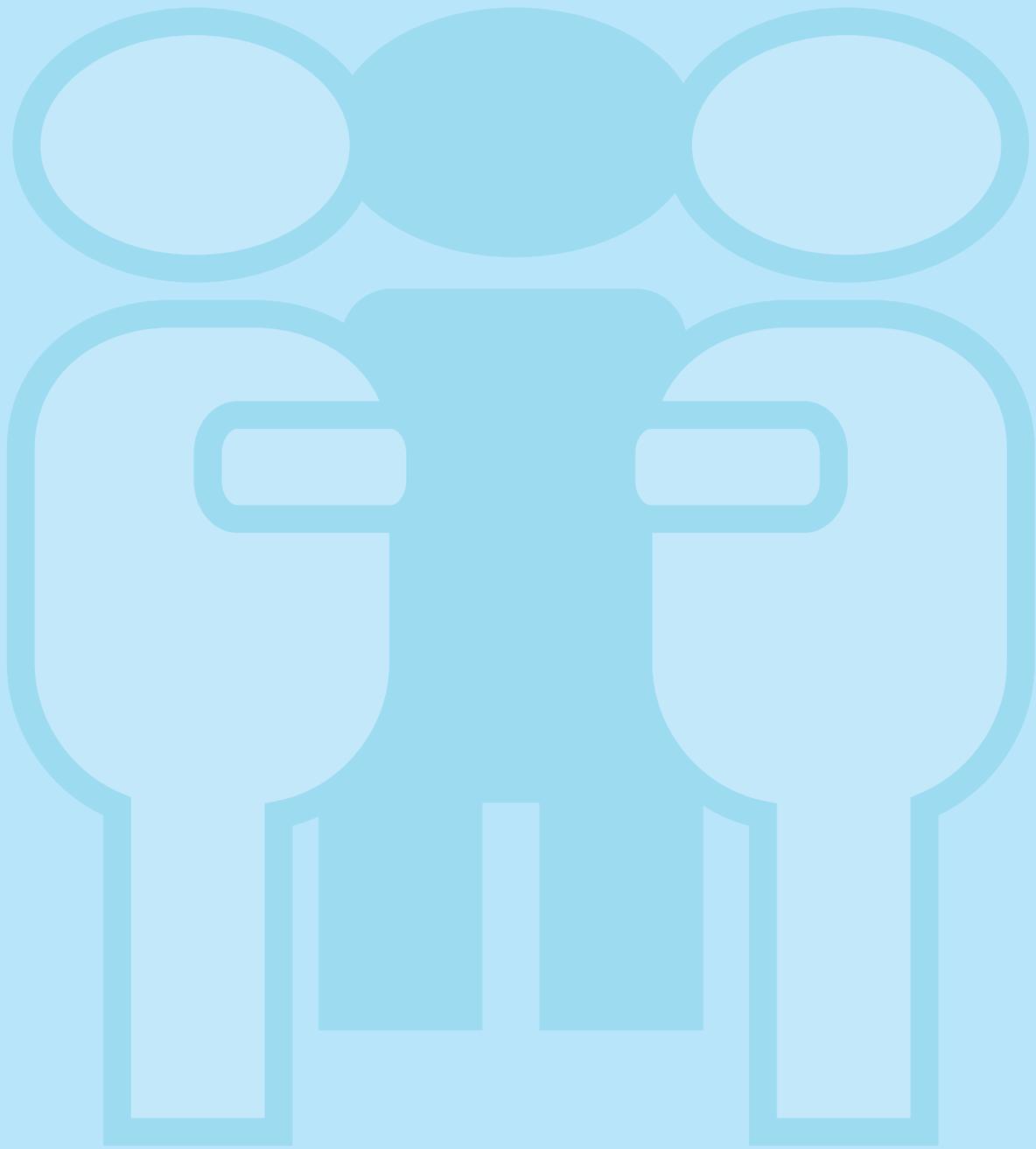


ANNUAL REPORT

2012-2013



PARTNERS IN CHANGE
Making Corporate Social Responsibility Your Business



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CONTENT

JOINT MESSAGE FROM THE PRESIDENT & CHIEF EXECUTIVE	1
ABOUT US	2
LIST OF PROJECTS FOR THE YEAR 2012-13	3
OXFAM PROJECTS	3
Ethical Assessment of Companies	3
Corporate Engagement Strategy – Assessment of 15 sectors	3
Women in Business - A Study of Top 100 BSE Companies.....	3
ARTHRITIS FOUNDATION OF INDIA PROJECT	4
Public Health Awareness Camps	4
AGA KHAN DEVELOPMENT NETWORK PROJECT.....	4
Corporate Landscaping Study	4
CAIRN INDIA PROJECT	5
Community Needs Assessment	5
ASSOCHAM PROJECT	5
Assocham - CSR Excellence Awards 2012.....	5
CHRISTIAN AID PROJECT	6
Status of Affirmative Action in Listed Companies in India	6
CORDAID PROJECT	6
Publication on NGO-Business Partnerships	6
JUBILANT BHARTIA FOUNDATION PROJECT.....	7
Social impact assessment of CSR initiatives of Jubilant Bhartia Foundation in Gajraula, Uttar Pradesh.....	7
TATA HOUSING DEVELOPMENT COMPANY PROJECT	7
Stakeholder Mapping and Need Assessment.....	7
OUR WAY FORWARD	7
OUR CREDIBILITY ALLIANCE COMPLIANCE REPORT.....	8
PiC Team Members.....	10
Accountability and Transparency	14
ACCOUNTS FOR 2012-13	15
Financial Overview	16
Auditors Report.....	17

OUR VISION:

We envision a world where improving the quality of life of disadvantaged people, communities and the environment is recognized and practiced as an essential part of doing business.

OUR MISSION:

We partner with business communities and those impacted by business to enable responsible business practices and to remove obstacles that limit sustainability and inclusive growth in the society.

OUR VALUES:

We have condensed our organizational drivers into four key elements: ethics, empathy, entrepreneurship and excellence:

ETHICS:

We will continue to maintain and promote high standards of ethical behavior in our interactions with all our stakeholders, internal and external.

EMPATHY:

We will always promote empathic participation of all our stakeholders in equitable and sustainable development, be it business, government or civil society.

ENTREPRENEURSHIP:

We will strive to help partners in developing innovative solutions for implementing responsible business practices.

EXCELLENCE:

We will promote an organizational culture that internalizes excellence through continuous learning and knowledge sharing.

JOINT MESSAGE FROM THE PRESIDENT & CHIEF EXECUTIVE

From its inception in Delhi in 1995, Partners in Change has focused its energy and directed its work towards promoting and facilitating the uptake of responsible business practices. The last few years in India have seen an upsurge in the quality of the discussion and even the strategic implementation of more responsible business operations. Some of the drivers can be traced to the changing economic environment, the expectations of international business standards through soft laws such as the Global Compact and investor pressure. But in India, the principal driver has been the government and its regulatory bodies.

