

We are built on the principles of service and we strive to evolve self-reliant, responsible communities. By valuing our Planet, People and Processes, we demonstrate our commitment to Sustainable Development.



"Service is the rent we pay to be living. It is the very purpose of life and not something you do in your spare time. We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee".

Marian Wright-Edelman

## Message from the Chairman, Ramky Group

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A. Ayodhya Rami Reddy  
Chairman, Ramky Group



"The Foundation has strengthened our social commitment and created a positive work culture. With a great deal of conviction, the foundation's activities have indeed, enabled to meet ethical and discretionary responsibilities of our group, which are above and beyond conventional 'Zone of Compliance'. There has been a manifold increase in its capacity and expertise. From minor service activities in the initial stages to major projects covering thousands of marginalized beneficiaries today, like the Integrated Watershed

Management Project, Tribal Development Project, Targeted Interventions (HIV) Project etc, Ramky Foundation has grown leaps and bounds and is projected towards becoming a vital organization in providing value added service and a key stakeholder in development process in India. I am sure that with RF's gradual expansion in India and abroad, more and more communities would get benefited and very soon, RF would be counted as one of the best organizations in the world".

## A message from our Managing Trustee

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A. Dakshayani  
Managing Trustee, Ramky Foundation

I have great pleasure in presenting Ramky Foundation's first Sustainability Report. This report describes that our organization made considerable headway in implementing sustainable developmental initiatives during 2010, both with-in internal Ramky Group operations as well as for the benefit of our hundreds of stakeholders in a variety of Indian locations through funded projects.

Last year, when we signed our commitment to the **UN Global Compact** — a set of ten principles on environment, labor, human rights and anti-corruption — we did it primarily to express our commitment, and intent to stakeholders and the society, in terms of advancing UNGC principles within our sphere of influence. Ramky Foundation had redefined its Vision inspired by the superordinate goal to create a society where available knowledge &

resources are effectively utilized in a sustainable manner, thereby leading to the evolution of self reliant, responsible and contented communities. We served the low paid workers and marginalized communities, to ensure that they live happily in an enhanced economic, health and educational status. As part of the assessment of the long-term sustainability of our initiatives, we reflected upon specific issues: importantly, to strengthen systems and procedures. We have rekindled our perspective, streamlined our thrust areas and aligned our activities in line with vision-mission-values of the organization.

### CSR and Sustainability continuum

As a Not-for-Profit partner of Ramky Group, our commitment goes far beyond the conventional



CSR or philanthropy of the past. Ramky Foundation has been also working on significant projects with several state governments, donor agencies and other developmental organizations. We view CSR and Sustainability as a continuum and our movement from CSR to Sustainability reflects the ability and commitment to the larger developmental goals. As interdependent systems CSR and sustainability stresses on long-term sustainable development. Thus, our approach recognizes the importance People, Planet and Processes.

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### Health care

Ramky Foundation's efforts are augmented by its dedicated service to stakeholders through health care programmes. As a thrust area, the Healthcare has been a prime vehicle for implementing social development initiatives. In

2010-11, our initiatives have increased by 47.2% when compared to previous year. Besides that, the year marked the beginning of prestigious project funded by Andhra Pradesh Aids Control Society (APSACS), on Targeted interventions for HIV/AIDS High Risk Groups. The project is implemented in 12 wards of Hyderabad benefitting more than 1000 FSWs.

### Education

Since the inception, enabling and nurturing talent has been a key focus of our activities. We consider education as crucial in ensuring the future of our societies and are committed to giving everyone a fair chance in life. Through numerous initiatives, particularly the educational scholarships program, we help talented young people to achieve goals otherwise unattainable for them, often due to their social background. The total number of scholarships has increased by 48.1% this year, amounting for ₹ 3.6 million in 201-11.

### Women Empowerment

Our efforts to improve the quality of life of rural women will contribute to achieving many of the Millennium Development Goals articulated by the United Nations. As sustainable development initiative, we had facilitated the formation Mutually Aided cooperative society. Trainings are being undertaken for women self Mutually Aided

Cooperative Society to strengthen their group, help them to manage it better and to encourage them to take up sustainable rural enterprises, which would help them become self-reliant.

### Natural Resource Management

During 2010-11 we made substantial progress on our core area: NRM, as we launched several initiatives and major funding projects. They included, prestigious Watershed Development project by Rajiv Gandhi Mission for integrated watershed management. RF is implementing this project in two districts of Madhya Pradesh, namely Sagar and Vidhisha in the area of 12,000 hectares altogether. Similarly, Ramky Foundation is implementing the "Environmental Effectiveness through Efficient Solid Waste Management" project at Pedakakani, Guntur district, AP, which is funded by NABARD. Besides that we have continued our comprehensive activities through soil conservation and water resource development in the existing Tribal Development project in order to build sustainable communities.

Alongside, last year marks the beginning of a new phase of CSR and business model integration wherein we now have a built-in strategy to address the various issues of importance in the business supply chain. The classic example of this is the Municipal solid

Waste Management awareness programmes that RF has been holding in association with the Municipal Corporation of Delhi (MCD).

### Looking forward

Our goals for the next year are fundamentally about growth. Growth in terms of volunteers, increasing number of activities, geographic presence and linkages with government and other developmental organizations. We aim to build on our previous performance during next year, in particular to promote greater awareness and understanding of health, environment, education and safety among our stakeholders. We will also focus on encouraging improvements to the workplace systems and procedures to carry out our responsibilities effectively. I am confident that there is much to inspire us and much to hope for in the years ahead.

*A. Dakshayani*

A. Dakshayani  
Managing Trustee  
September 2011

# About this Report

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This sustainability report is the first for the Ramky Foundation which illustrates our financial and non-financial performance for the period of April 1, 2010 to March 31, 2011. This report describes our key initiatives over 12 months of reporting period, and sets out focus areas for the future. It is centered on four core areas sustainability: Employees, Community, Environment and Governance. This Report also sets out the principles and performance Indicators that we used to measure and report their economic, environmental, and social performance. This would enable us to move from the Activity based reporting to principle based reporting which in turn define our approach on the basis of materiality and stakeholder inclusiveness.

Comments or questions about this report are encouraged. Please direct your correspondence to:

Head-Planning & Communications  
Ramky Foundation  
Ramky House, Raj Bhavan Road  
Somajiguda, Hyderabad 500082  
Email: [ramkyfoundation@ramky.com](mailto:ramkyfoundation@ramky.com)  
Phone: +91-40-23310091

We have adopted the GRI-G3 reporting guidelines: RG ver. 3 of NGO sector supplement for Annual report 2010-11. We hereby declare that to the best of our understanding this report fulfils the requirement for a GRI G3 Application Level C. We believe that sustainability report would communicate our initiatives to stakeholders, and ensure transparency about our journey towards sustainable Development.



We are a signatory to the Global Compact and committed to communicating progress on integrating the Global Compact principles in the areas of human rights, labour, the environment and anti-corruption. This report fulfils our commitment to reporting as part of this initiative.





*"The earth, the air, the land and the water are not an inheritance from our forefathers but on loan from our children. So we have to handover to them at least as it was handed over to us."*

*- Mahatma Gandhi*

## Scope

The Sustainability Report 2010 covers the activities of Ramky foundations, in terms of Sustainable Development projects that are fully funded or implemented under partnership mode for the period: 1 April 2010 to 31 March 2011.

We report our performance annually, and the last Annual Report (not based on GRI procedure) was published in August 2010 covering the period of April 1, 2009 to March 31, 2010. This Report covers the performance of all projects and significant operations in India.

## Methodology

The reporting principles and methodology continue to remain in accordance with the GRI (Global reporting Initiative) G3 guidelines, RG version 3.0 of NGO Sector Supplement. The relevant indicators and technical protocols have been followed for reporting on the various factors. We wish to state that there has been

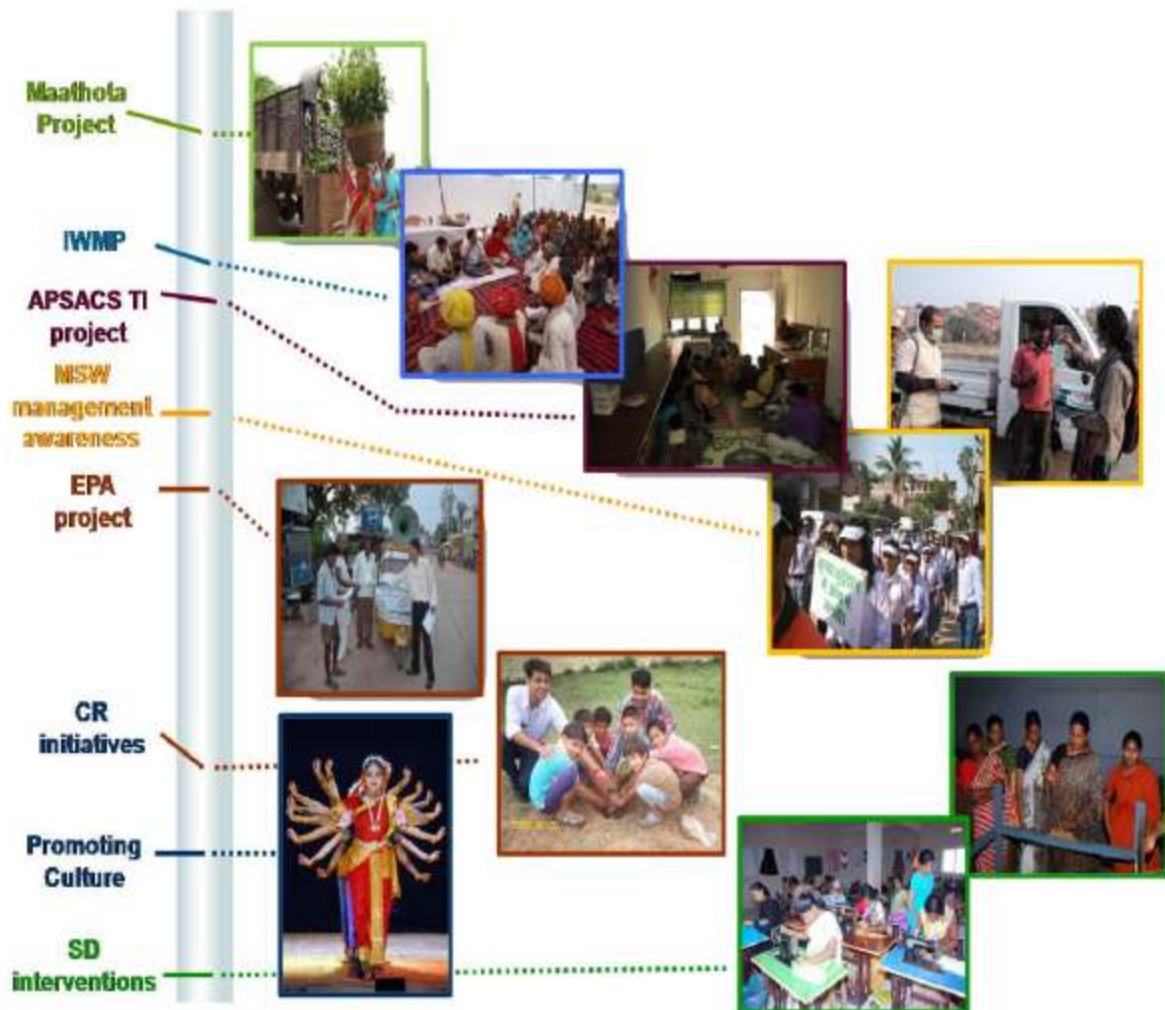
significant change in the reporting scope or boundary over the last year as the previous reports have used stand-alone methodology and activity based reporting procedures.

This report reflects the activities, which have significant economic, environmental and social impacts. Our projects continue to proactively engage with key stakeholders, who either have a major interest or are significantly affected by our operations and services. Sustainable development is integral to our ethos and Leitmotif of our campaign to enhance the health care and livelihoods of low paid workers and targeted communities.

The Economic performance reported here is taken from the Audit Report 2011. The Audited Annual Accounts 2011 was prepared in accordance with the Trust Act, Andhra Pradesh and has been audited by independent External Auditors – M/S Vishweshwara Rao & Associates. The data in the Environment & Social sections is based on the actual performances of our projects, activities, services.



The report covers following projects and developmental activities.



8 Sustainability Report 2010

Regional Office	Address
New Delhi	C-398, 1st Floor, Jay Kay Plaza, Sector-7, Near Ramphal Chowk, Dwarka, New Delhi-110075
Mumbai	RIL, 9 <sup>th</sup> Floor, Corporate Park – II, Near Swastik Chambers, Chembur, Mumbai – 470 071.
Kolkata	Jindal Towers, Block – A, 4 <sup>th</sup> Floor, 21/1A/3, Darga Road, Kolkata – 700 017.
Bangalore	RIL, “Ramky House”, Site No. 25-30, 2 <sup>nd</sup> Cross, Raghavendra Nagar, Hennur Ring Road, Kalyan Nagar (Post), Bengaluru – 560 043.
Bhubaneswar	Plot no-2, Flat no -103 , Club Town, Chandrasekharapur-751024. Bhubaneswar, Orissa.
Vishakhapatnam	C/o. RPCIL, CWMP, E Bonangi village, Paravada Mandal, Visakhapatnam – 500 531.
Udaipur	RWMP, plot No.16-17,D-Block, Hiran Magri, Sec.-14, Udaipur-313002, Rajasthan
Bhopal	RIL, Hall No. 1, North Block, GTB Complex, T.T.Nagar, Bhopal – 462 003.
Kurnool	Ramky foundation, H.No: 3-65/46/1, Sree Rama Nagar, Near Naganna Hospital, Atmakur, Kurnool 518224, phone: 9704501597
Narasaraopet	Ramky Foundation, Near Hanuman temple, Rami Reddy pet, Narasaraopet, Guntur, Ph: 970497778
Vizag	Community Development Officer, Ramky Foundation, Commercial Club-Road no.13, Jawaharlal Nehru Ramky Pharmacy, Parwada Mandal, Vizag-531021
Hyderabad	Project manager (APSACS-TI), flat No.A-11, Eureka Court Apartment, Beside Image Hospital, Ameerpet, Hyderabad,

The information in this report correspond solely to our direct economic, social and environmental impacts through our **Four** thrust areas: Natural Resource Management, Women Empowerment, Education and Health and our **Four** funded projects: TDF, IWMP, APSACS-TI Project and MSW awareness programme as well as our general CSR activities.

We are not yet able to track the indirect results of our projects and programs.


There have not been re-statements of information provided in earlier reports. However, this year has been a significant departure from previous reporting periods regarding the scope, boundary or measurements methods as we applied GRI methodology in the report.

## Location of the standard disclosure in the report

An index with the location of the standard disclosure in the report is given in page no. 67 in this report.

The following table illustrates the coverage of these projects and programmes.

