will pull through this challenge and emerge stronger, more resilient and with enhanced responsibility in our actions, programmes and policies towards people and the planet.</p>	<p>of trainees and alumni amidst the pandemic.</p> <ul style="list-style-type: none"> • 1,000+ PPE Kits were given for frontline workers like doctors and nurses. Radio Bundelkhand is generating awareness for over 200,000 people in 150 villages of Bundelkhand. 5,000+ individuals were provided meals, and ration was distributed to 19,000+ individuals who were stranded due to the lockdown
7.	<p>ReNew Power</p>	<p>India is still grappling with a crisis of unprecedented magnitude in the form of the COVID-19 pandemic. The pandemic has spread rapidly across the globe taking lives and bringing economies to a standstill. Even as they combat the virus, the economy has been severely dented, with several enterprises shutting down and thousands losing their means of livelihood. Under such challenging circumstances, given the scale of this crisis, ReNew felt a national obligation to partner with the Government both at the central level and the state level to amplify relief and rehabilitation efforts.</p> <p>Renew Power as India's premier clean energy IPP, made a significant contribution by keeping all its 100+ sites operational across the country, during the lockdown and beyond, ensured uninterrupted supply of electricity. The employees have been at the forefront to mitigate climate change and therefore as an employee centric company they focused their energies on developing mechanisms to take as many of their processes online as they could to minimise the exposure of the pandemic to the employees. Renew Power utilised technology to engage with their employees and taken several measures to ensure health and well- being of their staff at homes and at remote locations. They also ensured that despite the challenging environment, they rewarded good work and offered greater responsibility to those who demonstrated commitment throughout.</p>	<ul style="list-style-type: none"> • INR 100 million was contributed towards the 'PM Cares Fund' established by the Honourable Prime Minister of India and support the central government's endeavours towards fighting the pandemic. INR 25 million was contributed towards 'Chief Minister's Fund' across 5 states- Rajasthan, Madhya Pradesh, Karnataka, Andhra Pradesh, and Telangana helping the state machinery in their efforts. • Medeor hospital in Manesar, Haryana was converted into a specialised COVID-19 facility through collaboration with other corporates. A community kitchen for daily wage earners was established in the city of Gurugram. In phase I, 22,000 meals were provided to the needy through the kitchen. • Vaccination camps have been organized for employees as per their eligibility criteria. Medical support such as hospitalisation, oxygen support, testing etc. have been extended to their employees and their families. • In partnership with the UP government, a mask manufacturing unit has been set up in Lucknow supporting livelihoods for 200 women. A total of 5 lac masks are being manufactured and every woman employee will get a share of INR 5 per unit for each mask sold. These masks are being sold across different marketing channels targeting frontline workers-

		<p>However, in order to accelerate recovery, they realized the importance of going beyond business and pitching in with funds and infrastructure support besides addressing the basic needs of those worst affected. A total of INR 200 million was pledged towards different initiatives. Their initiatives have focussed on SDG 2, 3,5, and 17 under the COVID relief work.</p>	<p>traffic police, hospitals, government departments, and the general public of Uttar Pradesh.</p> <ul style="list-style-type: none"> • The welfare activities included supplying dry ration to the underprivileged and daily wage earners across the communities surrounding our sites. A total of 24,000 packets of dry ration across 64 sites covering 2,00,000 people were distributed. 6000 basic health kits to frontline workers were also distributed.
