



**SUDARSHAN**

## CONTRIBUTING FOR BETTER TOMORROW

A small step towards sustainable development of the Community



## EDITORIAL

### SUDHA CSR MAKING A DIFFERENCE



SUDHA has been an important structure for realising our vision of “Growing Together” in a manner that is spiritually fulfilling, Socially just and Environmentally sustainable.

It has been making a difference to many lives through its projects. Some of these are listed below:

#### **Livelihood Enhancement Project:**

Newspaper bag project has been successfully being operational for 3 years and has touched lives of over 200 women and contributed to increasing income by over Rs 2000 per month

#### **Promotion of Education:**

In collaboration with block education department and Seva Sahyog, Teach for India, SUDHA has impacted over 1500 children across 17 rural schools, 450 children from Pune Urban Slum and spread the message of good quality education

#### **Environment:**

Over 150 farmers around Sutarwadi have been supported in organic farming by training them in Vermi composting and green manuring

SUDHA also offers every one of us a platform to serve others. It offers numerous opportunities through workshops, volunteering, rallies and drives to make a difference in other’s lives and experience

**“The best way to find yourself is to lose yourself in the service of others. – Mahatma Gandhi”**

**Mr. Vandan Tarika**

Associate Vice President– Business Excellence





## EMPLOYEE ENGAGEMENT IN CSR ACTIVITY



Corporate social responsibility is high on the agenda for every organization in today's day and age. Irrespective of the size and volume of operation every company wants to contribute towards the upliftment of the community and the society as a whole. More importantly, they also want to be seen contributing to gather as much positive PR as possible. From contributing towards organizing clean-up drives to educating the underprivileged children, organizations are leaving no stone unturned in giving back to the community.

### Participating in CSR events Boost employee engagement

It helps in fostering a culture of team building—When employees work together to help a social cause it helps to increase the level of trust that they have on each other along with improving communication across teams and employees who may not be meeting or interacting at the workplace too often. In addition to that, it also helps to improve employee's organization abilities, planning and execution skills. A good team environment makes the workplace a fun and engaging place to be in.

In Sudarshan, we are also inviting employees' families for such CSR events thus giving an opportunity to employees to increase their social circle taking employee engagement to the next level.

Ways in which organizations are contributing Sudarshan Chemical Limited encourages its employees to get involved in activities and events and encourages their efforts by Hi-tea or good job done card. Also, we at SCI encourage our employees to volunteer in various community development and social welfare programme at the workplaces including neighbouring areas.

Some of the initiatives run by Sudarshan Employees are listed here with

- Computer training to the women beneficiaries by the IT Wing of the company
- Participation in Swach Bharat Abhiyan by cleaning the villages around the year
- Participation in social events held by SUDHA for the beneficiaries
- Helping by buying the products made by the beneficiaries
- Tree plantation drives
- Participation in Marathon for promoting the health awareness/ social awareness
- Participation as volunteers in educational activities carried out by NGOs for the underprivileged children
- Blood donation in blood donation camps conducted by CSR Wing. Location wise nos. of Blood Donors [Employees] is in the table below:

Sr. No.	Location	No. of Donors FY 17-18	No. of Donor FY 18-19
1	Pune, GHO	38	49
2	R&D Centre, Sutarwadi	29	22
3	Roha	119	121
4	Mahad	60	54

### Nirmalaya collection during Ganpati Festival:

Our employee volunteers have been increasing over the years, as demonstrated by the table below:

No. of Employee Volunteers				
Sr. No.	Location	2016-17	2017-18	2018-19
1	Roha	14	29	45
2	Pune & R& D Centre	3	10	24
3	Mahad	2	31	54

Below mentioned chart will provide us details of waste collection through the project for Nirmalaya collection :

No.	Location	Nirmalya/Waste Collection in Kgs		Idols Donated in Nos.	
1	Roha	3150	5500	-	
2	Pune	4400	22750	764	3273
3	Mahad	450	2000	-	
	Total	8000	30250	764	3273