<b>Maathota-Tribal Development Fund project</b>	<b>Atmakur mandal in Kurnool district of Andhra Pradesh.</b>
<b>Integrated Watershed Management Project</b>	<b>Sagar and Vidisha districts of Madhya Pradesh.</b>
<b>Corporate Responsibility Initiatives</b>	<b>Ramky Group</b>
<b>Environmental Effectiveness through Efficient Solid Waste Management</b>	<b>Pedakakani, Guntur district of Andhra Pradesh.</b>
<b>Targeted Interventions for HIV/AIDS</b>	<b>Hyderabad</b>
<b>Awareness programmes on Municipal Solid Waste Management</b>	<b>Delhi, Mumbai, Aurangabad, Gaya, Bhagalpur, Kolhapur, Guwahati</b>
<b>Sustainable Development initiatives</b>	<b>Narasarao pet region, Guntur district, Prakasam district, Jawaharlal Nehru Pharma city, Vishakhapatnam district, Vijianagaram district.</b>
<b>Promotion of Culture</b>	<b>Activities taken up by Ramky cultural Foundation</b>

		In accordance with NGOSS.R.G Version 3.0	C	C+	B	B+	A	A+
Mandatory	Self Declared			Report Externally Assured		Report Externally Assured		Report Externally Assured
Optional	Third Party Checked							
	GRI Checked							



## **Our Core Initiatives**

Natural Resource Management

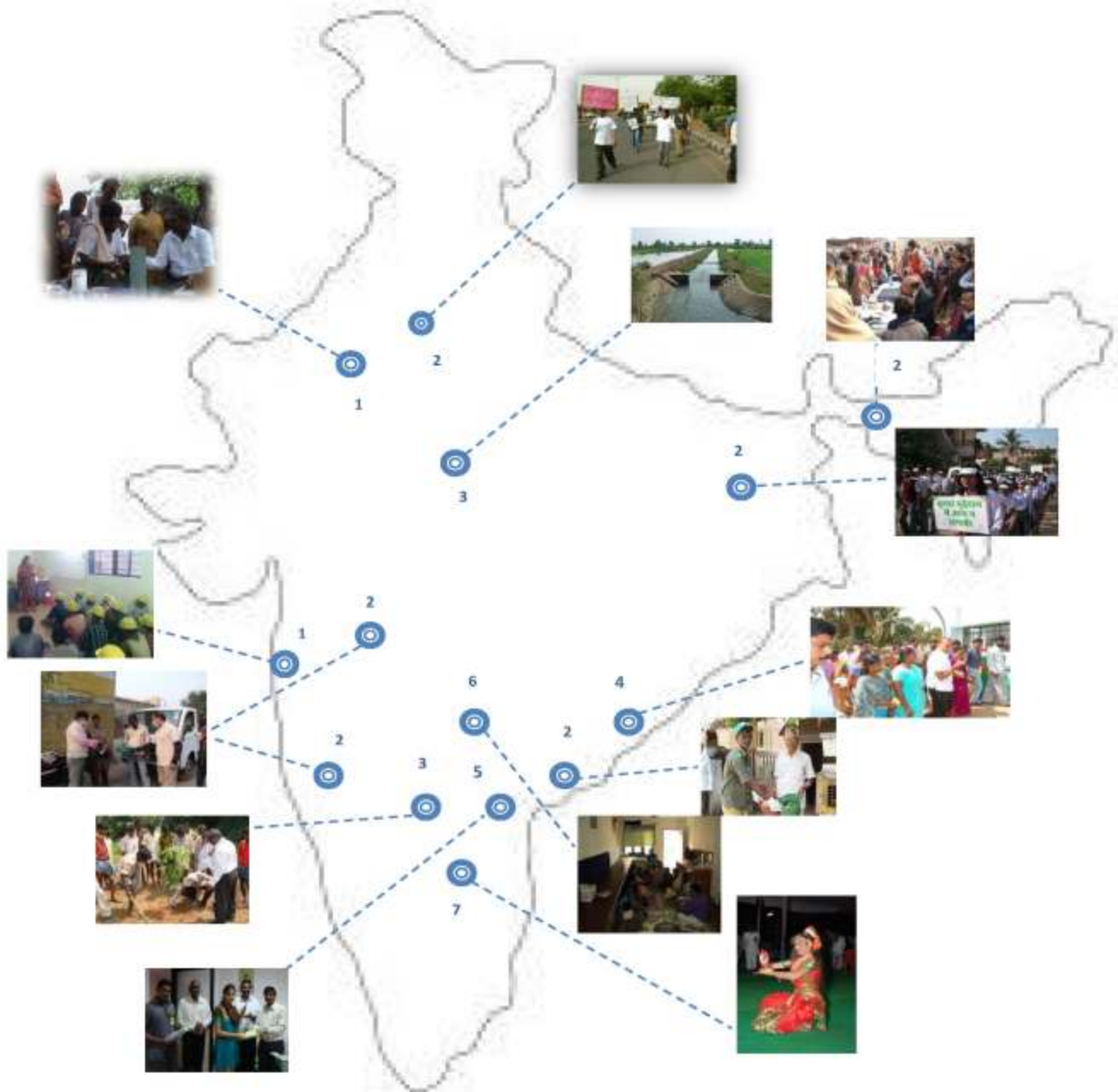
Women Empowerment

Health care

Education



## Highlights 2010-11



## Highlights 2010-11

### 1. Corporate Responsibility initiatives

As the Not-for-Profit partner of Ramky Group, we extend our competencies to design and implement the CSR initiatives, in order to create a value for the stakeholders as well as in the group's journey towards Sustainable Growth. The initiatives are based on a project management approach: stakeholder inclusiveness, built in M&E and impact assessment framework to achieve integrated / systemic results.



### 2. Environmental Protection Activities

We are conducting the public awareness campaigns in Delhi, Mumbai, Aurangabad, Kolhapur, Gauwahati, Gaya and Bhagalpur in collaboration with the concerned Municipal Corporation authorities. These programmes emphasize participatory planning of MSW management to identify issues and solutions. By realizing our best efforts, NABARD has funded a pilot project on "environmental effectiveness through efficient solid waste management" which is implemented in Pedakakani, Guntur district of Andhra Pradesh.



### 3. Natural Resource Management

Our interventions in Natural Resource Management specifically the integrated watershed Management project, Maathota programme focus on conservation of resources, utilization and sustenance. We believe that Natural resources are vital for smooth running of livelihoods of all living being on earth. Hence their protection, promotion and optimization are major concern of these projects.



### 4. Women Empowerment

Our achievements in the area of women empowerment are based on – vocational training, skill building, entrepreneurship development and awareness creation. A major breakthrough in 2010-11, is to form a Mutually Aided Cooperative Society at JNPC, Vishakhapatnam with an active participation of 1200 rural women.



### 5. Education

Ramky Foundation recognizes the importance of promoting opportunities for quality education among deprived population. We would like to achieve millennium development goals by ensuring a child's access to education. Our efforts to increase the Literacy rate of 15-24 year-olds, women and men through educational scholarships have received accolades from all our stakeholders.



### 6. Targeted interventions - HIV/AIDS

Our TI-HIV/AIDS project aims to decrease HIV/ AIDS and STI prevalence rate through generating the awareness to Female sex Workers (FSW's) in 12 wards of Hyderabad. The project aims at Creating an enabling environment, Community Mobilization, Creating Linkages fostering behaviour change and attitude change among the beneficiaries.



### 7. Promoting Culture

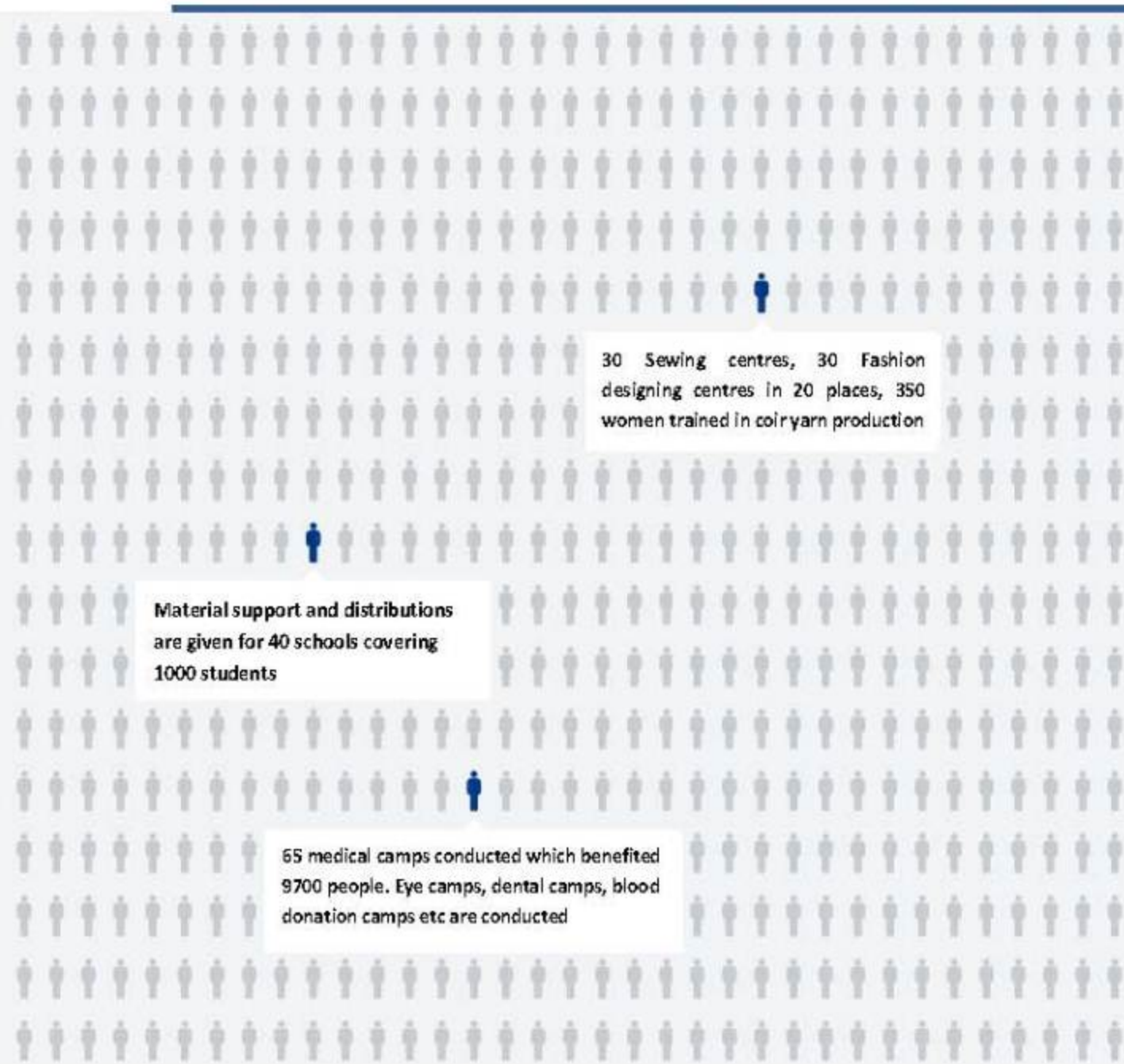
We nurture and propagate the priceless heritage of Andhra Pradesh, through a sustainable framework that preserves culture and promotes the coexistence of tradition with modernity. Our activities builds the future through patronizing artists, promotion of language, generating awareness and creating a platform for people from various fields to showcase and excel.






## Sustainable Development Initiatives

### Touching lives 2010-11



## Touching lives 2010-11



Scholarships are given to 415 students (approximately ₹ 3.6 million) and material support given to 1000 students

200 tribals are provided with water resources, educated on soil conservation techniques and Horticulture maintenance inputs to grow high yielding varieties.

Integrated Watershed Management Project to enhance livelihoods of more than 14000 families.

Targeted Interventions on HIV/AIDS to impact the lives of 80 women in High Risk Group.

Creating awareness on MSW management in 8 locations which covers more than 50000 households.



# Profile, Strategy, Structure and Scale of operations

**Ramky Foundation**, a not-for-profit partner of Ramky Group and has been registered under the Trust Act, Andhra Pradesh, Reg. No 412/06-IV. Foundation emphasizes the credo – Towards Sustainable Growth. Since its inception in 2006, Ramky Foundation is proactively promoting the public interest by encouraging community growth and development, and voluntarily eliminating practices that harm the public sphere. With emphasis on four thrust areas - **Natural resource management, Women empowerment, Education and Health, the Foundation** is growing by leaps and bounds with definite strategies including successful collaborations with different government and non-government agencies and mobilising additional resources to widen the interventions.

## ■ Our Vision

We envision a society where available knowledge & resources are effectively utilized in a sustainable manner, thereby leading to the evolution of self reliant, responsible and contented communities. Our objective is to see all the low paid workers and marginalized communities live happily enhanced economic, health and educational status in relatively better working and living environment.

## ■ Our Mission

We aim to improve the living and working conditions of low paid workers and the marginalized communities nearby our work sites across the country. We do this by providing necessary skills, technology, knowledge and other resources and creating safer working environment apart from taking up facilitation responsibilities by linking up with other development players to see the efforts successful.

We also work for the development of the society at large by focusing on conservation of Natural Resources, empowerment of women and supporting education.

Ramky Foundation has **12A & 80 G** certification and registered under **Foreign Contribution Regulation Act (FCRA)**, which permits to seek funds from international sources.

## Thrust Areas

- Natural Resource Management
- Education
- Women Empowerment
- Health



## Our Geographical presence

Although our main area of operations is Andhra Pradesh, the Foundation also plays a growing role on the national stage.

<b>Andhra Pradesh</b>	<b>Tamil Nadu</b>
<b>Assam</b>	<b>Maharashtra</b>
<b>Bihar</b>	<b>Madhya Pradesh</b>
<b>Delhi</b>	<b>Uttar Pradesh</b>
<b>West Bengal</b>	<b>Karnataka</b>
<b>Orissa</b>	<b>Rajasthan</b>
<b>Punjab</b>	<b>Jharkhand</b>

Although our main area of operations is Andhra Pradesh, the Foundation also plays a growing role on the national stage.