8.	Virtusa	<p>The pandemic highlighted the importance of employee well-being and protection of labour rights including health and safety and the availability of paid medical leave and medical insurance. They have expanded employee well-being programs for engagement, training and skills development, and health and financial services. Examples: Partnered with mobile apps such as Doctor on Call and oDoc to allow employees quick and safe access to medical advice, Arrangement with Connect & Heal for COVID-19 testing and free of cost vaccination, set up COVID-19 Care Desks, enabled employees to reimburse Internet expenses to support WFH, negotiated with banks to obtain easier loan repayment and special interest rates, expanded insurance benefits in some geographies.</p> <p>Assistance for communities: donations to NGOs, NHS Charities Together, Dubai Cares, Society for Cyberabad Security Council (SCSC) and the PM Cares Fund. The steps towards resilience included Protocols: Investment in certification for ISO 22301, ISO 45001, ISO 27001 and ISO 14001 ensured that they had in place the protocols and teams to respond quickly to minimize business interruptions in crises. Their strategy of digital collaboration ensured that their team was equipped for WFH. For example, they had shifted their collaboration from a mix of on-prem technologies to Microsoft Office 365 on cloud with consolidated Microsoft Teams with near 100% adoption. In the long term, they</p>	<ul style="list-style-type: none"> • Virtusa have set up helplines for employees to seek guidance on COVID19 issues, including health, family, accommodation, intrastate commuting, and WFH. • Arranged transit accommodation for out-of-state employees who were displaced when hostels closed. • In March 2020, formed a task force to implement processes to manage the COVID-19 lockdowns and ensure our team's safety. • Moved 98% of their global billable team members (approximately 25,000) to work from home (WFH) while their business continuity protocols enabled nearly uninterrupted service to clients.

		believe businesses must invest in digital transformation and collaboration to cater to the changing business landscape and employee demands.	
9.	Christ University	<p>CHRIST University have come together as a community to tackle the COVID-19 pandemic by rethinking what the new normal would be. The outbreak of the pandemic in 2020 required the institution to make an immediate response to the situation at hand. The primary concern was to diminish the spread of the virus, being more conscious of its effect on society, especially the vulnerable communities in particular. The University developed a Standard Operating Procedure in respect to its activities and facilities during the academic year. Stand-operated sanitizers were provided at all entrances and offices, frequent sanitization and adequate social distancing methods were some measures undertaken. The University formed a Protocol Monitoring Team (PMT) consisting of faculty members and senior students who were responsible for ensuring compliance of these practices. Just when they thought that they were returning to normalcy, the second wave of the pandemic emerged. The University is designing & preparing its curriculum to incorporate modules without compromising on the quality of education and which would be sustainable for the upcoming academic years. The global impact of Covid-19 has manifested in various areas of our lives, viz. health, education and our economy. Sustainable development requires us to balance our present needs along with the ability of the future of the institution, and towards this the University is taking adequate measures to address health decisions that meet personal needs as well as the needs of the broader community so as to overcome the COVID-19 pandemic.</p>	<ul style="list-style-type: none"> • The counselling department of the Christ University conducts regular mental health sessions where students can share their stories during the lockdown, about online class, focus on depression, anxiety, academic challenges, financial constraints faced by the family etc. as we believe that counselling is an integral tool for the overall development of resilience among their students. • Various online platforms became essential for smooth academic functioning. Exams were conducted and proctored over platforms such as Moodle & Mettl. The University e-Library services were made available to faculty & students to access journals, books and magazines. • The problems & issues faced by the faculty or students were addressed online through Knowledge Pro (KP) ERP.

10.	SM Sehgal Foundation	<p>COVID-19 has affected the lives of millions of people in India. The onset of a second wave of COVID-19 in 2021 has led to further damage of the already crippled economy, livelihoods, and infrastructure. Moving then from relief to rehabilitation, the foundation activities and programs focused on building rural resilience with improved farm productivity (better agri technologies and practices), and increased water availability in villages (rainwater harvesting and groundwater recharge). Already-established linkages made with panchayats and community leaders have enabled Sehgal Foundation to fill in information gaps about the virus and address the concerns of villagers.</p> <p>Employee-friendly policies, such as COVID insurance for Sehgal Foundation employees, coupled with flexibility and graded opening of the Gurugram headquarters and the field offices, have ensured the safety of the entire team and the continuity of this important work. Sehgal Foundation remains committed to helping India's rural communities achieve a brighter future where every person has a secure, prosperous, and dignified life.</p>	<ul style="list-style-type: none"> • SM Sehgal Foundation have focused on distribution of essential items such as soaps, sanitizers, masks, gloves, and thermal scanners to frontline workers and villagers, and food and nutrition kits to underserved communities for COVID-19. • Schools have been made safer for children with handwashing stations, toilets, and drinking water facilities; and communities are being made safer by building their awareness levels of the relief packages provided by central and state governments and by enhancing local participation and sustainability in rural panchayats. • The digital and life skills training classes conducted by Sehgal Foundation have empowered rural girls during this challenging time. • Alfaz-e-Mewat, the foundation's community radio station, played a key role during the lockdown and continues to spread awareness on prevention, and now vaccination. • The Citizen Information and Support Centre (CISC), a free call-in facility for villagers that provides information about COVID-19 and related government initiatives, has continued its operations and helped many villagers access government programs and services.