The concrete progress made in the area of Corporate Social Responsibility recently has continued in 2012-13. In August 2012, the Stock Exchange Board of India (SEBI) mandated Business Responsible Reporting (BRR) for the top 100 listed companies on the two major exchanges, the Bombay Stock Exchange and the National Stock Exchange. As a result, the first set of reports are now in public domain. These reports use as their structure the National Voluntary Guidelines on the Social, Environmental and Economic Responsibilities of Business. As such, the nine principles promoted by the Ministry of Corporate Affairs in 2011 have found an innovative use by this first example of mandated reporting in India. As one of the drafting members of the NVGs, PiC is proud of this step forward.

PiC continues to advance its mission "to enable responsible business practices and to remove obstacles that limit sustainability and inclusive growth in the society." Over the past year, we have advanced our mission by working on a number of different projects. Our work with large Indian companies has increased, in the roll out of need assessments, impact assessments and stakeholder mapping. We have worked in ten states to assess work done by companies in the area of CSR.

We have also partnered with several large NGOs to assist them with their corporate engagement strategies. In addition, our research work has led to three publications, one of which is already in public domain. A study on the Status of Affirmative Action in Listed Companies in India targeted the top 150 companies ranked by Bombay Stock Exchange (BSE) as of 31st March 2011 and attempted to engage them in a meaningful conversation on Affirmative Action initiatives within the company.

We have seen changes within Partners in Change during the last fiscal year. As of the AGM 11-12, Mr Ravi Narayanan has taken over as Chairperson of the Governing Body. He has been associated with PiC from its origins in 1995 and he brings to the organization his international experience in managing development work, especially in the area of water. He works closely with the Chief Executive and the PiC team. The latter continues to be strengthened with a new Programmes Manager and new staff.

The new year promises a continued evolution of PiC. We look forward to being a key player in the area of CSR as the subject continues to professionalize and be integrated into business practices in India.



Ravi Narayanan



Laura Donovan



ABOUT US

PiC was established as a not-for-profit organization in 1995 specifically to promote CSR in India. We have been a pioneer in building awareness and capacity. We make it easier for companies to become partners in development by promoting partnerships among business, disadvantaged communities, development initiatives and government.