## EMPLOYEE CORNER

### EMPLOYEES VIEWS R&D Centre Sutarwadi



**Pramod Dalvi**  
General Manager, R&D

“Through Sudha, Sudarshan aims to build awareness and create opportunities for improving living standards within Indian villages. Towards creating a better environment, Sudarshan runs a composter planter project in Sutarwadi village. The core of this project is organic waste composting and vegetable plantation. Communities in these villages have now realized the benefits of such projects, not only the environment aspect, but also the value it creates for them. Being conscious about digitalisation, Sudarshan has donated computers to various municipal schools around Sutarwadi to build and enhance skills and educational standards in these schools. Towards women empowerment, Sudarshan is conducting vocational trainings for making newspaper bags, stitching, handmade jewelleryes, Rakhis, etc. for women and girls, that help open newer avenues and bolster income generation in the village.”



**Suvarna Kasture**  
Manager – Research & Development

“Good Company, good people, good environment”; that’s what comes to my mind when I think about Sudarshan. CSR is our initiative to assess and take responsibility for the company’s influence on environmental and social wellbeing. CSR is our continuing commitment to work ethically, and contribute towards the economic development, while improving the quality of life of the workforce, their families, that of the local community and society at large. Sudarshan has adopted many villages near by Sutarwadi, and CSR team is closely working with the villagers through various Sudha programmes and activities. The Composter project in association with Innora is bettering environment in the village interiors. Cleanliness drives are being arranged to make surrounding area hygienic. Under Sudha woman empowerment programme women have shown amazing leadership qualities. Many women are undergoing trainings and creating value by employing various skillsets, thereby developing and attitudinal shift within the village.

Enabling people to create value, encouraging education, effecting a sustainable and healthy environment, Sudarshan is contributing towards building a better life on Earth.”



**Vikas Nimbalkar**  
Senior Executive  
Research & Development

“The concept of Corporate Social Responsibility has evolved over the years. It is today considered a vital part of the strategic business of large corporations. CSR is a way of conducting business. It enables the employees of corporate entities to become responsible citizens, who together can cause a greater common good for the society. In Sudarshan this movement is structured well, and promotes women empowerment for gender equity, tree plantation for building greener Earth and digitally equipped citizens for educational equity. SUDHA inspired me to voluntarily plant and regularly maintain trees at my native place.

I congratulate the SUDHA CSR team & wish them a grand success.”



**Manoj Bankar**  
DGM, Technical Service, PTS

“I am proud of being a part of Sudarshan, a socially responsible organization that has improved people’s lives through its CSR activities. We at Sudarshan focus on enhancing living conditions of the underprivileged local communities around our R&D facility. I could myself experience the benefits of this programme when I visited Gawaliwada village. Due to non-availability of potable water, the villagers would have had to shift to other places. So we constructed a well and handed it over to the villagers with the help of the local Grampanchayat. A small but significant support given to the villagers has not only prevented their relocation, but has brought relief to hundreds of villagers.”



### VIEWS OF MAHAD PLANT EMPLOYEES



Mr. Anand Rahatekar (3rd from left)  
(Senior Manger (Industrial Relation))

#### My engagement with CSR activities of Mahad: A memorable experience

“The Mahad CSR activity has been on the roll since November 2017. I am closely associated with the activities since my deputation to the town where significant activities have taken place in the domain of education, environment, lifestyle, women empowerment & rural development.

SUDHA has transformed my life and my attitude towards it. Earlier, I would celebrate my birthday all by myself; however, SUDHA has opened up my life to welcome newer and have inclusive celebrations. I invested my birthday with the underprivileged and tribal kids of Raigad Zilla Parishad School at Shel, distributed sweets & snacks on the occasion, shared happiness, joy with the team of teachers and students. For the first time I witnessed a programme that trained the villagers on meson work, and successfully received certifications from the National Skill development Corporation of India. CSR gives us a platform to serve for a larger society and not just us and our family. I am sure this will bring transformations not just in my life but others too.”