11.	ICCO	<p>Seeing the situation of Covid-19 second wave, ICCO management decided to close the office premises to ensure everyone's safety & avoid any risk and grant the work from home. Continuous communication is providing strength & support to deal with mental health to deal the covid crisis. Online interaction with staff to share stories of their resilience, to keep everybody in good spirit. ICCO have organized online fun session which include different way of coffee making, singing song, and sharing jokes etc. Using technology to reduce cost-More online interactions, rationalisation of</p>	<ul style="list-style-type: none"> • ICCO have set up a COVID PROTOCOL with day to life and working in community is impacted. Providing 20 days of leave with salary if employee if affected by Covid 19. • ICCO is standing strong in solidarity by lending a helping hand in supplying with dry ration packages, health & hygiene supplies, and cooked food to 200+ families of migrant workers in Delhi NCR and around 500+ families in the districts of Assam.

		<p>compensation to staff during covid time but at the same time not reducing salary of support staff and other staff. They have initiated discussion and dialogue with donors to convince them about the impact of pandemic on organisation and readjustment of programme deliverables without compromising quality and core objectives. They have explored new partnership and has been successful in roping in support to fill the gap in budget. They are managing expectations by providing flexibility of working hours with mix of working from home/coming to office / online delivery and physical bio security training wherever feasible. They have set up a plan to communicate often with Board members, employees and other key stakeholders to appraise them about the work and deal with crisis situation.</p>	<ul style="list-style-type: none"> • To uplift and promote the livelihoods of rural entrepreneurs, women weavers, ICCo launched an online organic brand <i>Satyavati</i>. Satyavati brings the finest organic, handloom, jewellery and consumables. It has helped and aided many in achieving significant heights in uplifting their businesses in the regional and state – level market.
12.	<p>India Water Foundation</p>	<p>The sudden onset of the COVID-19 pandemic in early 2020 imposed massive health and economic burdens on communities around the world, and affected every sector of society. India Water Foundation (IWF), a non-profit civil society and think tank established with the idea of generating heightened public awareness towards water and its impact on human health, economic growth and environmental sustainability with specific emphasis on localization and implementation of SDGs and waste management was concerned that among all the category of Bio medical waste, liquid waste poses a serious threat to human health and the environment because of their ability to enter watersheds, pollute ground water, and drinking water when improperly handled and disposed.</p> <p>The vital stimulus and support package introduced by the government was scrutinized by them to ensure that they reach to the most vulnerable. Often, those most in need of financial support are either unaware of how to access it or may be unable to provide the paperwork to meet eligibility requirements.</p>	<ul style="list-style-type: none"> • India Water Foundation in collaboration with United Nations Environment Programme and supported by the Ministry of Science and Technology, Government of India, Ministry of Jalshakti, Government of India and Central Pollution Control Board, Ministry of Environment, Forest & Climate Change, Government of India organized a high-level webinar on “The Future of Liquid Waste Management amidst COVID-19: What lies ahead”. • IWF engaged school children of Delhi-NCR by disseminated awareness related to climate change issues to become Jal mitras and be proactive catalyst for change and environmental stewards through its signature Jalmitra campaign. • In the capacity of National key resource hub of networking of the Ministry of Science and Technology they engaged in empowering vulnerable communities and continually engaged in dialogue, partnerships and advocacy with different levels of the government machinery.