We collaborate both with the donor community as well as with companies, NGOs, business associations, governments and both national and international civil society organizations and networks on a wide range of innovative programmes and projects for promoting the practice of CSR for the all-round sustainable development of the society.

Our team also works with development organizations, advocacy groups, management institutions and student bodies for promoting and integrating CSR education and research among the business leaders of tomorrow.

We strongly support, promote and adhere to the principles of good governance and public disclosure set up by Credibility Alliance.

OUR SERVICES INCLUDE:

❖ Community Development Work:

- o Works with NGOs to build capacity for managing projects
- o Helps companies with community work
 - Baseline studies
 - Stakeholder mapping
 - Need assessments
 - Impact assessments

❖ Partnerships: Market Linkages

- o Offers technical support to NGO-Business partnerships
- o Builds capacity of NGO partner
- o Assists in the set-up of social businesses based on existing projects

❖ CSR Strategy: including for SMEs

- o Offers CSR training to management and employees
- o Provides feedback on existing structures and gaps
- o Carries out assessments (tool based on National Voluntary Guidelines)
- o Prepares reporting
- o Sets up indicators

❖ Advocacy:

- o Participates in government-level working groups
- o Intervenes at business schools to teach students

❖ Research:

- o Mining sector
- o Garment sector
- o Paper & Pulp sector
- o Supply Chain issues: F&B / Tea / Coffee / Timber
- o Human Rights
- o Affirmative Action
- o CSR Status Reports
- o Environment

PiC is based in New Delhi.

LIST OF PROJECTS FOR THE YEAR 2012-13

OXFAM PROJECTS

Promoting Sustainable and Responsible Mining

PiC has prepared a Sustainability Index for Mining Ventures (SIMV) whose aim is help in making mining companies and their local communities aware of each other's perspectives and problems. It seeks to address/manage the issues of the community and at the same time help in formulating best practices for the company.

The index for mining venture has two parts: a company index and a community index. The mining index for the company is applicable to all mining companies, not size or mineral specific. The index has been formulated with an advisory council of experts, as well as by interacting with communities and CSOs, via consultations and seminars. It has been pilot tested in five mining companies and communities as well.

A user manual/guide to SIMV has been prepared to simplify index for company and community both.

Ethical Assessment of Companies

For this project, PiC conducted an ethical assessment of the top 50 companies listed in India. The work included assessing the companies on the basis of their governance practices, transparency in the organization, various policies and practices followed by the company in relation to CSR, human rights, employees, environment, health and safety etc.

The assessment looks at the various options available for partnering with the companies through their activities. The study also tries to analyze the partnering risk associated with the company based on the public perception, the nature of the activity of the company, practices followed within the company etc.

Corporate Engagement Strategy –Assessment of 15 sectors

This project is in continuation to Oxfam Ethical Assessment (Feb-June 2012). Oxfam India asked PIC to develop a database with the screening of 50 companies. Based on the results and analysis of this initial screening, Oxfam then wanted the support of PIC in its development of a more comprehensive strategy for its corporate engagement which will include developing a list of 125-150 companies. A short-term project was carried out to allow the Oxfam senior management team to develop and present a strategy to its governing board.

Women in Business - A Study of Top 100 BSE Companies

The study attempted to discern the present situation of gender disparity at senior corporate level. In India, women are still considered as good management options but poor bets when it comes to core management at the most senior level of companies.



ARTHRITIS FOUNDATION OF INDIA PROJECT

Public Health Awareness Camps

In this project, both AFI and PIC organized Preventive Mission for Bone & Joint Health Program in two different parts of New Delhi on 9 and 23 March, 2013 with the help of Dr. Akshay Saxena and Dr. A.K. Siddiqui. These camps were organized in low socio economic areas of New Delhi:

- ❖ Daryaganj - The Camp was attended by more than 300 people.
- ❖ Kalyanpuri- The Camp was attended by more than 200 people.



Benefits:

- o More than 500 people especially from underprivileged sections participated in these camps who were unaware of these diseases and its causes.
- o People from low-income and populated areas came to the camp because it was easily accessible and cost-effective for them.
- o The camp created an opportunity for doctors and public to interact and clear their doubts.
- o Following the free check up and diagnosis, free medicines were also provided.
- o The camp spread awareness about the diseases.
- o It helped to find out if such kind of camps will be successful in future.