## Programmatic Strategies



### Awareness creation

- Group meetings, role plays, street plays
- Focus group discussions
- PRA



### Capacity Building

- Skill development
- Technical training workshops
- Target Group approach



### Entrepreneurial development

- Self Help Groups
- Community leadership
- Social enterprises



### Behavioral changes

- Attitude change
- Mindset change
- Fostering a cooperative relationships among stakeholders



### Partnerships

- linking with other development players, institutions
- linking with markets,
- co-creating value



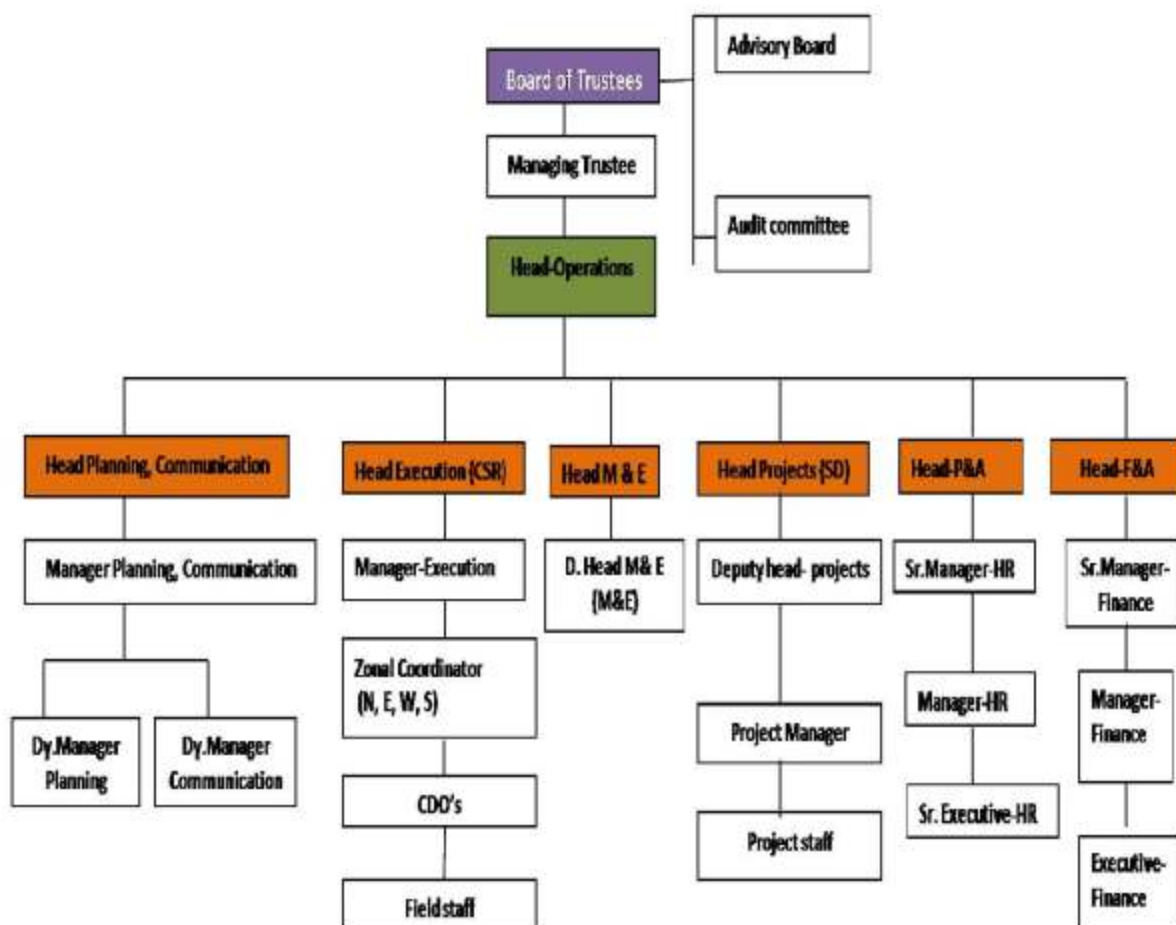
### Services

- Health camps
- Infrastructure
- Educational scholarships

The foundation's strategy is to collaborate and accelerate the process of sustainable development for delivering quality services and designing livelihood interventions for the targeted communities. We work closely with stakeholders by using inputs collected through baseline research which enables us to introduce required solutions and services that suits the community needs.

## Organizational Structure

The Ramky Foundation is governed by the Board of Trustees, assisted by the advisory board and audit committee. The Executive operations of the Foundation are carried by Managing Trustee with the support of the management staff headed by Head-Operations. The management staffs are distributed around core functional areas, namely: Planning and Communications, CSR execution, Monitoring & Evaluation, Projects, Finance and Accounts, Personnel and Administration. This structure is developed in 2011 to build meta-competencies as well as functional specialization across the organization. Though Organogram illustrates functional divisions and independent verticals, but highlights strong interdependencies as an organic whole.





## Scale of Operations

The Ramky foundation is one of the growing not for profit organizations in India as shown by the size of our disbursements, geographical presence and the number of beneficiaries

Ramky Foundation at a Glance			
Indicators	Performance		
	2008-09	2009-10	2010-11
Total Gross receipts	98	142	250
Total Gross Expenditure	98	142	247
• Project related	61	99.5	117
• Administrative	37	42.5	130
Assets	25.1	28	5.8
Corpus Fund	17	26	61
Total number of employees	11	17	50
Total number of funded (SD) projects	5	4	11
Total number of scholarships disbursed	160	200	415
Total amount of money spent on scholarships	16.5	26.0	36.0
Total number of CR initiatives	46	170	250
Presence in Indian states	2	5	11

There are no significant changes during the reporting period with regard to size, structure and management of the Foundation. However, we have opened three new project specific offices - at Hyderabad, Sagar and Vidisha. These facilities are opened in connection with two major projects which commenced in the month of December 2010 and February 2011 respectively. The projects are funded by Andhra Pradesh State AIDS Control Society (APSACS) and Rajiv Gandhi Water Shed Mission, under Panchayat Raj & Rural development Department, Govt. of MP.

Ramky Foundation strongly believes that the fruits of development must reach every man and woman without any discrimination, for any nation to be called truly developed. Hence, our strategy is to build the capacities and capabilities of the deprived communities in order to make them self reliant and to provide the valuable inputs they need in the beginning. Our focus is especially on the marginalized groups like Scheduled Tribes, Scheduled Castes and other socio-economically Backward Classes.



## The Goal, Objectives and Core Values

Our Goal is to see all the employees and the communities around the work sites happy with enhanced economic, health and educational status in a relatively better working and living environment.

### Our objectives and core values

Objectives	Core values
▪ Creating safe and comfortable working environment	• Absolute integrity and honesty
▪ Supporting families of workers	• Continual quality improvement and learning
▪ Employment	• System adherence and accountability
▪ Health	• Enthusiasm and commitment
▪ Education	• Complete and open communication
▪ Supporting Social Enterprises	• Good relations and team work
▪ Environmental promotional activities	• Energy conservation and cost consciousness
▪ Agricultural productivity enhancement	• Innovation

To summarize the approach, activities and achievements of Ramky Foundation during these five years for its existence, it can be said that the organization has moved from a phase of sporadic philanthropy to systemic integration. From multiple programme areas during the initial stages, RF's has moved to the next orbit of sustainable social commitment. We have clearly laid down RF's growth trajectory during the five years in form of a Pyramid diagram below:

- A. Sporadic Philanthropy-** This was a very nascent stage of the organization wherein the available knowledge, human and financial resources had to be put to use judiciously. Therefore, RF was engaged in multiple social welfare activities without any specific priority or thrust area its mind. The only dominant objective during this phase was "welfare of the society".
- B. Organizational Expertise-** This stage was achieved while involving ourselves in the sporadic philanthropic activities. The organizational expertise was gained through the means of dealing with different areas of community welfare programmes. We slowly started to understand our capabilities and expertise vis a vis the needs of the community.
- C. Investment in Social Cause-** Having identified livelihood enhancement as one of the areas where RF wished to involve itself, we had begun socio-commercial investments. During this phase we specifically looked at addressing livelihood concerns and the best examples of these are the Coir Unit and Tailoring units established at Narasaraopet and other villages at Guntur to provide livelihood based training to the rural people there. None of these investments were made keeping in mind either the profit or loss.

**D. Business Model Integration-** Moving further into the corridors of growth, we have reached the phase of business model integration wherein we now have a built-in strategy to address the various issues of importance in the business supply chain. In order to ensure the safety of the stakeholders in the supply chain, we have strengthened our approach towards environment and health. The classic example of this is the solid waste awareness programmes that RF has been holding in association with the Municipal Corporation of Delhi (MCD). We not only address the environmental aspects by educating the public on waste management, but also take care of the health aspect by ensuring that the workforce involved in the supply chain, beginning from the rag pickers to the waste management site workers get regular health check up done and are educated about the different aspects of health and hygiene.

Ramky Foundation's Growth Trajectory



Ramky Foundation has grown leaps and bounds in these five years and is expected to rise further, spreading its wings far and wide, thus being counted one among the finest CSR organizations in the Country. Soon we would be beginning our operations outside India viz. at Cairo, Egypt and Gabon. These projects are in their initial phases and are expected to commence by July 2011.



# Governance, Commitments and Stakeholder Engagement

Ramky Foundation defines governance as a process by which an organization is directed to create value for its stakeholders. We are committed to the adoption of best governance practices in its true spirit, at all the times. We believe that, to become a finest developmental organization, we need adhere to the highest standards of governance which is based on values and ethics. Hence, our governance practices are voluntary and value laden, reflecting the culture of the citizenship and trusteeship that is imbibed in our value system.

Body	No. of members	Duration	No. of meetings per year	Mandate
Board of Trustees	5	Indefinite	4	<ul style="list-style-type: none"> <li>• Maintains broad authority over the Foundation's operations</li> <li>• Is responsible for setting policies regarding assets, endowment management, budgets, and programs.</li> <li>• Approves the appointment of the Foundation's senior executives and determines their compensation</li> <li>• Accountable to the stakeholders on the organization's performance.</li> </ul>
Advisory Board	5	3 years	2	<ul style="list-style-type: none"> <li>• Advises the Board of Trustees in strategic decision-making process.</li> <li>• Provides specialized counsel to the Board of Trustees on the areas of programmatic objectives and general interest.</li> </ul>
Audit Committee	2	3 years	2	<ul style="list-style-type: none"> <li>• The Audit Committee's reviews the financial reporting process, the system of internal control and the audit process in compliance with laws and regulations and the Code of Conduct.</li> </ul>

At the apex level the Ramky Foundation is governed by three bodies: the Board of Trustees, Advisory Board and the Audit committee. Each of them has a clear mandate as described in Trust deed and in Board resolutions.



## The Board of Trustees

The Board of Trustees is the highest governance body of the Ramky Foundation which is chaired by A. Dakshayani.



**Smt. A. Dakshayani** is the Managing trustee of Ramky foundation. She holds her Masters in Economics from C.R. Reddy College, Elluru. With the desire to contribute for the welfare of the community she had founded Ramky Foundation, the CSR wing of Ramky group in 2006. She has been leading initiation of many activities since 2006. With all her efforts now Ramky Foundation has been reaching many deprived communities all over India. In the capacity of Managing trustee, Mrs. Dakshayani contributes to the strategy and direction of Ramky foundation in its effort to become a world class Organization.



**Sri. A. Ayodhya Rami Reddy** is the Chairman of the Ramky Group of companies which includes M/s Ramky Infrastructure Ltd, M/s Ramky Enviro Engineers Ltd, M/s Ramky Estates & Farms Pvt Ltd and Ramky Finance & Investment Pvt. Ltd, India. Mr. Reddy has done his Masters in Civil Engineering from Osmania University with more than 24 years of experience in the environmental engineering, civil and infrastructure works, bio-medical waste and hazardous waste management. His experience includes senior positions with Gannon Dunkerley and Reliance Industries Ltd. In the capacity of Chairman, Mr. Reddy contributes to the strategy and direction of Ramky Group, in its endeavor to become a prominent waste management and infrastructure group providing high quality solutions to clients.



**Smt. M. Udaya Kumari** has obtained her Masters in commerce with specialization in Income tax from Nagarjuna University, Guntur. She is associated with Shri Ram Chits for four years. Since 1996 she is working with M/S Ramky Infrastructure Ltd. presently she is AGM-Material in M/S Ramky Infrastructure Ltd and Head Finance and HR in Ramky Advisory services. She has 18 years of experience in the field of Accountants, Purchase, and HR. In her capacity as a Trustee, she is involved in maintaining the overall responsibility of finance and HR department.



**Smt. A. Radha Devi** has done her Masters in Science with specialization in Electronics from Nagarjuna University, Guntur. She has 9 years of vast experience in the field of Human resources, Vehicles Management, Finance etc. She is currently associated with the KVR & Company as Chief Executive Officer. As a one of the Trustees, she is involved in setting a strategy and vision to the organization.



**Smt. Rama Devi** has done her Masters in Arts from Nagarjuna University, Guntur. She is one of the Trustees of Ramky Foundation. She is associated with Ramky Foundation since 2006 and in her capacity she provides her able advice and guidance to the RF team.

## Independence

All the members of the Board are independent and non-executive members of the Ramky Foundation with the exception of Smt. A. Dakshayani who also acts as Managing Trustee of the Foundation.

Apart from board of trustees, the **advisory Board** of Ramky Foundation consists of a network of experts who meets twice a year to provide suggestions in different areas, including law, organizational development, technology, policy, and outreach. Their abilities, experience, and knowledge were selected for how they complement a particular Foundation project, or the organization as a whole. The Advisory Board directs the Board of Trustees in its strategic decision-making process.

## Compensation

The members of the Board are not compensated in any form. Senior Managers are compensated with fair wages dependent on the level of responsibility and expertise required. There are no specific compensation incentives or penalties related social or environmental performance for the Members of the Board or Senior Managers.

## Processes to avoid conflicts of interest

To avoid conflicts of interest all members of the Board have to comply with the internal Code of Conduct which establishes the applicable policy to avoid conflicts of interest for employees. According to the Code of conduct, it is the responsibility of each employee to avoid situations involving both prima facie conflicts of interest and situations that give the appearance of a conflict.

## Board Meetings

The Board meetings are convened once in every quarter. During this, the Board of Trustees receives quarterly performance report from the Head-operations. The executive team consisting of Planning, Projects, Execution and M&E verticals also presents their 'communication of progress' during the preceding quarter in the Board (trustee's review) meeting. The board monitors progress and offer suggestions regarding programmatic priorities.

## Board Agenda

The Board of Trustees meetings are governed by a structured agenda. The Trustees, in consultation with the Managing Trustee, may bring up any matter for the consideration of the Board. All major agenda items are backed by comprehensive background information to enable the trustees to take informed decisions. Agenda papers are circulated at least a week prior to the Board meeting.

## Information placed before the Board

The following are placed for the Board's periodic review / information / approval:

- Quarterly report and next quarter action plan.
- Status of long term Sustainable development Interventions.
- Status of Funded Projects.
- New recruitments and employee related issues
- All other matters required to be placed before the Board for its review / information / approval under the Trust deed and other statutes.

## Post-meeting follow-up system

We believe that the Governance processes in an organization should include an effective post-meeting follow-up. The reflections from the board meetings are discussed in the staff reviews and the outcomes would be circulated to the Board of Trustees for further suggestions.

## Mechanisms for employees to provide recommendations to the Board

As a not for profit organization, the Ramky Foundation does have important external stakeholders: donors, grantees, government institutions, trustees, and the society at large. Our stakeholder relations are described in the next section.