		They helped vulnerable people at community level to navigate access to this support, and the work currently being done by IWFs centre for sustainable Development Goals provides an excellent model for this.	<ul style="list-style-type: none"> IWF have supported local community actors to interface with decision-makers and pressing government institutions to be more responsive and accountable to the poor and marginalized.
13.	Maithri Aquatech Private Limited	<p>Maithri Aquatech Private Limited (MAPL) has developed the technology of generating clean potable water by condensing the moisture in the atmosphere on a highly scalable and sustainable basis. The COVID-19 pandemic has allowed us to re-examine their business to respond quicker, build better resilience and generate greater impact. To ensure a safe work environment, COVID-19 protocols are set in place, while WHO behavioural guidelines such as social distancing and regular workplace sanitisation were carried out. Work from home opportunities is available to curb the transmission of any illness and salaries are being paid, as usual, ensuring a positive employee-employer relationship. Despite the pandemic, MAPL's business has endured by making a rapid shift to the 'new normal', and adopting new techniques of communication i.e., virtual meetings, customer engagement, conferences and training sessions. The business impact has been nominal, in some cases there has been a delay in decision making from our clients' end, providing MAPL with the opportunity and time to devise better business strategies and forge partnerships.</p> <p>MAPL is well-poised to tackle issues head-on and work towards building a safer, water-secure future in line with SDG 6. We are also committed to SDG 3, 5, 8, 9, 10, 11, 12, 13, 15 and 17.</p>	<ul style="list-style-type: none"> Maithri Aquatech have initiated a webinar series called 'AquaTalks', to enhance engagement with stakeholders and bring about thought leadership in the industry. This platform has allowed the company to connect with subject-matter experts from various fields to share their perspective, sensitise viewers on environmental issues, and help expand our network. MAPL is also working with its business partners, as part of their CSR to improve access to clean water to underserved communities. During the nationwide lockdown, the company had set up a COVID-19 Response Vehicle to travel across Hyderabad, and provide free potable water to frontline and migrant workers. Since their solution generates potable water solely from air, they can ensure that their customers always have access to water, even during water shortages
14.	Wishtree Technologies	The covid-19 crisis forced a sudden, new way of life upon the world which scrambled for	<ul style="list-style-type: none"> Wishtree has been constantly engaging with all the employees and counselling

		<p>practical ways to adapt. As an immediate response to this, Wishtree Technologies declared work from home for all the employees. The workflows and processes were aligned to facilitate remote working. Along with this, a special allowance was given to all the employees to set up internet connection and work desk at their places. This made us feel like we were still connected and working together as a family under one roof even though everyone was apart. Every festival and event are now celebrated virtually, a special thanks to their HR team who comes up with innovative ideas to combat loneliness and continue to foster the team spirit that drives workplaces. They have even started Yoga sessions for the entire team twice a week as a calm mind and healthy body works wonders. It's been more than a year now that they have been working like this and to ensure a safe and healthy life for all they have continued to work remotely for this quarter as well. They are now assured that their family is strong enough to stand together in every situation.</p>	<p>them to guard against work-related or personal stress, encouraging them to take breaks from work to recover.</p> <ul style="list-style-type: none"> • Wishtree has provided ad-hoc bonus payments. They issued salary hikes above the industry standards. This gave a confidence to hire new talent and we kept on expanding our team with zero layoffs. • The new talent that joined was provided each and every support, right from providing laptops to training and guidance that were needed to work remotely.