AGA KHAN DEVELOPMENT NETWORK PROJECT

Corporate Landscaping Study

This study focused on presenting a comprehensive picture of corporate philanthropy in India which can be used by AKF to initiate and implement its corporate engagement strategy. For the purpose of this study, a universe of 129 companies was reduced to 60 companies based on Aga Khan's priorities and then a 'Partnership Guidelines Form' was filled for each of these 60 companies, with basic information of the company, information about CSR and also the governance, ethical and reputational issues of a company. Based on these forms, each company was ranked keeping in mind the Aga Khan preferences and also various trends have been established in CSR in India.

CAIRN INDIA PROJECT

Community Needs Assessment

Gujarat is one of the most important areas of operations for the company, with around 180 villages across six districts in its pipeline area.

The main objectives of the studies undertaken were to :

- ❖ Profile the villages under study and detail their characteristics and the existing circumstances
- ❖ Identify and map the stakeholders (who could influence business or be influenced by the business) for mutual understanding and smoothness and efficiency of the project
- ❖ Identify and assess the needs of the community to design activities for their development by understanding the local issues and challenges
- ❖ Find synergies between the business model and the needs of the community



ASSOCHAM PROJECT

Assocham -CSR Excellence Awards 2012

ASSOCHAM has chosen to base its review and evaluation of a company's commitment to CSR on the National Voluntary Guidelines for the Social, Environmental and Economic Responsibilities of Business 2011. These guidelines, developed by the Ministry of Corporate Affairs in consultation with numerous stakeholders including PiC, broadly lay down the basic requirements for businesses to function responsibly and successfully achieve its triple bottom line objectives. To promote the CSR among the industries and in corporate world, ASSOCHAM institutionalized the CSR Excellence Awards.

Within the Awards process, PiC was responsible for the following:

- ❖ Preparation of the questionnaire and brochure
- ❖ Collection of company responses
- ❖ Shortlisting of companies based on the numerical scoring of each application
- ❖ Field assessments of the shortlisted companies based on the principles of the National Voluntary Guidelines.
- ❖ A 2-page summary report of each company assessment to the jury
- ❖ Presentation of the results to the jury members at the meeting convened by Assocham



CHRISTIAN AID PROJECT

Status of Affirmative Action in Listed Companies in India

The research study targeted the top 150 companies ranked by Bombay Stock Exchange (BSE) as of 31st March 2011 and attempted to engage them in a meaningful conversation on Affirmative Action initiatives within the company.

Questionnaire, interview method, observation and case study methods were used to conduct a firsthand study with HR, CSR, procurement and marketing departments of the company to get data on following seven sections/domains and parameters:

Sl. No.	AA in Seven Sections/Domains	Seven Parameters for Each Section
1	Company Information	Governance
2	Workplace	Awareness & Training
3	Supply Chain Initiatives	Stakeholder Engagement
4	Market Place Initiatives	Activities & Plans
5	Community Initiatives	Monitoring & Evaluation
6	Sectoral Analysis	Reporting and Disclosure
7	Public Policy	Issues & Challenges

This study provides a baseline data on affirmative action in top listed companies of the country and PiC intends to undertake review studies at regular intervals in the future. Such studies will not only help document the progress of the movement, they will also act as the conscience of the corporate sector, constantly reminding them of their responsibilities and of stakeholder expectations.

The study was followed with two consultations - a launch where all the stakeholders were invited while a second consultation was meant only for companies which was attended by 60 participants.

CORDAID PROJECT

Publication on NGO-Business Partnerships

Changes in the funding scenario in India have meant that NGOs need to explore new sources of funds to continue and expand their project work on the field. One identified source of revenue is companies through their work on business responsibility. However, the relationship between companies and NGOs is more complex than the traditional donor-NGO relationship. As a result, Cordaid requested PiC to prepare a short publication that provides a roadmap to NGOs for building successful partnerships with business, either in the framework of a CSR project or for other market linkage projects.

JUBILANT BHARTIA FOUNDATION PROJECT

Social Impact Assessment of CSR Initiatives in Gajraula, Uttar Pradesh

The objectives of the projects were to understand and analyse:

- ❖ The visibility of the company among the community members
- ❖ The outlook and feelings towards the company among the stakeholders
- ❖ Community inclination towards education, general economic well, changes in values, sense of security & quality of life



TATA HOUSING DEVELOPMENT COMPANY PROJECT

Stakeholder Mapping and Need Assessment

The purpose of the stakeholder mapping was to identify various stakeholders of the new housing project in Gurgaon, Haryana. The purpose of the need assessment study was to understand the needs and challenges of the communities residing in the vicinity. Such an understanding will help Tata housing strategize its corporate responsibility activities in a manner that integrates the company's CSR vision with the communities' needs, paving the way for holistic development of the marginalized and deprived sections.