Our employees are not represented in the Board and there are no mechanisms for them to provide direct recommendations or directions to the Board related to economic, environmental and social performance. Vertical heads and Senior Managers present their programmes at Board meetings. The Board of Trustees often meets informally with staff members to receive feedback on Foundation operations.

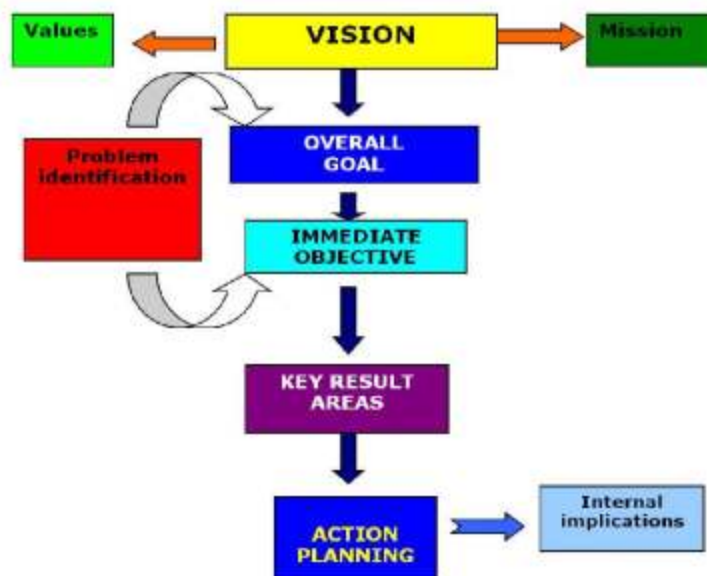


## Details of Strategic plan discussed and implemented in 2010-11

The core of Foundation's strategy is the focus on Women Empowerment, Education, Health and Natural Resource Management in order to create sustainable livelihoods choices for the Communities and Low paid workers. Since 2006, we set out with the vision of 'assisting the deprived for sustainable development, by improving the essential resources and enhancing quality of life and protecting the environment through organizing prioritized activities'. In an attempt to realize this, our mission is to create model communities to showcase successful implantation of people driven integrated rural development, encompassing social, economical and environmental aspects.

This year we revisited our Vision and Mission to bring sharper focus to our objectives and work process which enables to our communities and workers experience a very high degree of satisfaction. We envision a society where available knowledge & resources are effectively utilized in a sustainable manner, thereby leading to the evolution of self reliant, responsible and contented communities. Our objective is to see all the low paid workers and marginalized communities live happily enhanced economic, health and educational status in relatively better working and living environment.

The following topics further appraise the present status of Ramky Foundation and ways by which we are achieving what we envisioned.



### Objectives:

There are two kinds of objectives for us.

1. Immediate Objectives which must be achieved within 2010-11
2. Mid-term Objectives which should be dealt with within the next four years

## I. For Employees:

### *a.) Immediate Objectives and Key Result Areas*

1. Creating safe and comfortable working environment
2. Supporting the families of workers

### *b.) Midterm Objective and Key Result Areas*

1. Supporting social enterprises for benefiting the spouses of workers

## II. For Communities:

### *a.) Immediate Objectives and Key Result Areas*

1. Employability
2. Health
3. Education
4. Awareness program for MSW among service users
5. Tree Plantation

### *b.) Midterm Objectives and Key Result Areas*

1. Environmental promotional activities
2. Agricultural productivity enhancement

With the above approach we undertook 'Planning and Execution' of our CSR activities in a strategic and sustainable way during 2010-11. We are aware that social responsibility of business has become much more important in the recent times, not only in view of the requirement of business but also due to shift in the motivations of the Indian government. As a proactive organization we began revisiting the process not only to enable our Group to comply with the regulations but also to develop a systemic approach for sustainable development. We thus considered appropriate to offer various professional / project specific services to enhance the initiatives taken by various state governments and developmental organizations. We therefore have partnered with Government of MP, government of AP, NABARD to facilitate their community development activities through fully funded and partnership projects. Our strategic planning had guided these interventions and provided a roadmap for newer social development initiatives in 2010-11.



# Our voluntary commitments



Ramky Foundation is a signatory of the United Nations Global Compact and a member of the Global Compact Network India. We support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. We actively take part in the activities of the UN Global Compact where appropriate and feasible – through participation in country/local networks, involvement in specialized initiatives and work streams, engagement in poartnership projects, and reviewing and providing commentary to participating companies on their Communication on Progress.



Confederation of Indian Industry

The CII-CSR panel is an initiative that provides a platform to encourage dialogue and collaboration between various companies, NGOs, institutions and other key stakeholders involved in the CSR area in Hyderabad. The Forum promotes collective action transparency, accountability and better governance. As a member of the panel we commit to 'solidarity among equals' and contributes through our experience with an objective to raise common concern towards long-term and impacting initiatives.





## Stakeholder Engagement

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We have robust systems and procedures to identify, prioritise and address the needs and concerns of all our key stakeholders, across the operations. The stakeholder engagement process has evolved over the years of our existence, based on mutual trust and respect.

Stakeholders are groups or individuals affected by the organizational outcomes, economic actions or decisions. We define stakeholder engagement as the process to identify, prioritize, dialogue with stakeholders of our organization. The key stakeholders identified in this section are expected to be the primary actors or direct action elements in our activities. They are individuals or groups of individuals, governments, funders, members, volunteers, employees, private sector, academic institutions, peer organizations, networks, collaborators and alliances.

Our stakeholder engagement is based on following premises:

- ☐ Stakeholder inclusiveness
- ☐ Responsiveness
- ☐ Transparency
- ☐ Accountability

Our stakeholder engagement facilitates in analyzing, understanding the project's key stakeholders, through an assessment of their interests, and the ways in which their interests affect project riskiness and viability. Our stakeholder engagement is linked to both institutional appraisal and social analysis which helps us in:

- Identifying people, groups, and institutions that can influence our initiatives (either positively or negatively)

- Identifying various types of interests that different stakeholders possess in relation to our activities
- Identifying conflicts of interests between stakeholders
- Developing strategies to get the most effective support possible for our initiatives
- Minimizing obstacles to successful implementation of future projects.

## Identification and Selection of Stakeholders

The following are the principles followed by Ramky Foundation to identify and select stakeholders with whom we engage.

- ❖ **Responsibility**
  - Legal
  - Financial
  - Operational
  - Contractual
- ❖ **Influence**
  - Ability to influence the intended goals
- ❖ **Proximity**
  - Local community
- ❖ **Dependency**
  - Donors and others
- ❖ **Representation**
  - Representing key institutions – developmental organization

## Designing a Participation Strategy:

On the basis of above principles in the stakeholder analysis process, some preliminary planning can be done in relation to the involvement of different stakeholders. A strategic planning for stakeholder involvement can be prepared on the basis of their interests, attitude, power and degree of influence. The participation strategy involved planning the scopes of participation and the types of participation of a stakeholder.

- ❑ The scope of participation would be: Problem & need identification and prioritization of need, project design, implementation, monitoring, & evaluation e.g. we need to include SHGs at the time of Problem & need identification and prioritization of need, project design, implementation, & monitoring.
- ❑ The type of participation would be: Information sharing, Consultation, Collaboration or partnership, Giving Control e.g. local political parties needed to be informed and consulted but cannot be given control over the activities.

The following table highlights our approach to stakeholder engagement, analysis and frequency by type and by stakeholder group.

## SUMMARY OF STAKEHOLDER ANALYSIS

Stakeholder	How we engage	Priority issues for Ramky Foundation	Priority issues for Stakeholder	Our Response
<b>Government</b>	Through Written Proposals	<ul style="list-style-type: none"> <li>Financial Commitment</li> <li>Financial Sustainability</li> <li>Programme Support</li> </ul>	<ul style="list-style-type: none"> <li>Accountable Financial books</li> <li>Transparency</li> <li>Monitoring and Reporting</li> </ul>	<ul style="list-style-type: none"> <li>Accountability</li> <li>Annual auditing Process.</li> <li>Established financial Policies and regulations</li> <li>Effectiveness in achieving our mission.</li> <li>On time reporting</li> </ul>
<b>Donors</b>	Through formal and informal meetings, Letters, emails, calls, Thank you Notes	<ul style="list-style-type: none"> <li>Creating sustainability Partnerships with financial commitments.</li> <li>Guidance for programme policies.</li> <li>Providing Technical assistance.</li> </ul>	<ul style="list-style-type: none"> <li>Information(Reporting)</li> <li>Transparency</li> <li>Recognition</li> <li>Effective performance</li> </ul>	<ul style="list-style-type: none"> <li>Transparency</li> <li>Recognition</li> <li>Branding</li> <li>Effectiveness in achieving our mission.</li> </ul>
<b>Employees</b>	Staff Meetings, Social events, emails, Internet, Workshops, Training Activities	<ul style="list-style-type: none"> <li>Attracting experienced and talented people</li> <li>Dedication and high productivity</li> </ul>	<ul style="list-style-type: none"> <li>Decent salaries and benefits</li> <li>Training</li> <li>Career development</li> <li>Recognition</li> </ul>	<ul style="list-style-type: none"> <li>Close to market salaries and benefits</li> <li>Training</li> <li>Clear HR Policies</li> </ul>
<b>Beneficiaries</b>	Through project visits and one to one meetings	<ul style="list-style-type: none"> <li>Addressing the needs of the beneficiaries (capabilities, skills, Knowledge, employability)</li> </ul>	<ul style="list-style-type: none"> <li>Continuing getting support</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of the proper use of funds and the impact of funds and the impact of the initiative</li> </ul>
<b>Community</b>	Through our projects sharing events, Media, Website, Annual Reports, Newsletters.	<ul style="list-style-type: none"> <li>Maximizing projects that are in line with the community needs</li> <li>Clear message of our mission</li> </ul>	<ul style="list-style-type: none"> <li>Timely response to their needs.</li> <li>Effective communicated procedures</li> </ul>	<ul style="list-style-type: none"> <li>Transparent and simple requirements.</li> <li>Sound programme and projects.</li> </ul>
<b>Volunteers</b>	Through associations	<ul style="list-style-type: none"> <li>Getting fully engaged in the Ramky Foundation's chosen activities</li> <li>Getting opportunity to meet with their role models among leaders</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing their personal leadership and decision making skills.</li> <li>Serve the community in their leisure time</li> </ul>	<ul style="list-style-type: none"> <li>Recognition to engage in volunteering.</li> <li>Evaluation process to increase the number of volunteers from other countries</li> </ul>



# Economic Performance

As a charitable trust setup by the Ramky Group, our orientation is 'not-for-profit'. However, the GRI Sustainability Reporting Guidelines' on Economic Performance is relevant to us, as this reflects our organizational viability in terms of income and expenses, reserves, and provision for contingencies, paying particular attention to those aspects that have implications for our independence, alignment with public benefit goals. Our report on economic performance suggests how we had put best and most transparent use of the resources available. According to the GRI reporting guidelines, this sustainability report describes on our Resource Allocation during 2010-11 and our attempts of Ethical Fundraising.

## Economic Snapshot 2008-2011

The Year	2008-2009	2009-2010	2010-2011
<b>Liabilities</b>			
Corpus Fund	3500000	6,100,000	6100000
Loan and Borrowing	758620	241,851	64375
Outstanding Liabilities	232936	364,410	1010679
Current Liabilities	22450		
Excess of income over income			1856019
<b>Assets</b>			
Fixed Assets	2953642	4970135	5307831
Government Deposits	105000	105000	115000
Rent deposit	20500	20500	61500
Prepaid expenses	5444	4207	8674
Cash on hand	51887	45665	141527
Balance with scheduled Banks	1015300	999913	3179747
Excess of Expenditure over Income	362233	560841	
Advances			216794

Financial performance is fundamental to understanding an organization and its own sustainability. However, this information is normally reported in financial accounts. What is often reported less, and highlighted in the sustainability report 2010, is our organization's contribution to the sustainability of a larger economic system. The following table illustrates various sources of funding by category and five largest donors and monetary value of their contribution.

Donor Agency/ Government Body	Financial Year		
	2008-09	2009-10	2010-11
Ramky Enviro engineers Ltd (REEL)	37.7 (38.19%)	41.26 (29.4)	69.44 (26.6%)
Ramky Infrastructure Ltd (RIL)	28.14 (28.5%)	45 (32.1)	115 (44.2%)
Ramky Estates & Farms Ltd (REFL)	7.5 (7.59%)	26 (18.5)	-
Other donations	4.05 (4.10%)	38.8 (27.7 %)	13.98 (5.3%)
Department of Youth Affairs	21.31 (21.5%)	12.9 (9.2%)	3.5 (1.25%)
World Vision	-	0.87 (0.6%)	2.59 (0.9%)
Ramky ORR Projects	-	1.2 (0.85)	-
NABARD	-	-	28 (10.7%)
SembRamky	-	-	1.25 (0.48%)
APSACS	-	-	8.33 (3.1%)
Ramky DMSWL	-	-	5 (1.92)

The following table provides concise disclosure on details of our own Resources including corpus fund.