15.	EcoFav	<p>As a globally emerging sustainability consultant, our business demands lots of travel for inspection of project sites, day-to-day physical interaction with clients, and the COVID-19 outbreak in February 2020 followed by social distancing, and the lock-down restricted both so suddenly. Initial months of lock-down not only raised a need for thorough re-looking to manage and operate their business to keep the financial wheel turning but also gave them enough time to do so. So, the management decided to have virtual interaction with our multidisciplinary team to discuss on following matters;</p> <p>1. How can they develop their observation reports (mostly Environmental and Social Impact Assessment) without visiting project sites?</p>	<ul style="list-style-type: none"> • Ecofav have shifted all their administrative and work-related databases online as well as identify and opt for a virtual meeting tool so that they shall remain available with their clients virtually whenever they need them the most. • Since then, they have not only successfully delivered 27 assignments to our clients spanning across business areas like Renewable Energy, Natural Gas Utility, Agri Logistics, Ports & SEZ, etc. but also recognized and awarded as "Most Promising EHS Consultant of India, 2020" by renowned "Silicon India Magazine" • Ecofav believed that by offering uninterrupted services, nature of clients' business (to which we added value) during those tough times they indirectly

		<p>2. How can they assist their clients remotely?</p> <p>The virtual interaction followed by numerous other conversations between the ECOFAV team and clients provided them a direction to adopt few things to overcome the mentioned problems and remain further resilient for futuristic uncertainties. They remained ready to cope up with uncertain situations like COVID-19 in near future and wishing good health and well-being to India and Global Communities.</p>	<p>contributed to the achievement of the following SDG's 5, 7 & 11.</p>
16.	Mijwan Welfare Society	<p>In the era of COVID-19 and of struggling economies around the world, women in a remote village named Mijwan in the Azamgarh district of eastern Uttar Pradesh are creating their own embroidery. Using the brand name "Made in Mijwan," and working with designers such as Manish Malhotra, the young women are able to earn an average 3500 INR per month doing Chikankari work. Their work also helps provide their rural community with three-layered cloth masks and urban customers with designer masks. More than 300 girls and women are associated with Made in Mijwan, a livelihood centre for rural women that annually generates up to INR 18000001.</p> <p>During the COVID-19 pandemic, when many daily wage earners and migrants were losing their livelihoods, women and girls from Mijwan and nearby villages were getting work at Mijwan Livelihood Centre for the production of three-layered cloth masks. In March 2020, when COVID-19 began spreading in India and the whole country was under lockdown, the big question was of survival - how would the livelihood centre run? Women from the livelihood centre decided to handle the crisis by adapting to the current scenario. They conducted research and started production of three-layered cloth masks, advertising their mask making and receiving orders.</p> <p>By allying the production of Chikankari and mask production with awareness-raising activities, such as public health and government</p>	<ul style="list-style-type: none"> • From April 2020 till 31st August 2020 women stitched more than 51000 masks and send them to Uttar Pradesh, Bihar, Rajasthan and Maharashtra. Corporate organisations such as L'Oréal also placed order of triple layered Made in Mijwan masks for their employees. • Designers like Manish Malhotra, Manish Tripathi also worked with the Mijwan Livelihood Centre to train MWS workers on how to design and create designer masks. By cultivating this important supply chain market linkage for their women, they were able to create a dual market: making affordable triple layer masks to help rural Indian combat COVID-19, cross-subsidised through the creation of designer masks. • During this 5-month period Made in Mijwan masks generated Rs 750000/-; vital income for rural women during the pandemic when other income sources were drastically reduced. • Mijwan next mission is stitching 1 million masks costing just INR 10 each, so that everyone in India who needs a mask can afford one. • In the last three months they have made more than 50000 masks and are now working on a campaign of #1millionmasks4onemillion.