OUR WAY FORWARD

Our strategic plan for the next year has been developed in order to provide a disciplined approach to the management of the organization. It will provide a framework against which our progress will be measured.

We focus our work on our existing core strengths by:

- ❖ **Assisting businesses in strengthening their work in CSR**
 - o We carry out consulting missions that include need assessments, stakeholder mapping, impact assessments, capacity building, baseline studies and CSR strategizing
 - o We conduct research that advances an understanding of weak points in CSR policy and lack of traction within business
- ❖ **Promoting partnerships between NGOs and business to improve the economic situation of NGO members sustainably (ensuring both entities benefit)**
 - o We work with donors to support market linkages and other economic development projects between NGOs and companies
 - o We work with companies to expand their work with grassroots-level organizations promoting local development
- ❖ **Contributing to the promotion of CSR**
 - o We participate in national and international level fora, strengthening CSR and sustainability
 - o We work with business associations and international agencies in India to promote awareness and understanding
 - o We promote the understanding of CSR to future business leaders during their studies
 - o We nurture and grow our knowledge capital concerning CSR. Staying abreast of evolving trends is directly correlated to our impact as consultants.





OUR CREDIBILITY ALLIANCE COMPLIANCE REPORT

PiC has been a member of the credibility alliance since 2005. We adhere to the norms prescribed for good governance of voluntary organizations. The alliance promotes good governance and public disclosure and it is a consortium of voluntary organizations in India, committed towards enhancing accountability and transparency in the voluntary sector through good governance.

Partners in Change Registration

- ❖ Registered as an NGO under the Indian Societies Registration Act, 1860. (Regn. No. S/27252 of 1995 dt. 11th January 1995, with the ROC Delhi Administration, Delhi).
- ❖ Under Section 12A of the Income Tax Act, 1961 with the DIT (Exemptions) (Regn. No. 661 dated 12.12.1995, DIT (Exemption/95-96/P-456/95/661).
- ❖ Under Section 6(1) (a) of the Foreign Contribution (Regulation) Act, 1976 (FCRA Reg. No. 231650962).
- ❖ Memorandum of Association and Rules and Regulations of the Society are available on request.

Our Banker

ICICI Bank Limited
Greater Kailash Part-1
New Delhi-110048

Our Auditor

Adeesh Mehra & Co.
Chartered Accountants,
7/3 2nd Floor Jangpura Extension, New Delhi-110014

Details of Governing Board Members

Name	Age	Gender	Position on board	Occupation	Meetings attended
Ravi Narayanan	75	Male	President	Ex-Chief Executive WaterAid UK	3/3
S.V. Sista	82	Male	Member	Founder/Executive Trustee, Population First	3/3
Pushpa Sundar	72	Female	Member	Former Chairperson Winrock International, India and independent author	3/3
Bharat Patni	65	Male	Member	Consultant	3/3
Bhuwan Chaturvedi	65	Male	Member	Independent Director and Adviser	3/3
Jyotsna Bhatnagar	43	Female	Member	Head CR, BP India	2/3
Saurabh Johri	38	Male	Member	Observer Research Foundation	2/3
Laura Donovan	48	Female	Member/Secretary		3/3

- ❖ None of the governing board members is related.
- ❖ The governing body met thrice in the financial year 2012-13: on 3 August 2012, 20 November 2012 and 26 March 2013.
- ❖ The minutes of the meetings of the governing board have been documented and circulated.
- ❖ A board rotation policy exists and is being practiced.
- ❖ The governing board approves programmes, budgets, the annual activity report, and audited financial statements.
- ❖ The governing board ensures the organization's compliance with existing laws and regulations.

Human Resources Policy

PiC has a clear and well-structured Human Resources Policy to inform team members about their rights and obligations. The HR policy documents current organizational practices and norms in a standardized format for user-friendly reference. It contains the key policies, goals, benefits and expectations of PiC. The document is seen as evolving and dynamic and is open to additions and amendment according to the changing needs of the organization and its staff.