Nature of Resources	Financial Year (Total Contribution in Lakhs)		
	2008-09	2009-10	2010-11
Corpus fund	17 (17.22 %)	26 (18.57%)	61 (23.4%)
Furniture & fixed Assets	0.88 (0.89 %)	0.38 (0.27%)	2.39 (0.92%)
Computer & Peripherals	4.57 (4.5%)	3.19 (2.27%)	2.71 (1.04%)
Plant & Machinery	12.74 (13%)	-	-
Vehicles	6.93 (7.07%)	0.22 (0.15%)	-
Agriculture Land	-	24.27 (17.3%)	-

To reiterate, we receive funding and resources from a range of public and private sources on the basis of our commitment to apply these funds to the advancement of stated mission. In addition, we also benefit from tax exemptions or other benefits based on the objective of pursuing a non-profit, public interest. Hence, we emphasize on accountability for the use and allocations of these resources. Our sustainability report provides a basis for identifying the system by which we track our resource utilization and thereby provides insights into our ability to ensure that funding is used for the purpose intended by the donors. The following table describes our economic performance in terms of direct economic value generated and distributed during 2010-11

<b>Sustainability Aspect</b>	<b>Key Performance Indicator</b>	<b>Performance</b>		
<b>Economic performance</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
<b>Financial Performance</b>				
<b>Direct economic value generated</b>	<b>Revenues</b>	<b>98,84,219</b>	<b>1,42,82,540</b>	<b>2,47,92,022</b>
	Contributions and donations	98,71,742	1,40,13,964	2,47,38,129
	Interest income	12,477	34,984	53,893
<b>Financial assistance received from Government</b>	<b>Revenue from Government</b>	<b>21,31,500</b>	<b>13,85,251</b>	<b>50,74,504</b>
	Contribution and donations received from Government	21,31,500	13,85,251	50,74,504
<b>Financial assistance received from private sector</b>	<b>Revenue from Private Sector</b>	<b>98,71,742</b>	<b>1,40,13,964</b>	<b>1,98,43,000</b>
	Contribution and donations received from private sector	98,71,742	1,40,13,964	1,98,43,000
<b>Direct economic value distributed</b>	<b>Expenses</b>	<b>(93,65,566)</b>	<b>(1,42,47,556)</b>	<b>(2,23,75,162)</b>
	<b>Programme costs</b>	<b>(41,75,424)</b>	<b>(57,72,733)</b>	<b>92,01,192</b>
	Direct grant support	(16,50,000)	(26,00,000)	(38,96,250)
	Programme support costs	(25,25,424)	(57,72,733)	(53,04,004)
	<b>Project expenses</b>	<b>36,37,455</b>	<b>41,86,743</b>	<b>13,39,378</b>
	Admin Expenses		42,88,080	13,39,378
	<b>General and administrative expenses</b>	<b>32,02,687</b>	<b>42,88,080</b>	<b>76,06,675</b>
	Other general and administrative costs (Ramky Foundation total staff )	32,02,687	42,88,080	76,06,675
<b>Coverage of the organization's defined benefit plan obligations</b>	<b>Retirement Plans</b>			
	Provision for end of services benefits for employees	New Indicator	New Indicator	5,08,677
<b>Market Presence</b>				
Local procurement	Spending on Suppliers	New Indicator	New indicator	6,12,838
Local hiring	No. of members of the executive team	2	3	7
	No. of supporting staff	9	15	60
<b>Indirect economic impacts</b>				
Significant indirect economic impacts	<b>Improving employment opportunities</b>			
	No. of youth who received training	150	220	275



## Resource Allocation in 2010-11

Item	Allocated outlay
CSR expenditure	68,74,275
Administrative expenses	76,06,675
Project contributions	13,39,378
Corpus Fund	61,00,000

In 2010-11, we had given voluntary donations and investment of funds in the broader interest of the communities and society. These include our contributions to charities, other NGOs, funds to support community infrastructure and directly organized programmes in the areas of arts, literature, culture and heritage. The expenditure stated above accounts for specific community development interventions taken during the reporting period. We have created economic value by providing necessary skills, technology, knowledge and other resources to our beneficiaries.



# Environmental Performance

The environmental dimension of sustainability concerns an organization's impacts on living and non-living natural systems, including ecosystems, land, air, and water. Our Environmental Indicators cover our performance related to conservation of Water bodies, protection of biodiversity, and initiatives taken to mitigate environmental risks through MSW management public awareness campaigns in Delhi, Mumbai, Kolhapur, Gaya, Bhagalpur and Aurangabad.

Ramky Foundation is implementing Integrated Watershed Management Projects, as part of the Public Private Partnership Programme, in two districts i.e. Sagar and Vidhisha in the area of 12,000 hectares altogether. These two projects are worth Rs.14 Crores.

**The main objectives** of the IWMP are to restore the ecological balance by harnessing, conserving and developing degraded natural resources such as soil, vegetative cover and water.

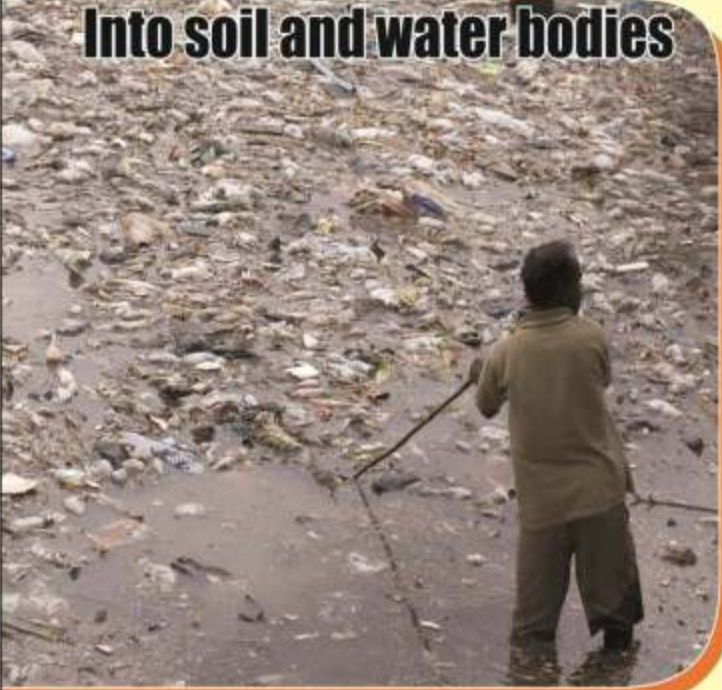
## Our Approach

As part of Watershed Development Program we will be working on the following areas broadly;

- Soil and water conservation
- Fodder development
- Regeneration of vegetation


**60,000** plastic bags discarded every 5 seconds,  
**2 Million** Plastic bottles dumped every 5 min...

**Finally Where are they going? -**  
**Into soil and water bodies**



**So.....**

**Ramky Foundation is doing its bit in managing the Natural Resources**





- Fuel wood plantation
- Income generating activities
- Horticulture plantation
- Community Development

#### Achievements up to March, 2011:

- Village meetings with the rural population completed about project awareness.
- Collection of Patwari /KHASRA Maps along with Top sheets collected and given to the Agency for GIS mapping of the project area.
- PRA, Baseline and House Hold survey completed by engaging rural volunteers.
- After completing of above process, net-planning based on Khasra maps and GIS maps, the process of DPR preparation initiated particularly in Vidisha district.
- Entry point activities were also identified and estimates were prepared for obtaining Technical and Administrative sanctions from Rural Engineering Services Deptt. and the Collector of respective district.



#### Expected Out-come during 1<sup>st</sup> Year of the Project:

1. Increase in crop yield up to 5% during 1<sup>st</sup> year of the project.
2. Increase in Milk production through livelihood programmes.
3. Change in Cropping pattern & innovation of new crops.
4. Increase in Ground Water availability level up to some extent.
5. Un-irrigated area change to irrigate area (up to 10-15%)
6. Employment Generation in Rural level & Migration will reduce up to some extent.
7. Income of BPL families will increase by implementing Income Generation activities by 10 to 20%.



#### The Impact

The outcomes are prevention of soil run-off, regeneration of natural vegetation, rain water harvesting and recharging of the ground water table. This enables multi-cropping and the introduction of diverse agro-based activities, which help to provide sustainable livelihoods to the people residing in the watershed area. In addition, there is a Scheme of Technology Development, Extension and Training (TDET) is also being implemented to promote development of cost

effective and proven technologies to support watershed management. The duration of Watershed development programme is 6 years. Through this programme around 50,000 people in the local community would be getting benefitted both directly and indirectly.





We would like to report that our operational areas / land that does not lie within, contains, or is adjacent to legally protected areas, as well as areas of high biodiversity value outside protected areas. Our organization had identified and understood that there are no risks associated with biodiversity in any of our operations.

We also monitor our activities to reduce the risks of biodiversity impacts. We know that failure to adequately manage such potential impact on biodiversity may result in reputational damage, delays in obtaining planning permission, and the loss of a social license to operate.

### Initiatives to mitigate Environmental Impacts

Ramky Foundation has spearheaded the IEC activities in Municipal Solid Waste Management while collaborating with various municipal corporations, and Ramky Enviro Engineers Limited. The initiative aims to create awareness on separate collection of solid waste at source, door-to-door collection, prevention of littering/prevention of all kinds of waste on roads and public places done by them and maintain the discipline regarding general cleanliness and nuisance free streets and public places.

#### Location of Project:

The major areas to operate the project are-

- New Delhi
- Gaya, Bihar
- Bhagalpur, Bihar
- Aurangabad, Maharashtra
- Mumbai, Maharashtra
- Kolhapur, Maharashtra
- Guwahati, Assam



### Activities conducted to protect Environment:

- Door-to-Door awareness campaigns at residential places
- Person to person interaction with commercial waste generators such as restaurant, shops, vendors etc.
- Interaction with sweepers, Rag Pickers and Door-to-door collectors
- Interactive sessions with Municipal Authorities, Councilors and RWAs
- Training and workshop of sweepers, Rag Pickers and Door-to-door collectors
- Waste segregation competitions at residential areas
- Educative competition on waste management for school children
- Street Plays
- Graffiti writing
- Pamphlet distribution
- Rangoli competitions
- Awarding the most cleanest residential area/colony and most cooperative RWA

### Outcomes:

- Better coordination with RWA, councilors and local residents in different states
- Placement of bins in consultation with RWA and Councilors at various wards
- Helpline number circulated to maximum people
- Better rapport between MSW team and public resulting in effective MSW program
- Increased demand of public awareness from public, RWA and councilor
- Improved in cleanliness throughout
- Increased public awareness on solid waste management
- Appreciation letter received from many states
- Press coverage in many states





Thus, inaugurated with a street play on environmental awareness, on 22 May 2010 in the Civil Lines area, of New Delhi, the Project has incrementally spread to Aurangabad, Kolhapur & Mumbai in Maharashtra, Bhagalpur & Gaya in Bihar and Guwahati in Assam during the reporting period. A total of 152 programmes / events were conducted to create awareness among various stakeholders on Municipal Solid Waste Management in 2010-11.

The project received overwhelming public support as hundreds of appreciation letters have been received from Ward Councilors and Resident Welfare Associations to continue the good work. Following are few News clippings covered extensively by print media.





# Labour Practices and Performance

Ramky Foundation has 67 paid staff based in Head office, Regional offices and in our project areas. We believe that engaging and developing these people is crucial to our success.

In order to achieve our objectives, meet our legal obligations, and to support our communities, we need employ staff who are professionally qualified in their specialised field, as well as volunteers. Even in a difficult operating and economic environment in 2010, where in many NGOs had to make staff cutbacks, Ramky Foundation maintained its investment in its people and experienced the lowest staff turnover during 2010-11.

In 2010 our human resources objectives centred on FIVE key areas:

- **Learning and Development** – Promoting and developing a culture of learning and development within Ramky Foundation
- **Equality and diversity** – Respecting and valuing individual differences, ensuring fair and equal treatment for staff, volunteers and stakeholders
- **Recruitment and retention** – Recruiting the best staff and implementing strategies and practices to retain them
- **Wellbeing** – Creating a culture where the health and welfare of employees, and their lives outside work, are respected and supported by active internal policies
- **Policies and practices** – Developing and promoting progressive policies and practices that reflect and good employment practice, human rights, new technology, and Ramky Foundation's values and objectives.

Our Human Resources Department is responsible for the application of the Human Resources Policy in accordance with the Indian statutory Laws, international conventions and Ramky Group's policies and practices.

## Employment

At the end of March 2011 the Ramky Foundation had 50 permanent staff as against to 17 in 2009-10 and 11 in 2008-09. 100% of the staff are India citizens and 80% are women at Board of Trustees level including 50% of the members of the Executive staff.

Description	performance		
	2008-09	2009-10	2010-11
<b>Total workforce by type of contract</b>			
Number of permanent employees	11	18	35
Number of temporary workers and consultants	0	0	32
<b>Total Workers by Grade</b>			
Senior management	1	1	1
Middle management	1	2	6
Junior Management and Staff	9	15	60
<b>Total Workforce by Gender</b>			
Percentage of Female Workers	18.1	33.3	16.4

## Labor & Management relations

The employee may be legitimately dismissed by giving notice in line with the terms of the employment contract or in accordance with the provisions of Indian laws which provides an exhaustive list of instances where an individual may be summarily dismissed. Moreover, the termination of an employment contract can occur on the basis of performance or for any of the reasons listed under our employment policies and practices that are deemed to be fit.

Subject to any specific contractual provisions contained in an individual's employment contract, we provides for a minimum of 15 to 30 days notice.

## Occupational Health and safety Policy

The purpose of our health and safety policy is to provide guidelines for the protection of everyone in the Ramky Foundation workplaces. The Foundation is responsible for ensuring, so far as is reasonably practicable, the health and safety at work for its entire staff and will take all steps within its power to discharge these responsibilities, ensuring that this policy is fully implemented and kept under review.

The Ramky Foundation office in 2010 is located within a private building that is by de facto follows the safety measurements. Besides that we have also provided special training session on health and safety for our employees as a major area of focus.

Description	Performance		
	2008-09	2009-10	2010-11
Education, Training, Counselling, prevention and Risk control programmes in place to assist Foundation's workforce, Ramky Group's workforce members, their families or community members regarding serious diseases			
▪ Health Awareness Programmes	2	19	43
▪ Health check-ups	8	30	44
▪ Support and Distributions	1	1	23
▪ Safety Awareness	5	1	2

## Training and Education

The Ramky Foundation is committed to develop its human capital and provide training opportunities to all its employees.

Description	2008-09	2009-10	2010-11
Average hours of training per year per employee by training category			
▪ No. Of training hours of internal Training	New Indicator	New Indicator	58
▪ No. Of training hours of external training	New Indicator	New Indicator	30

Description	Performance		
	2008-09	2009-10	2010-11
Programmes for Skill development and lifelong learning that support and assist in managing employee careers			
Programmes for Skill Development			
▪ Number of employees attending internal Training	New Indicator	New Indicator	12
▪ Number of employees attending external training	New Indicator	New Indicator	6
▪ Total number of employees trained	New Indicator	New Indicator	18
▪ Percentage of Employee trained	New Indicator	New Indicator	36%

## Diversity and Equal opportunity

The Ramky Foundation is committed to fair working environment where every employee is valued and treated with dignity and respect. Employees are responsible for ensuring that their behavior towards other employees, community members and the public with whom they have contact through work is professional, courteous and free from prejudice at all times.

India is progressively creating economic and political opportunities for women to contribute to the prosperity and success of the country. This is reflected in the composition of the governance bodies and



the staff of the Ramky Foundation although the participation of women varies severely. 15.5% of the members of the staff are women. In the Board of Trustees 80% of its members are women.

Description	Performance		
	2008-09	2009-10	2010-11
<b>Board of Trustees</b>			
▪ No. Of members	5	5	5
▪ No. Of Female members	4	4	4
▪ Percentage of Female members	80	80	80
<b>Staff</b>			
▪ No. Of Members	11	18	67
▪ No. Of Female members	2	6	11
▪ Percentage of Female members	18.1	33.3	16.4%

## Human Rights Performance

Due to the nature of its activities the Ramky Foundation does not have operations identified as high risk for human rights in regions where the protection of human rights is of significant concern.

### Responsibilities

The Human Resources team has the responsibility to manage all aspects related to discrimination related to employees. The program / project staff is responsible for assuring that research projects abide by standards related to human subject.

### Awareness and training

Since the Ramky Foundation does not have operations identified as high risk for human rights no training has been conducted to raise awareness about human rights issues in 2010-11. However, this is expected to change in the near future since the RF, as a signatory of UNGC will be designing a sustainable program to raise awareness on human rights in 2011-12.

### Monitoring and follow up

Since the Ramky Foundation does not have operations identified as high risk for human rights, the system for monitoring human rights performance has been informal and no monitoring was carried out on a consistent and regular basis.