Sushil Kumar (2nd from left)  
Senior Executive–Security & Admin

#### Household waste management through drums is first of its kind in Mahad

“I was little curious and interested to know various CSR activities at Mahad. Along with my colleague Mr. Mohan Chavan, I visited Shel Adiwasiwadi hamlet, just 3 KM from our Mahad plant. I was totally surprised to see that each household had drums exclusively for green waste management. It was heartening to see that villagers were employing the simple, innovative idea of manufacturing compost from wet waste. This is one of rare & first such initiative in Mahad region, which will set an example for neighbouring villages to deploy such initiatives which help keep villages clean and tidy.”



Sudhir Lokhande (first left )  
(General Manager– Works)

#### CSR is heading from compliance to commitment

“Sudarshan has been involved in social initiatives from the eighties with the opening of school in Roha when there was paucity of quality educational institutes. Team CSR has done substantial work in the area of education, environment, women empowerment, ideal tribal hamlet development and more. No wonder it has received Golden Peacock, India CSR, & very recently Golden Winner Award for the impacting many lives through humanitarian initiatives in last few years.

Sudarshan has recently sponsored the construction of Anganwadi & infrastructure for 38 underprivileged tribal kids at Shel. I feel very happy that we are working at the bottom of the pyramid at grass root level uplifting lives of tribals who are struggling for basic needs.”



Vicky Phale  
(Junior Executive – IR & Admin)

#### Satisfied with donating blood to save lives

“Whenever I have got opportunity, I have donated blood to save lives. This year I donated blood along with 54 colleagues from Mahad. During the registration process I was first to register for the donation & boosted the moral of my colleagues to donate more. Thanks to Team CSR coordinating well to made us comfortable while donating blood & Team Sasoon blood Bank to follow all the necessary steps to organize successful blood donation camp through CSR across all locations of the Sudarshan.

It's been my childhood dream to engage in social activities and I try to help people whenever I get opportunity personally & through CSR activity at Mahad & Roha. I feel its worth if life time to save as many as lives we can as possible with blood donations.”



## CSR INITIATIVE



### The School Wall Compound

Raigad Zilla Parishad School, Shel, Dist. Raigad

ZP School at Shel village had no compound, due to this snakes, cattle's and stray dogs use to spot in the school premises very often. Apart from this antisocial element use to spend their time with playing cards & drinks during summer vacation. Since the school premises are surrounded with agrarian land & do not have road approaching the school it became more vulnerable for being insecure for children. Hence during the school visit all these problems were identified with the help of school & decision was taken to construct school wall compound through CSR initiative.



### Fishing Net For Tribal Community

Livelihood Source

CSR intervention area of Roha & Mahad (Tribal Hamlet) their main source of income is through daily wages and some families are in to fishing in fresh waters of the vicinity. However, during need assessment, it was noticed that they are struggling with good nets & proper knowledge about the variety of fish & it expanding markets. Therefore, tribal were given training for the fishing with distributing fishing nets to increase their catchment area so that they can survive with earning their livelihood.



### Construction of Anganwadi

Shel, Tribal Hamlet

During one of the need assessments of the tribal hamlet of Shel it was identified that hamlet has 37 kids below the age group of six but had no place for the KG OR for play group nor having Anganwadis. If foundation of education through Anganwadis is not taken care, then the future of 37 kids was in danger. Mainstream society keeps blaming tribal kinds are not interested in study, but they ignore the lack of basic amenities in their neighborhood. Hence, we took the decision to address this need on urgent basis with getting nods from local government institutions.



### Distribution of Smokeless Chulas

It has been noticed that women, sometimes men from tribal community spend considerable amount of time in collection of firewood in the summer. Due to this they were wasting their own productive time, cutting trees to meet their firewood demand, increasing population was increasing the Burdon on local forest resources. So, to minimize their use of firewood with effective tools decision was taken to distribute the smokeless chulas for entire tribal hamlet of Shel.



## ORGANIC FARMING: FARMERS' APPRECIATION



A survey conducted by SUDHA in collaboration with INORA, revealed that the farmers had witnessed more than 30% increase in production, and 80% of the farmers have now been following organic farming.

Sudarshan has envisaged as a movement to involve the company and the community in which it operates to create better living standards and safeguard the environment.