The HR Policy also included specific policies affecting team members such as:

- A. Diversity Policy (Affirmative Action / Disabilities / HIV-AIDS)
- B. Sexual Harassment Policy
- C. Grievance Redressal System
- D. Whistleblower Policy



PiC Team Members



LAURA DONOVAN

Chief Executive

laura.donovan@picindia.org

Laura has over two decades of experience in academia, finance and development work. She joined PiC to take up the management and strategy functions in expanding the organization's work in CSR. She has seven years of experience in India in the areas of microinsurance and micro-enterprise, working both at the grassroots level setting up small businesses and as an advisor to NGOs, including SEWA, on strategy and implementation of business plans. As Senior Consultant at MIA, Laura handled a number of international consulting assignments as primary technical expert and project manager.

Previous to India, she worked in France in the finance sector for several years, in the area of CSR / sustainability. As part of an asset management company, she advanced the integration of social and environmental risk issues into portfolio management. Working at the headquarters of AXA, France's largest insurer, she designed and deployed a self-analysis exercise for assessing existing sustainable development practices. She set up action plans for 20 subsidiaries based on group objectives. Her work in CSR led her to intervene in international groups (liaised with UNEP-FI in the set-up of the new insurance working group), present at numerous conferences and publish in books and reviews as well as co-creating the first two annual sessions of the European Forum of Responsible Investments (over 300 participants from asset management and representatives from numerous MNCs).

This work on CSR followed 10 years of teaching and training in universities and companies in the United States and France. An American citizen, Laura holds an MBA from Reims Management School in France and has done doctoral work in English Literature.



BHOMIK SHAH

Programme Manager

bhomik.shah@picindia.org

Bhomik is in charge of programmatic implementation whilst also working closely with project teams, partners and stakeholders. He has over six years of experience in the development, media and communications sectors. He has worked with WWF-India, as Senior Programme Coordinator, where he handled projects on environmental reporting, responsible trade practices, supply chain greening, SME capacity building, forest-based enterprises and corporate engagement. He also represented WWF-India at the Global Forest & Trade Network. Bhomik has worked closely with top pulp and paper companies in India, as well as with MNCs sourcing raw material and products from India. He was appointed as the team lead to develop an eight year strategy for the Global Forest & Trade Network-WWF, under their Market Transformation Initiatives (MTI).

Bhomik has extensive experience working with grass-root level NGOs to implement CSR projects for leading business houses in a range of sectors including finance, IT, cement, steel and iron, and textiles. His entrepreneurial skills have helped him devise feasible business plans for community based enterprises in North East of India and Rajasthan, and he has won national B-Plan competitions at the Indian Institute of Management (IIM) Ahmedabad and Bangalore for his ideas on providing energy to remote areas. Bhomik's considerable experience also includes working as a TV journalist for three years during which time he reported on social issues and environmental problems. Bhomik holds an MBA in Environment Management from Indian Institute of Forest Management, Bhopal, Madhya Pradesh.



DR. ARCHANA SHUKLA

Research Specialist- Documentation & Programme Management

archana.shukla@picindia.org

Dr. Shukla is working with PiC as a research specialist, and has undertaken a wide variety of projects for the organization. This has included such projects such as a status report on Affirmative Action, MDG reports and the production of guidelines and advocacy material for inclusive growth and human rights. Archana has recently led all work on Promoting Sustainable Mining, involving the design of a holistic mining index, its pilot testing with companies, and a documentary covering mining issues. In addition, she has managed various other projects, including impact assessments, stakeholder mapping exercises, needs assessments, baseline studies, and trainings / workshops. Dr Shukla is also involved in multi-stakeholder advocacy activities incorporating the government, corporate sector, CSOs and the community. She was awarded both her MSc and PhD (in Anthropology) from the University of Delhi.



DR. SWARUP DUTTA

Project Manager

swarup.dutta@projects.picindia.org

Dr. Swarup Dutta has recently joined PiC as a Project Manager. He was previously employed as a Commissioning Editor for Routledge, Taylor & Francis Group, a leading social science publisher. Dr Dutta has also worked as an Associate Fellow for the Council for Social Development, New Delhi. Here his work included a Socioeconomic Impact Assessment of BT Cotton Cultivation in India, a collaboration with the Bhartiya Krishak Samaj, as well as National Food Security Mission – an Impact Assessment, funded by the Planning Commission. His research interests lie in social development, sustainable development, technological innovation, environment, agriculture and food security. Swarup took his MPhil and PhD at the Department of Anthropology, University of Delhi and has been appointed as a guest lecturer in the School of Environmental Studies, University of Delhi delivering lectures on technology, society and environment.



SUNANDA PODUWAL

Project Officer

sunanda.poduwal@projects.picindia.org

Sunanda has recently rejoined PiC as a Project Officer after a spell with Ernst & Young. She has previous experience with KPMG India, where she worked in their taxation division for over a year. Sunanda has also worked with The Economic Times, India's biggest business daily. During her stint with the publication, she wrote extensively on corporate profiles, business trends and HR practices. She is a graduate of Delhi University in commerce and holds a PG diploma in journalism.