		<p>assistance, their collective impact can grow at greater speed and reach even more women.</p>	
17.	<p>Shipping Corporation of India</p>	<p>SCI being a constituent of the Maritime sector which was severely impacted by the pandemic has not been immune to its vagaries and consequences on operations, supply chain and crew changes, in turn, affecting mental well-being of the seafarers; however, it sustained its operations rather excelled in the backdrop of a well-documented “Business Continuity Plan” prepared in advance to meet the eventuality of the lockdown imposed from 24/3/2020. The COVID 19 challenges were thus addressed anticipating the impact much before the actual onslaught and restrictive work scenario posed multifaceted problems which SCI braced well owing to its preparedness.</p> <p>Actions were taken to institute the Work from Home mechanism and implementing Shipboard Outbreak Management Plan and the situation on board all owned and manned vessels was closely monitored by the Fleet and Operations Divisions. SCI continued to ensure transportation of essential supplies and uninterrupted trade flow requirements despite the constraints, and continued to contribute to the economic growth, a sustainable development goal. The most significant impact in the maritime sector was on crew change, which the International Maritime Organisation (IMO), globally, and the DG Shipping on the national front, regulated and facilitated, issuing SOPs and orders for ‘controlled’ crew change. SCI adhered to strict preventive measures meticulously. Increased cost of crew changes did not deter SCI and they were addressed with ‘Safety First”, ensuring ‘qualitative’ crew change with due care, compassion. Diligence was exercised to ensure that the on-signing crew was infection free and fleet operations were not disrupted. SCI was recognized for its effective management on crew change by the Nautical Institute of London, South West Branch in August 2020. Management reached out to the</p>	<ul style="list-style-type: none"> • SCI have designed and implemented a Ship Outbreak Plan much before the lockdown to deal and contain the spread of the pandemic onboard vessels followed by timely Addendums to address the changing dynamics that were posed from time to time. • Operationally, all efforts are being taken to ensure maximum utilisation of vessels; repairs, maintenance, connecting of spares are planned requiring minimum shore assistance. Planned and round the clock and effective coordination between shore and vessels seamless operations. • Resilience and Reflective Learning Programme and BBS (Behaviour Based Safety) Courses are conducted for the fleet personnel to ensure increasing engagement towards safety principles and awareness to safety policies aboard our vessels. Selection of officers and crew joining the vessels are being done online. • SCI continued to ensure transportation of essential supplies and uninterrupted trade flow requirements despite the constraints, and continued to contribute to the economic growth, a sustainable development goal. • SCI broke records on several fronts a couple of them almost over a decade when it reported a standalone net profit of Rs.302.35 crores for FY 2019-20 against a net loss of Rs.121.99 crores in the previous year. • The year through, SCI has performed exceedingly well and has improved its financial health reaching milestones during the subsequent quarters too, proving its intense resilience and strength.

		employees to share mutual concerns and a positive environment promoted to instil enthusiasm.	
18.	Smile Train	<p>The immense impact on public health, education, businesses, and livelihoods, apart from the economic and social disruption, is devastating. As a non-profit organization focused on comprehensive cleft care for children under SDG 3, their response to the 3 R's of 'Response, Resilience and Recovery' is detailed. It's been a little over a year since COVID-19 began impacting Smile Train's programs around the world. But despite the unique challenges the organization faced, their sustainable model, and the agility of their teams allowed them to continue providing world-class cleft care to the patients, while also empowering their medical partners with the tools and resources to ensure everyone's safety amid COVID-19.</p> <p>While the outbreak of COVID-19 in early 2020 pushed their model of cleft care like never before, the crisis also strengthened it as a steadfast means of providing care to their patients and assistance to the medical partners when they needed it most. Smile Train was able to keep moving thanks to their sustainable model, a worldwide network of experts, and the unwavering dedication of their donors.</p>	<ul style="list-style-type: none"> • In India, Smile Train provided COVID-19 testing and PPE support to partner hospitals to ensure safety of patients and medical partners. Safety equipment support such as anaesthesia workstations, ETCO2 monitors, ventilators and pulse oximeters have also been provided. • Their national toll-free cleft helpline - 1800 103 8301, became a crucial resource for cleft patients and parents of babies with clefts, guiding them on cleft care and treatment. Smile Train continues to provide tele-health services to patients as they negotiate through the pandemic. • Towards the start of the Pandemic, they conducted a digital awareness campaign supported by the celebrity Goodwill Ambassadors and partner doctors to '#EndTheStigma' associated with COVID19, this reached millions. • Smile Train India's Medical Advisory Council lay the groundwork for developing safe surgery guidelines for cleft care during the pandemic. They organised 1800+ virtual and in person educational training sessions. • In addition, Smile Train also leveraged state-of-the- art technology, such as a Virtual Surgery Simulator, to overcome barriers to healthcare accessibility and advance health equity.