### Forced labor

No person contracted or subcontracted by the Ramky Foundation has been subject to forced prison labor, indentured labor, bonded labor or other forced labor.


## Discrimination

No person employed by the Ramky Foundation has been subject to any discrimination in employment, including in relation to hiring, salary, benefits, advancement, discipline, termination or retirement. No incidents for discrimination have been reported.

## Child labor


As required by International Labor Organization Minimum Age Convention, no person younger than 15 years old will be employed to provide services to the Ramky Foundation. However, it is the policy of RF not to employ individuals under the age of 18.

**Across India, there are  
13 million working children,  
many of whose lives were scripted the moment  
they were born**



**Therefore.....**

**Ramky Foundation is working on  
elimination of child labor  
by supporting their education to  
rescript their fates**



# Social Performance

At the Ramky Foundation, we are committed to maximize our contribution to society through implementing Ramky Group's CR initiatives, sustainable development projects and programs which are funded by Government or developmental organizations. Through our projects and programs we offer sustainable solutions to some of the most pressing challenges in the contemporary times in the areas of Health care, Women Empowerment, Natural Resource Management and Education.

The social performance section of our Sustainability Report analyzes our performance during the reporting period in terms of following interventions and projects.

- CR initiatives for Ramky Group
- Activity wise analysis in our Thrust areas
  - Education
  - Health care
  - Women Empowerment
  - Natural resource management
- Women Empowerment initiatives at JNPC
- Activities of Ramky Kalapeetham
- Environmental promotional Activity (EPA)
- Maa Thotha Project
- Integrated Watershed Management project
- Targeted Interventions Project

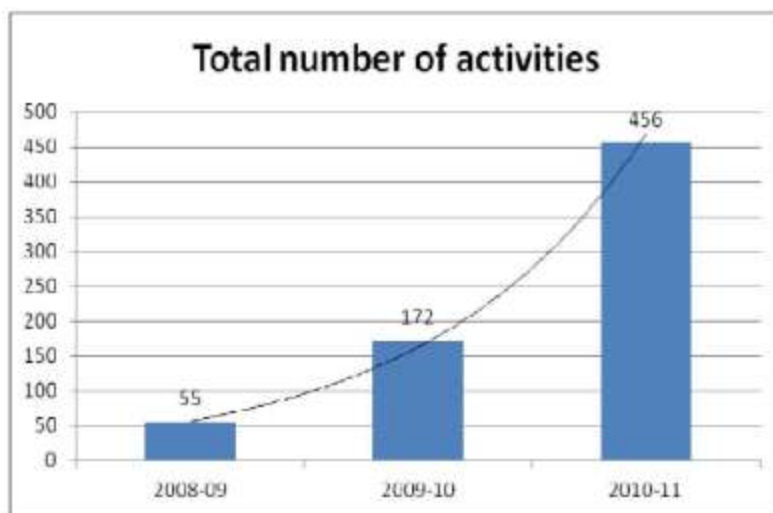
## CR initiatives

Ramky foundation works for the welfare of their employees working at its Construction and waste management sites as well as communities around our sites. Our CSR initiatives for employees and communities illustrated in the figure.





During 2010-11, the total number of activities has increased from 172 in the 2009-10 to 456 programmes. This increase describes a major growth in our activities and efforts in spreading the social image of the Ramky Group. A trend analysis of the last three years has been reflected in the following diagram.



During 2010-11, we had conducted 95 awareness programmes, wherein a majority of the programmes have focussed on health. We believe that “Prevention is better than Cure” and generation of awareness is crucial in bringing about this element of prevention. Our health awareness programme stress on the importance of nutrition and hygiene. Many of our awareness programmes target certain important groups in the society viz. children and women. During

last year we had held health awareness programmes for educating people on sanitation and hygiene, facilitation of nutrition for children below age of 5 yrs and for encouraging timely and regular immunization practices. As a part of the health and sanitation awareness programmes we had educated the beneficiaries on personal hygiene and cleanliness. In the nutrition facilitation programme, we educate the mothers on preparation of low cost high calorie and high nutrition food whereas in the



Title	Total number
Health	48
Safety	2
Cultural	12
Agricultural	5
Environmental	6
Women empowerment	3
General	19

immunization facilitation programmes we had gathered the local Anganwadi, PHC and ANMs to enlighten mothers and pregnant women on importance of immunization and had share the immunization schedule with the beneficiaries. Besides this we had organized HIV/AIDS awareness programmes for Workers with the to prevent the infection of HIV/AIDS among the by educating them. Apart from awareness, there was HIV tests also conducted in a couple of sites and condoms distributed to the laborers.

Likewise, Awareness programmes were conducted in the areas of Safety, Cultural values, Agricultural, Environment and Women empowerment.

In order to extend our moral support to the poor students studying at Government schools in the worksites, we had taken up distribution of the required study materials. In total we had conducted 116 Support and distribution drives not only in education but also providing nutrition support for children.

Education and Support	21
support activities	4
competitions	26
free distributions	56
Nutrition support	9



Stakeholders	Number of training programmes
Women	4
cooperative societies	2
Residents	2
Employees	4

This year we had organized specialized training interventions for women, cooperative societies and Residents. Alongside, we had conducted 4 stress management training programmes with an objective to orient the employees about various causes of stress at work place and ideal measures to deal with those and to facilitate the employees to assess their stress level and suggest remedial measures.

Health Camps for the community that were organized by RF during 2010-11 were general health camps, multispecialty camps or specific need based camps. Medicines were distributed free of cost to the needy in all these camps and in case of eye camps spectacles were given and even cataract operations were conducted free of cost for the needy.

The health camps organized for employees and laborers at worksites sites during the previous year consisted of the necessary health screenings and distribution of necessary medicines. They also received consultation on health and nutrition related issues.



activity	Total number
health camps	44
Awareness programmes	43
support and distributions	23



Activity	No. Of Programmes
Awareness	3
Training and Skill development	8
Distributions	5

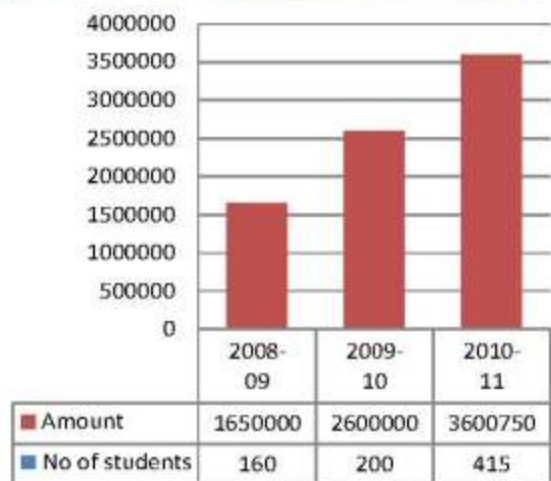
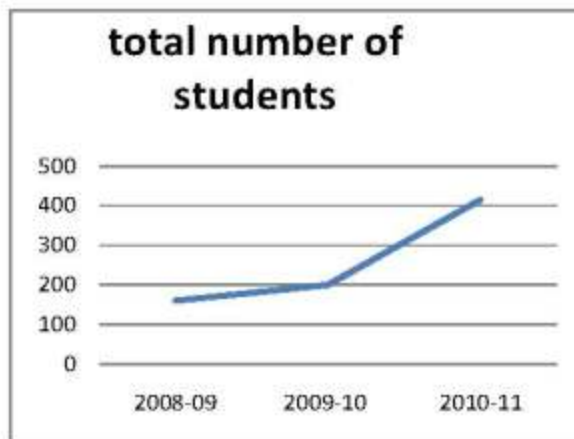
Ramky Foundation has been involved in capacity building of women Self Help Groups in order to strengthen these groups, thus enabling them to begin profitable social enterprises. The objectives of the SHG capacity building programmes are as follows:

#### Objectives of the Capacity Building Training:

- To sensitize SHG members on various functional aspects of SHGs
- To address the gaps in structural and functional and legal entity of SHGs
- To make aware about the role and responsibility of group leaders and group members
- To sensitize the value of work force that the woman renders at the household level



We sponsor the meritorious students from KG to PG through scholarships with an idea to bring down the school dropout rate as a result of poor economic condition. The sponsorship procedure starts in June and ends in August every year on the basis of merit and financial status assessment. RF has disbursed Scholarships worth Rs 36 Lakhs 96 Thousand during 2010-11 to 415 poor and meritorious students.



During 2010-11, Ramky Foundation has conducted 221 activities in the area of Natural Resource Management. These activities also include awareness programmes conducted in MSW management in Delhi, Mumbai, Aurangabad, Gaya and Bhagalpur.



Awareness programmes	171
Trainings	22
competitions	19
Distributions	9



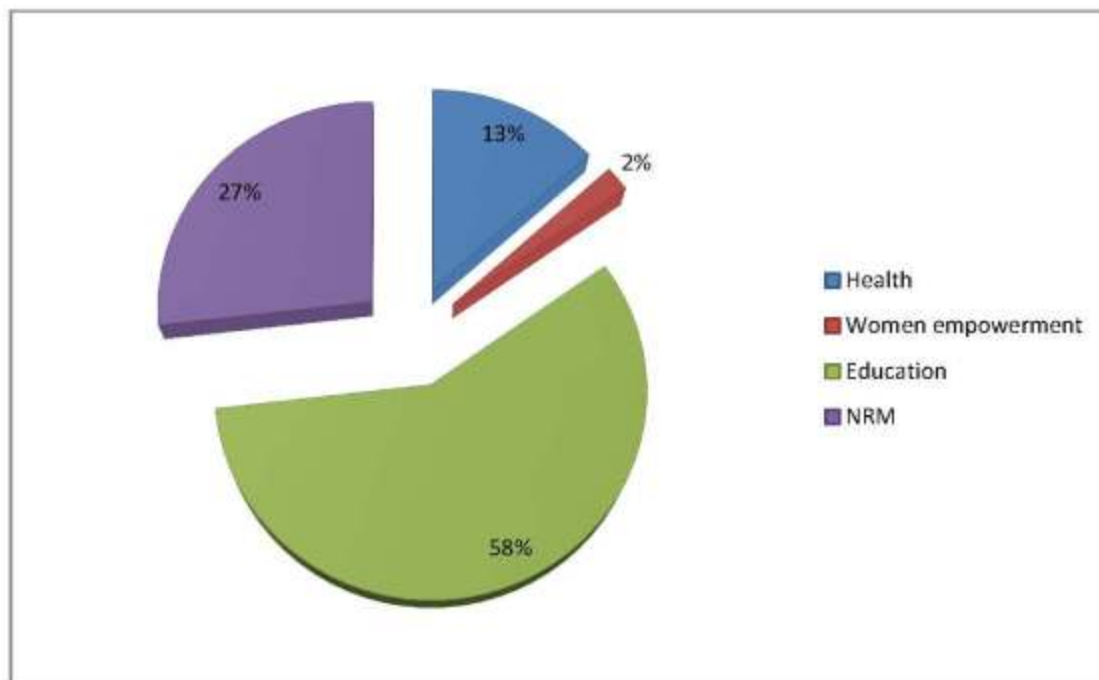
## Other welfare Programmes for Employees



RF had conducted safety and first aid training programmes for the employees and laborers, observed special occasions such as International Women's Day and World Environment Day and had also held blood camps and sports events for them during 2010-11. The sports competitions not only relieved the employees and laborers of stress but also helped them develop a healthy relationship with the neighboring community. On the other hand, celebration of International women's day had given an

occasion to the male colleagues to salute the spirit of womanhood, while the female staff felt happy for the recognition they had received for all their hard work and sacrifice. The World Environment day was celebrated in the way whereby every employee in the organization felt that he has certain responsibility towards planet Earth which has given all of us so much. The blood camp instilled the feeling of volunteerism in the hearts of the employees

## Our Social Performance interms of Thrust Areas





## Funded Projects

### Tribal Development Fund-Maathota Project

The tribal population of India constitutes around 8% of total population distributed over 94,000 tribal villages. The tribals are dependent mainly on agriculture, forests and livestock. But the dwindling forest resources have jeopardized the agriculture and livestock productivity due to shrinking of water resources and poor fuel & fodder supply. The small, marginal, fragmented, un-irrigated and mono crop agriculture holdings and low productive livestock population do not offer adequate opportunities for their livelihood.

The seven year project was conceived with the objective to enhance the socio-economic status of thousand Scheduled Tribe (ST) families. It involves intervention and capacity building in the areas like- Horticulture, Soil Conservation, Water Resource Development, Women Empowerment, Health Care and Training and Capacity Building of the beneficiaries.



Ramky Foundation, as Project Implementing Agency to the TDF Project follows an Integrated Approach in the Kothapalli, Atmakur and Pamulapadu mandals of Kurnool district, A.P, where the majority of the people are tribals. The primitive tribes in the project area are Chenchus and Sugali, Yanadi, whereas Lambada, Yanadi, Yerukala, etc, are the other tribes.



## Objectives

The main objective of program is to develop 1100 tribal families by providing wadi (Small orchard), soil conservations measures, water resources development, livelihood opportunities and health care, etc.

As a developmental organization, we aim to improve the living and working conditions of the communities through income generation and capacity building programmes. This programme forms at the epicenter of our Sustainable Development (SD) interventions for development of the society at large by focusing on conservation of Natural Resources, empowerment of women and supporting education

## Initial challenges

Primitive tribes did not show much initial interest on Maathota project, as they were very much interested on hunting, fishing, and collection of forest produces like honey, gum, herbals, firewood etc. They had an opinion that we may take away their crop and lands. Besides that irrigation and electricity was a major problem in the project area.

Ramky Foundation tackled these challenges through frequent field visits of Project Implementation Agency staff which enabled friendly and co-operative relations with farmers. We had organized exposure visits, capacity building trainings along with Interactive meetings with NABARD staff/Ramky foundation and other PIAs. We engaged with stakeholders by offering immediate clarification to their problems /doubts. Our convergence/linkages with Govt. depts. (Health, Veterinary, Horticulture, Forest, Electricity, Revenue, Mandal parishad, APMIP, NEDCAP, ITDA (PTG) also facilitated to gain stakeholder confidence.



## Current Status

The lands of tribal framers are Rain fed lands, due to this reason they were depended on monsoons. Traditionally their incomes were low. In this project the Ramky foundation has provided water resources, soil conservation and Horticulture maintenance inputs to the tribals.

These interventions had an impact in terms of high yielding, better income sources from their orchards which lead to their sustainable livelihoods.

The implementation of core activity i.e. wadi development shall be confined to three batches viz. 1st batch (200 acres), 2nd batch (400 acres) and 3rd batch: (400 acres) and each batch will be supported for a maximum period of five years. The project implementation period is expected to be completed within eight years. The following are the activities conducted during the reporting period.