DIKSHIT SALUJA

Programme Associate

dikshit.saluja@projects.picindia.org

Following an internship undertaken during his MBA, Dikshit has joined PiC as a Programme Associate, supporting the successful completion of projects with donors and clients. Prior to his studies, he worked in Kotak Mahindra Old Mutual Life Insurance Company as an insurance agent. He also worked with Moksha Business Solutions as a senior sales advisor. During his Post Graduation, he completed an internship with the Department of Public Enterprises and also with the Centre of Media Studies where he was a part of the environment team for the project on HSBC's environment week 2011. Dikshit is a graduate of Delhi University in commerce and holds a PG diploma on Sustainable Development Practices from BIMTech.



SEBASTIAN TAYLOR

Project Officer

sebastian.taylor@projects.picindia.org

Sebastian is currently working with PiC as a Project Officer. Following his postgraduate studies, he has gained research experience working in Sri Lanka, with the Centre for Poverty Analysis, and at home in the UK with both a human-rights based NGO and in the Asia Programme of the prominent international relations think-tank Chatham House. In addition to this, he has over 3 years of experience in the private sector, working in the field of intellectual property rights. Shortly prior to his joining PiC, he completed a PRINCE2 Project Management qualification in the UK, and hopes to make the transition into this arena from research. Sebastian holds an MSc in Development Studies from the School of Oriental and African Studies (SOAS), London, and is a graduate (BA) of the University of Nottingham.



BATSAL MALLA

Chief Financial Officer

batsal.malla@picindia.org

Batsal is currently responsible for both the finance and admin functions of PiC. Batsal has over 26 years of experience in leadership positions, particularly in the areas of finance, HR, procurement and general administration in multi-sector development organizations of national and international repute. This experience includes over two years in NDDDB's oilseeds projects in Orissa and Rajasthan, five years in IFAD's livelihood project in North-East India and four years in the World Bank-assisted food & drugs capacity building project in with the Ministry of Health & Family Welfare, GOI. He also served as an international procurement specialist with IFAD, Rome to support the government of Nepal in awarding three major contracts, and served as visiting faculty at Xavier Institute of Management, Bhubaneswar. Batsal is a commerce graduate from Utkal University, a graduate in accounting from ICWAI, and holds a rural management degree (MBA) from IRMA, Anand.



RAJEEV RAJAN CHAUDHARY

Accounts Officer

accounts@picindia.org

Rajeev is looking after the accounts. He has over 16 Years of Working Experience in NGO sector in the Accounts Department. He also worked as a Sr. Accountant with "Institute of Social Studies Trust", an NGO at India Habitat Centre, New Delhi for almost 13 years. Rajeev is a Commerce Graduate from T.M. University, Bhagalpur, Bihar. And he completed 3 Years of training as Article ship as per Rule under ICAI.



PRAVEEN KUMAR GIRI

Senior Office Assistant

Praveen has been associated with PiC for almost 5 years. He takes care of all the miscellaneous office work.



MAHENDER ARYA

Senior Office Assistant

Mahender has nearly 14 years of experience and has worked as an office assistant with organizations including Action Aid India and SAO. He has been associated with PiC since January 2006.



MD. RASHID

Driver / Office assistant

Rashid has been associated with PiC since the past 5years. He assists the office staff in official work.



Accountability and Transparency

The organization is accountable and transparent to the community served, the state, the public, donors, staff, and volunteers and concerned others.

- ❖ No remuneration, sitting fees or any form of compensation has been paid since the inception of the organization, to any board member/trustee.
- ❖ Reimbursements have been made to board members to attend board meeting towards travel expenses: Rs 55,845 during the financial year.
- ❖ The Chief Executive's remuneration: Rs 18,88,420/- per annum.
- ❖ The remuneration of three highest paid staff members:
 - o Rs 7,34,208/- per annum
 - o Rs 7,20,000/- per annum
 - o Rs 5,42,976/- per annum
- ❖ Remuneration of the lowest paid staff member: Rs 2, 22,480/- per annum

Staff Details (as on 31 March 2013)

Gender	Paid Full Time	Paid Part Time	Paid Consultants	Unpaid Volunteers
Female	2	Nil	5	Nil
Male	8	Nil	11	1

Salary Distribution of Staff (as on 31 March 2013)