19.	Sterlite	<p>The COVID-19 situation has upended conventional socio-economic equations. Nevertheless, as an industry leader and social pioneer, STL stands committed to driving affirmative actions with ecosystem-wide relevance and impact. As a strategic technology leader, their COVID action and recovery agenda is inclusive, ranging from their office floors and</p>	<ul style="list-style-type: none"> • They undertook a comprehensive COVID relief programme spanning from free 24x7 teleconsultation, door-step testing, medication, home-care and vaccinations for communities in Aurangabad, Gadchiroli, Nandurbar, Pune and Silvassa across 300+ villages.

		<p>urban landscapes to the remotest corners of the Indian subcontinent.</p> <p>In the institutional realm, STL has triggered fundamental shifts for restructuring its operational landscape. They are targeted to ensure long-term business continuity while keeping the employees safe. Beyond organisational boundaries, STL has been leveraging robust last-mile linkages and programs already functional as part of its CSR portfolio. These 'smarter networks' helped them reach 20 locations and impact 100,000+ lives across the nation when the pandemic initially stuck last year. They incorporated several learnings from our experiences last year, by designing agile and robust programmes that ensure social progress continues even amidst the pandemic.</p> <p>To compete and thrive in the New Normal, everyone needs to rise up to the occasion and be agile. There is a need to form enduring alliances, cutting across geographies, sectors and ideologies. Because to project an impact more significant than the individual efforts and resources, Sterlite and United Nations Global Compact Network India will band together as one on a common platform as we have never before.</p>	<ul style="list-style-type: none"> • They are committed to mitigating the oxygen shortage issue and while they have donated 32 MT for medical use, they are hoping to increase to over 100 MT. • They will continue to support the heavily burdened healthcare system through donations in form of oxygen cylinders, PPE kits, medicines and so on. • They are also ensuring adequate access to quality education and healthcare across these regions.
20.	CSS Corp	<p>The onset of the pandemic had a far-reaching impact, disrupting all aspects of life, including when, where, and how to work. The suddenness of this change meant that resilience was not an option, but a necessity for businesses to survive. CSS Corp was one of the first IT services companies to move to a 100% WFH model by March 2020. With their proprietary RESILIENCE framework, they implemented work from home for 8,000+ employees across 18 global locations. The framework takes a three-pronged approach, emphasizing preparedness for disruption, stabilizing measures undertaken, and embracing the new normal. It also managed a 100% remote-work model across the globe, data</p>	<ul style="list-style-type: none"> • CSS Corp's CHEER framework (Communication, highlighting accomplishments, Energising teams, Engagement with employees and Recognition of achievements), developed as a response to the pandemic, has been instrumental in driving high employee morale and positivity. • Special emphasis is being given to employee mindfulness sessions, employee assistance programs and a dedicated 24/7 counselling line is available for supporting employees' emotional and mental health.

		<p>security, client SLAs, regulatory compliance, and more. Also, they equipped their employees with all the necessary collaboration tools and platforms required while operating from home.</p> <p>They believe that they have performed on all fronts, from growth and client satisfaction to employee engagement and operations.</p>	<ul style="list-style-type: none"> • They also rolled out annual increments, variable pay and promotions in April 2020. Advanced salary payments were made to support employees in the worst-hit geographies. • When Covid struck, unlike the traditional customer engagement model that focuses on a break-fix approach, they followed a more agile skin-in-the-game approach with innovative business engagement models. • They have been flexible towards client needs and have ensured there were no SLA deviations during the pandemic. They are helping clients navigate the crisis and emerge resilient by accelerating digital initiatives, building operational resilience, and find new revenue streams through strategic co-innovation.