- ❖ Exposure visit of farmers
- ❖ Selection of village development committee (VDC)
- ❖ Plants selection
- ❖ Inputs distribution
- ❖ Capacity building to farmers
- ❖ Live hedge fencing
- ❖ Intercrop
- ❖ Veterinary camps
- ❖ Hand pumps cleaning for drinking water
- ❖ Distribution of smokeless chulhas
- ❖ Health & hygiene awareness programme
- ❖ Women empowerment programme
- ❖ Capacity building for VDC
- ❖ Capacity building for PIA staff
- ❖ Water resources development
- ❖ Drip irrigation
- ❖ Marking and pitting



### The Impact

- ❖ There may be perceptible increase in employment generation through horticultural practices such as harvesting, loading, transporting, unloading, and marketing the produce, etc.
- ❖ Strengthening of SHG's will empower the women in the project area to take care of credit needs of locals for agriculture as well as non-agricultural activities. Further empowerment will lead to increase in the rate of literacy among girl child, drudgery reduction, ill health, etc.



- ❖ The other impact will be increase in the levels of sanitation, proper drinking water facilities, increase in the levels of nutrition through kitchen gardens, etc.

### **Sustainability**

These livelihood activities with local available sources to raise the income levels of landless farmers. The project not only provides them incomes but also reduces their illness and prevents spread of diseases. The Ramky Foundation has provided smokeless chulhas and conducted medical camps, fogging, cleaned drinking water bore wells in these villages, through Village Development Committees which will be a sustainable model for the future.

### **National Significance of the project**

The project aims at the rejuvenation of the environment in an integrated and comprehensive manner leading to improved quality of life of resource poor tribal families. Thus, it involves the management of needs of the tribal community in such a way that their demands match the resources available within their reach, besides regeneration of the environment. Our approach ultimately will lead to increased agricultural production augmenting food supply, fodder, fuel, timber and medicines. Thus, the project meets the national objectives of integrated development and increasing standard of living of marginalized, there by leading to reduction in poverty-induced migration.





## APSACS-Targeted Interventions Project

HIV/AIDS has become a global challenge with serious implications for the future economic and social development of our society. India has the world's third-largest population suffering from HIV/AIDS. However, the estimated number of human immunodeficiency virus (HIV) infections in India has declined drastically in recent years—from 5.5 million in 2005 to below 2.5 million with a prevalence of 0.36%. These new figures are supported by the WHO and UNAIDS. Half of the entire new HIV infections worldwide is among the young people aged between 15-24 years. According to the United Nations 2011 Aids report, there has been a 50% decline in the number of new HIV infections in the last 10 years in India.

In this context Ramky Foundation has taken up a larger number of activities to create awareness and support on HIV/AIDS. In the year 2007 onwards, the RF has conducted Workshops on HIV/AIDS at Vizianagaram, Narasaraopet, Macherla, Vizag, Dundigal(Hyderabad). While in 2008, the foundation has lend its support to 150 HIV/AIDS patients in Narasaraopet Revenue Division interms of providing nutrient food. Later in 2009-10, many awareness programmes were conducted at 3 phases of Outer Ring Road, Hyderabad for the construction workers, migrant communities, and truck drivers. Currently, Ramky foundation has initiated the TI project on January, 2011. It was funded by Andhra Pradesh Aids Control Society (APSACS) under NACP-III.

### The Objective

The main objective of the project is to decrease HIV/ AIDS and STI prevalence rate through generating the awareness to Female sex Workers (FSW's) in 12 wards of Hyderabad with 1000 FSWs. In this project it is covering some areas where the FSWs are available in the allotted wards to identify and covering the FSWs.



Areas covered: **12 GHMC wards in Hyderabad District**

- |                    |                       |
|--------------------|-----------------------|
| 1. Moosapet        | 2. Erragadda          |
| 3. Vengalrao nagar | 4. Balkampet          |
| 5. Ameerpet        | 6. Somajiguda         |
| 7. Panjagutta      | 8. Chintalbasthi      |
| 9. Ahmednagar      | 10. Vijaynagar colony |
| 11. Redhills       | 12. Mallepally        |



The total budget of the project is: **16.67 Lakhs per Annum**. The project has a team of 27 people at various levels.

### **Our Approach**

1. Condom Promotion
2. Creating an enabling environment
3. Community Mobilization
4. Creating Linkages
5. Behaviour change
6. Attitude change
7. Management of STIs

### **Evaluation of current status**

Even though in December -2010 the foundation got agreement with APSACS, But the activities started in January-2011.

In January 2011 Ramky Foundation recruited staff for TI project and opened a new office at Ameerpet with 6 members of TI staff and identified 5 Peer Educators (volunteers) from the FSW community from the allotted project area in Hyderabad. By the end of March 2011 all 8 members of staff were recruited.

Ramky Foundation established a Drop in Center for FSWs' in Ameerpet TI office with all facilities like TV, DVD and other recreation equipment. Apart from this STI clinic also established with all necessary drugs and equipment for HRG (High Risk Group) in the TI office.

The actual work had started in the middle of February 2011 and identified and registered 80 members of HRGs up to 31st March 2011. The Following are our achievements during this period.

- No. of HRG identified: 80
- No. of one to one sessions conducted: 82
- No. of Regular contacts made by outreach: 32
- No. of 1-group meetings conducted in the hotspots: 11
- No. of condoms Distributed: 1356
- No. of HRGs referred to ICTC for HIV test: 10
- No. of HRGs test at ICTC for HIV: 8
- No. of DIC level meetings conducted: 2
- No. of Hotspot level meetings conducted: 2
- No. of Review meeting conducted: 5

### **The Impact**

- ❖ This involves creating awareness about the importance of using condoms, services available for STIs and the importance of regular screening.
- ❖ Promoting social marketing of condoms through Social Marketing by Peer Educators
- ❖ Availability of services should be as per the needs of the community.
- ❖ It creates community norms for service uptake and safe sexual behaviours
- ❖ Reduction of vulnerabilities entails creating a crisis response system
- ❖ It also calls for advocacy with policy makers, law enforcers and opinion leaders

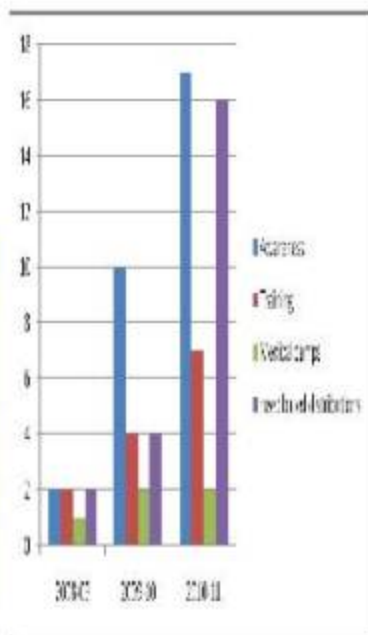




## Women Empowerment-JNPC project

Ramky Foundation has taken increased its role at Jawaharlal Nehru Pharma City, Vishakhapatnam and has done significant work for the welfare of the community during 2010-11. Our activities have strengthened the relationship between the JNPC management and the villages. This achievement can be attributed to the a focussed action plan that was formulated keeping in mind the needs of the community and well planned interventions and initiatives at the right time. Our activities have increased 110% during 2010-11. It reflects a compound annual growth rate of **81.71%** which is illustrated in the following diagram.

Description	Performance		
	2008-09	2009-10	2010-11
Total Number of activities	7	20	42
• Awareness	2	10	17
• Training	2	4	7
• Medical camps	1	2	2
• need based distributions	2	4	16



Apart from the above programmes, with the aim of providing sustainable livelihood venue to the rural women in the community at JNPC, Vizag, A.P, RF had inaugurated a super market there. This super market which would be catering to the needs of all the companies and households at JNPC would be operated by the women of Mutually Aided Cooperative Society (MACS) who had been trained and prepared for the same.

Thus 'Adarsha Mutually Aided Cooperative Society' was initiated by mobilizing the local women in the villages of Tadi, Tanam and Pharmacity colony. Extensive field visits and focus group discussion were conducted with the local women and other stakeholders' in terms of norms, goal setting, modalities of registration and collection of corpus fund. The MACS facilitated a partnership approach among the women, while emphasizing on equality of participation, accountability and collective responsibility. The MACS had fostered entrepreneurial spirit among these women as wealth creators and distributors as well. The MACS established cooperative store was inaugurated on 07-03-2011 by the Chairman of Ramky Group, which has enabled the local women to buy daily provisions at wholesale prices. In a month, the store has recorded a sale of 3 Lakhs, and caters to the needs of more than 1000 under-privileged / marginalized women. The social value is thus co-created with beneficiaries and the women are able to personalize their experience using MACS products-services, which are best suited to their family needs.



Similarly, RF has facilitated MACS to setup Reverse Osmosis Plant in the Tanam village to provide safe drinking water. The plant operates in economically viable proposition, which ensures the long-term sustainability and community participation. By the end of March 2011, the RO water plant at Tanam supplying packaged safe drinking water for 1500 families and covering a population of about 5000 family members. The RF also enabled MACS to provided trainings to housewives on making school uniforms, safety masks which increases their monthly incomes.

### Livelihood Skill Enhancement of Rural Women

With the aim of developing economically viable and sustainable social RF had conducted tailoring training programmes for rural women. During August-December 2011-12 we had trained 150 women totally from Thadi, Thanam and Pharmacity Colony, near JNPC in this skill. Most of them have been able to start their own tailoring units.





Besides the above, the following interventions were organized at JNPC during 2010-11

#### **Youth empowerment:**

In this Year, Sports meet and sports kits were distributed to the youth of Thanam village. Two libraries were opened in Thanam and Thadi villages respectively. Newspapers and competitive study materials are subscribed and made available at community halls. Students are encouraged to read the news paper and other study material and they are finding it extremely useful..Ground leveling at Pharmacy Colony High School has been taken up with the help of three JCBs & Three Tractors with support from Ramky Foundation. At present, the ground is leveled and is ready to conduct sports and other games, which helps to keep the children both physically and mentally active.



#### **Skill development trainings**

Two Fashion designing training centers established Thadi and Tanam are running successfully. Two batches have successfully completed the training and based on their performance and levels of skills, the trainees are getting absorbed in Seeds Intimate Apparel India Limited at Atchtapuram SEZ as we have a tie –up.

#### **The Personality development programmes**

We have conducted personality development programme for the local youth. 40 local youth participated in this programme. Physical fitness, communication skills, time management and self assessment process were the key areas concentrated for achievement of career growth systematically.

#### **National Integration celebrations**

The national day celebrations organized such as Nov 14<sup>th</sup>, children's day, new year celebrations and the national youth day celebrations on 12<sup>th</sup> Jan 2011 with a view to motivate the children and youth. We also took the opportunity to sensitize on our activities and support given for their upliftment .Innovative games, cultural activities and competitions robbed the show and prizes made them competitive.

#### **World Environment Day-2011:**

This year Ramky foundation has celebrated the World environment day in JNPC site. The theme this year is "Forests- Nature at Your service", and keeping this in the mind we have planted saplings at various sites. We have also organized five-day long celebrations at Thadi, Thanam and Pharmacy Colony, Vizag, A.P. to mark the World Environment Day 2011. The main idea was to involve every person in the community for paying tribute to Mother Nature and taking an oath to protect her. In this five-day long celebration, there was something for every participant to learn and share.





## Women Empowerment and other programmes in Guntur

Keeping in mind the dearth of appropriate livelihood options for women in rural areas and their capacity and ability to learn a new livelihood skill, we had begun establishing garment making training centers in the villages. In each of these training centers a batch of 30 women are trained for a period of two months. Some of them are trained in embroidery, while the rest are trained in designing and stitching blouses, petticoats, salwaar kameez, nighties and children's clothes. After the end of this training each one of them is capable of either beginning joint tailoring units or individual tailoring units. These training centers have been instrumental in changing the lives of many women.

During this year, Four Fashion Designing Training centers have been inaugurated at the following places- Jangalapadu, Santhagudipadu, Ramapuram and Chirala in Guntur Dist., A.P. More than 200 women had received training in these centers. Besides that we have conducted 6 veterinary camps were conducted during 2010-11. In these camps, general check up was conducted on cattle and other domestic animals and poultry. Vaccination was done depending on the need and necessary treatment and medicines were provided to sick animals. Awareness was generated on taking proper care of the domestic animals. More than 500 farmers had benefitted in these villages due to this initiative.

Since 2009, the Ramky Foundation distributes nutritious food grains to PLHA (People Living with HIV/AIDS) on 20<sup>th</sup> of every month. Every month 100 HIV/AIDS patients, mainly women and children are benefitted through this programme. During 2010-11, total 9 such distribution programmes were conducted at Narasaraopeta division of Guntur Dist. A.P.

Description	Number of Programmes
<b>Nutrition Support</b>	9
<b>Need based distribution</b>	8
<b>Educational Support initiatives</b>	19
<b>Competitions to encourage talent</b>	26



## Activities of Ramky Kalapeetham

Since its inception, Ramky Foundation has played a major role in serving and creating value for the society in multiple ways, one of them being preservation of Andhra Pradesh's rich cultural heritage. Ramky Foundation has established the prestigious Ramky Kalapeetham at Guntur, in 2010 on the auspicious occasion of Ugadi, with the objective to safeguard Telugu culture, promote different art forms and generate social awareness on Telugu cultural heritage. It was a pioneering and unique initiative aimed at not only creating an institutional framework but also attempting a path-breaking experiment in reviving and promoting Andhra Pradesh's age-old traditions, Music, Theatre, Art, Traditions, Folklore and Language.

We enshrine the vision and principles that nurture the past to build the future through patronizing artists, promotion of language, generating awareness and creating a platform for people from various fields to showcase and excel. The following are the activities conducted by Ramky Kalapeetham during 2010-11

- Folk Art Cultural Programmes
- programme of Telugu Sowrabham
- Lalitha Kala Kethanam
- Musical Night
- Vidhayarthi Vikasam
- Vidhayarthi Vikasam
- Janapadha Kala Pradarshana
- Janapada Kalostavam
- Vidhayarthi Vikasam
- State Level Competitions in singing & Mono Action
- Telugu Samskuruthi- Vidhayarthi Vikasam
- Ramky Kalapeetham- "Soundaranandam"
- Ramky Kalapeetham- Sankranthi Vedukalu
- Sahithi Programme
- Prapancha Rangastala Dinostavam





## NABARD - EPA project- Pedakakani

Ramky foundation implementing Environment Promotion Activity (EPA) at Pedakakani village of Guntur District. Pedakakani is a Panchayat in Guntur district which is of 3 km away from Guntur city. The village is comprised of approximately 4,500 households with more than 25,000 populations. Most of the inhabitants depend on agriculture and its allied activities for their livelihood.

Ramky Foundation is implementing the “Environmental Effectiveness through Efficient Solid Waste Management” project at Pedakakani, Guntur district. The project was funded by NABARD under “Environmental Promotional Assistance scheme”. Total amount of Rs. 10 lakhs has been sanctioned by NABARD under the scheme and Ramky Foundation is contributing another 3 lakhs for the same.