Slab of gross salary per month (in Rs) plus benefits paid to the staff	Male	Female	Total
Less than 5,000	-	-	-
5,000-10,000	-	-	-
10,000-25,000	3	-	3
25,000-50,000	3	2	5
50,000-100,000	2	-	2
Above 100,000	-	-	-
Total	8	2	10

Total cost of international travel by all staff during the year:

Number	Name	Designation	Destination	Purpose	Gross expenses	Sponsored by external organization (yes/no)
Nil	N/A	N/A	N/A	N/A	Nil	N/A

ACCOUNTS for
2012-13

PARTNERS IN CHANGE
BALANCE SHEET AS AT MARCH 31, 2013

Currency: Indian Rupees)

	SCHEDULE	AS AT 31.3.2013	AS AT 31.3.2012
SOURCES OF FUNDS			
GENERAL FUND	1	2,522,778	6,458,723
EARMARKED FUNDS	2	115,131	1,386,908
ASSET FUND			
Opening Balance		1,485,475	1,704,113
Add: Trf. from Grants (For Fixed Assets)		137,210	140,100
Less: Current Year Depreciation/Adj.		<u>336,879</u>	<u>358,738</u>
		1,285,806	1,485,475
CURRENT LIABILITIES AND PROVISION	3	1,057,904	1,584,206
TOTAL		<u>4,981,619</u>	<u>10,915,312</u>
APPLICATION OF FUNDS			
FIXED ASSETS	4		
Gross Block		1,622,685	1,844,213
Less: Depreciation		<u>336,879</u>	<u>358,738</u>
Net Block		1,285,806	1,485,475
CURRENT ASSETS, LOANS AND ADVANCES	5	3,695,813	9,429,837
TOTAL		<u>4,981,619</u>	<u>10,915,312</u>

ACCOUNTING POLICIES AND NOTE ON ACCOUNTS 8

As per our report of even date attached

For Adeesh Mehra & Co.
Chartered Accountants
Firm Regn. No. 008582N


Adeesh Mehra
Proprietor
M.No.87366



Place : New Delhi
Dated : July 18, 2013

For Partners In Change



Ravi Narayanan
President



Laura Donovan
Chief Executive


Batsal Malia

Chief Finance Officer

**PARTNERS IN CHANGE
INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED MARCH 31, 2013**

Currency: Indian Rupees)

	SCHEDULE	FOR THE YEAR ENDED 31.3.2013	FOR THE YEAR ENDED 31.3.2012
A. INCOME			
Income towards Earmarked Funds			
Grants Received (to the extent utilized during the year)	2	5,528,909	11,183,693
Income towards General Fund			
Donation		10,000	-
Interest on FDR-FCRA		63,550	296,358
Interest on FDR-LOCAL		230,003	251,721
Saving Bank Interest-FCRA		2,843	-
Saving Bank Interest-LOCAL		34,453	21,215
Interest on IT Refund		16,976	29,716
Consultancy Received		1,508,500	1,413,747
Profit on Sale of Assets		-	140,219
Misc. Income		227,658	173,404
		2,093,983	2,326,380
TOTAL		7,622,892	13,510,073
B. EXPENDITURE			
Expenses Towards General Fund	6	5,892,718	1,292,184
Expenses Towards Earmarked Funds	7	5,528,909	11,183,693
TOTAL		11,421,627	12,475,877
Excess/(deficit) of Income over Expenditure for the Year		(3,798,735)	1,034,196
Less: Transferred to Earmarked Funds		-	-
Less: Transfer to Asset Fund Account		137,210	140,100
Balance Surplus trf to General Fund		(3,935,945)	894,096

**ACCOUNTING POLICIES
AND NOTE ON ACCOUNTS**

8

As per our report of even date attached

For Adeesh Mehra & Co.
Chartered Accountants
Firm Regn. No. 008582N

Adeesh Mehra
Adeesh Mehra
Proprietor
M.No.87366



Place : New Delhi
Dated : July 18, 2013

For Partners In Change

Ravi Narayanan
Ravi Narayanan
President

Laura Donovan
Laura Donovan
Chief Executive

Batsal Malla
Batsal Malla
Chief Finance Officer



CORPORATE RESPONSIBILITY

Companies have an impact on society and the environment through their operations, products or services and through their interaction with key stakeholders such as employees, customers, investors, local communities, suppliers and others.

Corporate responsibility means understanding such impacts and managing business processes to add social, environmental and economic value in order to produce a positive sustainable impact for both society and business.





PARTNERS IN CHANGE
Making Corporate Social Responsibility Your Business

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