SUDHA has been guiding the farmers across Mulshi to conduct farming through organic methods. No chemicals, and Absolutely No fertilizers. After three years of switching over to the environmentally harmonious way of farming, a survey conducted by SUDHA in collaboration with INORA, revealed that the farmers had witnessed more than 30% increase in production, and 80% of the farmers have now been following organic farming. The farmers were extremely happy with the quality as well as the quantity of production. The farmers feel proud that they have adopted the latest trend for organic production, which fetches a better price for their toil and earns recognition for providing the best quality produces.

This change in their mindset has also influenced them to recycle the agricultural waste to create compost, rather than letting it burn thereby polluting the air and adversely affecting the hygiene. This has resulted in a stark reduction in the epidemics that would otherwise set-in during monsoon. Better ways lead to better lives. 150 farmers are certified under PGS as organic farmers.

For doing exemplary work in Organic Agriculture and Cattle Care farmer groups from Gaddavne and Ambadvet was awarded with trophy, Certificate and cash reward under ATMA (Agricultural Technology Management Agency) scheme.

The award was presented on the 20th of January 2019 at the Krushik Agri Exhibition 2019 in Baramati which was organized by Agriculture Development Trust's Krishi Vigyan Kendra, Baramati. This was the 4th edition of the Krushik Agri Exhibition. Mr Rajendra Pawar - Chairman of Agriculture Development Trust, Mr Anil Bansode - Joint Director of ATMA Pune, Mr Naval Kishore Ram - District Collector Pune, graciously conferred the award to the farmer groups. Mr Anil Deshmukh, Project Director of ATMA and Ms Poonam Khatavkar, Sub-Operations Director of ATMA were also present during the award ceremony.

Teams from Sudarshan's SUDHA and Know How Foundation-INORA are doing commendable work in making sure that the farmers are aware of the various government schemes under ATMA and receive the benefits of it.





# AWARDS



## Global CSR Award

Sudarshan has received Global CSR Award 2019 in Gold Category for an outstanding achievement in implementing CSR Programme for strengthening core business with Social Commitment.

# MEDIA COVERAGE

## संगणकीय शिक्षण काळाची गरज - माधुरी सणस



संगणकीय शिक्षण हाच आहे आजच्या काळाचा गरज. संगणकीय शिक्षण देऊन मुलांना संगणकीय शिक्षण देऊन त्यांच्या जीवनात बदल घडवून आणणे ही आहे माधुरी सणस यांच्या संस्थेची धोरण नीति. संगणकीय शिक्षण देऊन मुलांना संगणकीय शिक्षण देऊन त्यांच्या जीवनात बदल घडवून आणणे ही आहे माधुरी सणस यांच्या संस्थेची धोरण नीति.

## आदिवासींचे प्रश्न प्राधान्याने सोडवू : प्रांताधिकारी विठ्ठल इनामदार



आदिवासींचे प्रश्न प्राधान्याने सोडवू : प्रांताधिकारी विठ्ठल इनामदार. आदिवासींचे प्रश्न प्राधान्याने सोडवू : प्रांताधिकारी विठ्ठल इनामदार. आदिवासींचे प्रश्न प्राधान्याने सोडवू : प्रांताधिकारी विठ्ठल इनामदार.

## पाण्यासाठीची वणवण थांबणार

### अंबडवेतच्या गवळीवाड्यासाठी सुदर्शनकडून डोंगरावर विहीर



अंबडवेत गवळीवाडा (स. पुणे) : सुदर्शन डोंगरावर गवळीवाडासाठी पाण्यासाठीची वणवण थांबणार. सुदर्शनकडून डोंगरावर विहीर बांधण्यात येणार आहे.

## आदिवासींचे प्रश्न सोडवू

### प्रांत. विठ्ठल इनामदार



आदिवासींचे प्रश्न सोडवू : प्रांताधिकारी विठ्ठल इनामदार. आदिवासींचे प्रश्न सोडवू : प्रांताधिकारी विठ्ठल इनामदार.



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- Development of Pre-Primary i.e. Anganwadis
- Construction of boundary Wall to Rural School
- Skill Development Courses for Rural Youth
- Organic Certification of Farmers – 2nd Step
- Making digitalization of rural school