Ever since initiation of the project, the team applied different strategies to implement sanctioned activities. Audio campaign, street plays and small group meetings were organized to develop rapport with the people in the community and generate awareness about different components of project. We had organized two rounds of small group’s discussions in every major street in panchayat wards helped them to develop understanding about influential leaders. The team could able to formed Waste Management Committees (WMC) in every ward and successes to include every influential leader as member of Waste Management Committee. After forming the committees separate meetings were convened to WMC at prominent places respective wards in order to sensitize them about need for WMC and role of members of WMC.

Ramky Foundation had conducted the following capacity building programmes for various stakeholders concerned.



### **Village organizations**

Ramky Foundation understood role of women in promotion of environment is very much crucial. In order to bring women to main front in project implementation the team approached Village Organizations (federation of SHGs) in the village. There are six village organizations in the village. The project team convened several meetings to the leaders to explain about project, expected role of women in project activities, relation between environment and health, etc. The VOs have agreed to cooperate with Ramky Foundation in the implementation of project. The activeness of women was felt through their active participation in different activities and meetings organized for the purpose.

Project team facilitated events such as Rongoli competition, Cooking competitions, and World woman day celebrations to take opportunity to sensitize them about project.

### **Trainings for sanitation staff**

There are 18 sanitation staff in the village Panchayat. The sanitation staff were not attending their duties due to lack of assets for collection of waste and none payment of salaries. The project team organized repeated interactions with Panchayat and sanitation staff.

A separate orientation training programme was conducted to sanitation staff on segregation, waste collection, importance of proper disposal and roles and responsibilities for the sanitation workers.

### **Waste Management Committees Training:**

Two orientation trainings have been organized to the members of Waste Management Committee. The members were sensitized about their responsibilities. Every committee member accepted do necessary follow up with the families in respective street in segregation of solid waste at house and making use of separate waste bins to deposit the segregated waste. The committees have also identified suitable place in street to install cement dust bins.

### **Pilot initiative:**

The project team meanwhile identified 32 houses and 11 commercial shops. The team interacted with the houses and shops and explained them about concept of waste, segregation at house itself using separate bins and idea of initiating door to door collection. The families and shops are very enthusiastic about concept and prepared to follow the instructions given by staff.

### **Adult sensitization:**

Project staff facilitated sensitization meetings for prominent leaders in the village, namely, surpanch, MPP, MPTC, Ward members, Chairman of Temple committee, village political leaders, caste leaders and VO leaders. The participants were explained about project, approach, advantageous and present status.

G3 Content Index NGO Sector Supplement - GRI Application Level C				
Application Level: C		Assured by:	Self Assurance	
STANDARD DISCLOSURES PART I: Profile Disclosures				
1. Strategy and Analysis				
Profile Disclosure	Description	Reported	Page No	Location / Reason for omission
1.1	Statement from the most senior decision-maker of the organization.	Yes	3	Included in the Message from our Managing Trustee
2. Organizational Profile				
Profile Disclosure	Description	Reported	Page No	Location / Reason for omission
2.1	Name of the organization.	Yes	15	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.2	Primary activities, brands, products, and/or services.	Yes	12	Mentioned in 'About this Report': section on 'Highlights 2010-11'
2.3	Operational structure of the organization, including national offices, sections, branches, field offices, main divisions, operating companies, subsidiaries, and joint ventures.	Yes	18	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.4	Location of organization's headquarters.	Yes	19	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	No		The Ramky Foundation does not have operations in other countries. Its presence is currently in 14 Indian States which is mentioned in 'Profile, Strategy, Structure and Scale of Operations'
2.6	Nature of ownership and legal form.	Yes	15	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.7	Target audience and affected stakeholders. Markets served	Yes	16	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.8	Scale of the reporting organization.	Yes	19	Included in 'Profile, Strategy, Structure and Scale of Operations'

				Operations'
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Yes	19	Included in 'Profile, Strategy, Structure and Scale of Operations'
2.10	Awards received in the reporting period.	No		During the Reporting Period Ramky Foundation has not received any Award.
<b>3. Report Parameters</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>Reported</b>	<b>Page No</b>	<b>Location / Reason for omission</b>
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Yes	6	Included in 'About this Report'
3.2	Date of most recent previous report (if any).	Yes	7	Included in 'About this Report'
3.3	Reporting cycle (annual, biennial, etc.)	Yes	7	Included in 'About this Report'
3.4	Contact point for questions regarding the report or its contents.	Yes	6	Included in 'About this Report'
3.5	Process for defining report content.	Yes	7	Included in 'About this Report'
3.6	Boundary of the report	Yes	8	Included in 'About this Report'
3.7	State any specific limitations on the scope or boundary of the report	Yes	9	Included in 'About this Report'
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities.	Yes	9	Included in 'About this Report'
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	Yes	9	Included in 'About this Report'
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Yes	7	Included in 'About this Report'
3.12	Table identifying the location of the Standard Disclosures in the report.	Yes	10	Included in 'About this Report'



4. Governance, Commitments, and Engagement				
Profile Disclosure	Description	Reported	Page No	Location / Reason for omission
4.1	Governance structure of the organization	Yes	22	Included in 'Governance, commitments and Stakeholder engagement'
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Yes	24	Included in 'Governance, commitments and Stakeholder engagement'
4.3	State the number of members of the highest governance body that are independent and/or non-executive members.	Yes	24	Included in 'Governance, commitments and Stakeholder engagement'
4.4	Mechanisms for internal stakeholders, shareholders and employees to direction to the highest governance body.	Yes	25	Included in 'Governance, commitments and Stakeholder engagement'
4.6	Process in place to ensure conflicts of interest are avoided	Yes	24	Included in 'Governance, commitments and Stakeholder engagement'
4.8	Statement of Mission or Values and Principles	Yes	20	Included in 'Profile, Strategy, Structure and Scale of Operations'
4.13	Memberships in associations, or National/International Advocacy organization	Yes	28	Included in 'Governance, commitments and Stakeholder engagement'
4.14	List of stakeholder groups engaged by the organization.	Yes	29	Included in 'Governance, commitments and Stakeholder engagement'
4.15	Basis for identification and selection of stakeholders with whom to engage.	Yes	30	Included in 'Governance, commitments and Stakeholder engagement'
STANDARD DISCLOSURES PART III: Performance Indicators				
Economic				
Performance Indicator	Description	Reported	Page No	Location / Reason for omission
Economic performance				
Resource allocation				
NG07	Resource allocation.	Yes	33	Included in 'Economic Performance'
Ethical fundraising				
NG08	Sources of funding by category and five largest donors and	Yes	33	Included in 'Economic Performance'

	monetary value of their contributions.			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Yes	35	Included in 'Economic Performance'
EC4	Significant financial assistance received from government.	Yes	35	Included in 'Economic Performance'
<b>Market presence, including impact on local economies</b>				
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	No		It is not possible to calculate the ratio of standard entry level wage compared to local minimum wage as RF does not have access to this data.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	No		RF does not have data pertaining to this impact
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	No		RF's Senior management operates from Head office or Regional offices.
<b>Indirect economic impacts</b>				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	No		RF does not have data pertaining to this impact
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	No		RF does not have data pertaining to this impact
<b>Environmental</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>Reported</b>	<b>Page No.</b>	<b>Location / Reason for omission</b>
<b>Materials</b>				
EN1	Materials used by weight or volume.	No		As small offices, RF did not consider weight and volume of

				used materials as generating significant environmental impact with the exception of paper and toner that were not measured.
EN2	Percentage of materials used that are recycled input materials.	No		As small offices, RF did not consider weight and volume of used materials as that are recycled input materials as generating significant environmental impact with the exception of recycled paper that was not used.
<b>Energy</b>				
EN3	Direct energy consumption by primary energy source.	No		RF does not use primary energy sources with the exemption of fuel for vehicles that does not generate significant environmental impact.
EN4	Indirect energy consumption by primary source.	No		RF was located in temporary or rental building and did not have direct access to its energy usage data.
EN5	Energy saved due to conservation and efficiency improvements.	No		RF was located in temporary or rental building and did not considered cost effective retrofitting the facilities with more efficient bulbs.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	No		RF products and Services are Projects and Programmes.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	No		RF was located in temporary or rental building and did not considered cost effective retrofitting the facilities with more efficient bulbs.
<b>Water</b>				
EN8	Total water withdrawal by source.	No		RF was located in temporary or rental building and did not have access to its water usage data.
EN9	Water sources significantly affected by withdrawal of	No		As small offices, RF did not consider the volume of water



	water.			used as generating significant environmental impact.
EN10	Percentage and total volume of water recycled and reused.	No		As small offices, RF did not consider the volume of water recycled and used as generating significant environmental impact.
<b>Biodiversity</b>				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Yes	37	Included in 'Environmental Performance'
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Yes	37	Included in 'Environmental Performance'
EN13	Habitats protected or restored.	No		RF activities do not impact the directly protected areas.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	No		RF activities do not impact the directly protected areas.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	No		RF activities do not impact directly IUCN red list species and national conservation list species.
<b>Emissions, effluents and waste</b>				
EN16	Total direct and indirect greenhouse gas emissions by weight.	No		RF was located in temporary or rental building and did not have access to its energy usage data.
EN17	Other relevant indirect greenhouse gas emissions by weight.	No		RF was located in temporary or rental building and did not have access to its green house gas emission data.
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	No		RF initiatives do not focus on this area.
EN19	Emissions of ozone-depleting substances by weight.	No		RF activities do not contribute to such emissions.
EN20	NOx, SOx, and other significant air emissions by	No		RF does not emit regulated pollutants.

	type and weight.			
EN21	Total water discharge by quality and destination.	No		As small offices, RF did not consider the volume of water discharge as generating significant environmental impact.
EN22	Total weight of waste by type and disposal method.	No		As small offices, RF did not consider the weight and volume of waste as generating significant environmental impact.
EN23	Total number and volume of significant spills.	No		RF does not use chemicals or other hazardous liquid items.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	no		RF does not handle hazardous waste.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	No		As small offices, RF did not consider water discharge as generating significant environmental impact.
<b>Products and services</b>				
EN26	Initiatives to mitigate environmental impacts.	Yes	37-39	Included in 'Environmental Performance'
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	No		Our Products and Services are our projects and Programmes
<b>Compliance</b>				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	No		RF has never faced monetary fines or other sanctions.
<b>Transport</b>				
EN29	Significant environmental impacts of transporting products and other goods and	No		RF does not have data pertaining to this impact

	materials used for the organization's operations, and transporting members of the workforce.			
<b>Overall</b>				
EN30	Total environmental protection expenditures and investments by type.	No		RF does not have data pertaining to this impact
<b>Social: Labor Practices and Decent Work</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>Reported</b>	<b>Page No</b>	<b>Location / Reason for omission</b>
<b>Employment</b>				
LA1	Total workforce, including volunteers, by employment type, employment contract, and region.	Yes	41	Included in 'Labour practices and performance'
LA2	Total number and rate of employee turnover by age group, gender, and region.	Yes	40	This was mentioned partially in 'labour practices and performance'
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Yes		Included in 'Labour practices and performance'
<b>Labor/management relations</b>				
NG09	Mechanisms for workforce feedback and complaints, and their resolution.	No		The RF does not have data
LA4	Percentage of employees covered by collective bargaining agreements.	No		RF employee practices comply with the Indian Labour law. However, the organization has no precedence of setting up trade unions and collective bargaining agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Yes	41	Included in 'Labour practices and performance'
<b>Occupational health and safety</b>				
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety	No		The RF does not have Health and Safety committee



	programs.			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	No		The RF does not have a record. Will have it by 2012
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, volunteers or community members regarding serious diseases.	Yes	42	Included in 'Labour practices and performance'
LA9	Health and safety topics covered in formal agreements with trade unions.	No		RF employee practices comply with the Indian Labour law. However, the organization has no precedence of setting up trade unions and collective bargaining agreements.
<b>Training and education</b>				
LA10	Average hours of training per year per employee by employee category.	Yes	42	Included in 'labour practices and Performance'
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Yes	42	Included in 'labour practices and Performance'
LA12	Percentage of employees receiving regular performance and career development reviews.	No		Proprietary Information hence not reported.
<b>Diversity and equal opportunity</b>				
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Yes	43	Included in 'Labour practices and Performance'
LA14	Ratio of basic salary of men to women by employee category.	No		The RF does not have a record.

Social: Human Rights				
Performance Indicator	Description	Reported	Page No	Location / Reason for omission
<b>Investment and procurement practices</b>				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	No		The RF does not make capital investment projects.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	No		The RF does not have a record
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Yes	43	Included in 'Labour practices and Performance'
<b>Non-discrimination</b>				
HR4	Total number of incidents of discrimination and actions taken.	Yes	43	No incidents reported
<b>Freedom of association and collective bargaining</b>				
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	No		RF employee practices comply with the Indian Labour law. However, the organization has no precedence of setting up trade unions and collective bargaining agreements.
<b>Child labor</b>				
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Yes	44	Included in 'Labour Practices and Performance'
<b>Forced and compulsory labor</b>				
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and	Yes	43	Included in 'Labour practices and Performance'

	measures to contribute to the elimination of forced or compulsory labor.			
<b>Security practices</b>				
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	No		None. The RF does not have operations identified as high risk for human rights.
<b>Indigenous rights</b>				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	No		The RF does not have operations that effect the rights indigenous labour.
<b>Social: Society</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>Reported</b>	<b>Page No.</b>	<b>Location / Reason for omission</b>
<b>Community</b>				
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Yes	45-64	Included in 'social performance'
<b>Corruption</b>				
SO2	Percentage and total number of programs/ business units analyzed for risks related to corruption.	No		Given the type of activities, the RF is not likely to be confronted with bribery.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	No		Will be taken up in 2012
SO4	Actions taken in response to incidents of corruption.	No		No such incidents reported.
<b>Public policy</b>				
SO5	Public policy positions and participation in public policy development and lobbying.	No		None
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	No		None



Anti-competitive behaviour				
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	No		None
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No		None
Social: Product Responsibility				
Performance Indicator	Description	Reported	Page No	Location / Reason for omission
Customer health and safety				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	No		The RF projects and Programmes do not have any health and safety impacts.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	No		None
Product and service labeling				
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	No		The RF Projects and Programmes do not require labelled information
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	No		The RF Projects and Programmes do not require labelled information
PR5	Practices related to customer satisfaction, including results of surveys measuring	No		The RF will conduct a grantee/donor satisfaction survey in 2012.

	customer satisfaction.			
<b>Marketing communications</b>				
PR6	Programs for adherence to laws, standards, and voluntary codes related to fundraising and marketing communications, including advertising, promotion, and sponsorship.	No		The RF does not develop commercial marketing communication activities.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	No		The RF does not develop commercial marketing communication activities.
<b>Customer privacy</b>				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	No		No complaints recorded.
<b>Compliance</b>				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	No		RF projects and programmes are not subjected to Law and regulation.



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