21.	Everest Foundation	<p>The year 2020-21 was a very challenging time because of COVID-19 outbreak. The world including India witnessed one of the sternest lockdowns which eventually halted all the economic and social activities and led to the massive distress and loss of human lives. At Everest they got into immediate response action based on need of the hours by removing all the barriers. In the absence of any vaccine, prevention from Coronavirus was the only way available: By creating the infrastructure and safe work environment they ensured that their business should not suffer. Everest done fairly better than the previous financial year when it comes to the business and profits. And the same was achieved by timely response to the pandemic and ensure that their people are safe and not facing any misery. The community</p>	<ul style="list-style-type: none"> • They provided food packets (8774 kgs) to migrant families, providing masks and health kits so that they may have access to first wall of safety. • The factories were made totally safe for workers for taking numerous steps i.e., regular health monitoring, sanitization, installing IEC materials, high quality cameras for micro level monitoring, for dedicated monitoring a task force was constituted to have close assessment of each issues were coming with regard to covid. • To ensure that if anyone gets affected from Covid gets quality health care service local engagement was done with health functionaries, covid related

		<p>outreach helped them to create not only awareness but also ensure that there is minimum impact of people from covid and live healthier life. Everest covid response actions in 1st wave were such digital network-based model that they immediately transitioned to new approach for 2nd wave and will all strength fighting to beat CORONA. The recovery involved Intervention of technology to monitoring, development, facilitating support to each function including community projects. Safety utmost priority – Adopting and advocating to SMS (Sanitization, Mask and Social Distancing) as important safety tool. Outreach to more than 57000 population (more than 10000 households) to create mass awareness about the spread & prevention of the deadly corona virus.</p>	<p>insurance cover was given to employees’ workers etc. The employees attached to the office work were given all the technical and IT support to ensure that they can work from home smoothly. Even Learning Management System (LMS) based platform was developed for regular engagement, development and providing all the assistance.</p> <ul style="list-style-type: none"> • Everest took numbers of initiatives to support local communities and migrant workers. The Covid-19 response action included distribution of 8774 kgs food items, health kits to the local migrant workers who were stuck at shelter camps during the nationwide lockdown which benefitted 4520 people directly. • COVID-19 Response Action projects ‘अपनी रक्षा देश की सुरक्षा’ were initiated in Bagwanpur (Uttarakhand), Somnathpur (Odisha), Kolkata (West Bengal), Lakhmapur (Maharashtra), Podanur (Tamil Nadu) and Dahej (Gujarat). The project comprised of distribution of sanitation kits 51325 (masks, sanitizers, soaps), fumigation of villages, to create awareness among the community IEC activities were organized using posters, banners, leaflets, use of whatsapp groups and community level educational sessions. The said project benefitted 10265 households and 56,325 people from 19 villages from 7 above said locations.
22.	Athena Infonomics	<p>For smallholder farmers around the world, a number of global trends—such as climate change, a lack of access to adaptive technology, and volatile markets and pricing—have been making agriculture an increasingly difficult way of life. The coronavirus pandemic has made a bad situation far worse, as these farmers’ access</p>	<ul style="list-style-type: none"> • The team at Athena Infonomics—a consultancy that is applying a data-driven approach to addressing the world’s most pressing challenges—has been working with clients to evaluate the relationship between farming individuals/households, their external

		<p>to production inputs, local transportation, and global supply chains have all been hampered. It is in this challenging period that we can test the strength of various equity systems, to see if they are, in fact, ensuring resilience for the most vulnerable. With this in mind, various associations and multi-stakeholder groups working in agriculture are looking to assess whether their systems have enabled producer organisations to better respond to the COVID-19 crisis.</p> <p>As long as together Athena along with Global Compact Network India recognize the significance of this moment, we as a global community are in a position to observe the realities and inequities that exist around us, learn hard lessons, and build back better.</p>	<p>environments, and the quality of those environments.</p> <ul style="list-style-type: none">• With the use of participatory tools, they are collecting quantitative and qualitative data at the community level that will provide insights into the resilience of producers' networks, farmers' groups, and local support mechanisms in the face of the pandemic.• At Athena Infonomics, they seek to use their expertise in data science tools not only as a resource for the private sector, but also as a means for public good.
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