



CENTRAL WAREHOUSING CORPORATION
(A Government of India Undertaking)



Central Warehousing Corporation (CWC)'s Commitment in Support of UN's Global Compact Programme

Central Warehousing Corporation (**CWC**) is a Public Sector Enterprise under the administrative control of the Ministry of Agriculture, Food, Consumer Affairs and Public Distribution, Government of India. CWC is engaged in the business of Warehousing, total Logistics Management and allied activities. Warehousing activities of CWC include storage of foodgrains, agricultural inputs and produce, other notified commodities, running of Custom Bonded Warehouses, Container Freight Stations, Inland Clearance Depots and Air Cargo Complexes.

CWC is an ISO 9001:2000, ISO 14001: 2004 & OHSAS 18001:2007 certified service organization and has established an Environment Policy that specifies its concern and commitment for the environment. The maintenance of the system is being continuously monitored through internal and third party audits.

As a Public Sector Enterprise, CWC is obliged and committed to enforce various laws relating to the principles of GCP and also other legislations. For this, we have formulated the **Social Obligation Scheme of the Corporation, akin to GCP, as per which amount upto 1% of the post tax profit of the previous financial year is spent for developmental activities towards the society. Some of the activities identified by CWC for such support are enumerated below:-**

- (i) Construction of a Primary Health Centre at the village level
- (ii) Construction of School at the village level located in remote areas
- (iii) Providing ambulances or other medical equipment to the primary health Centre in remote areas where transport facility is not available.

- (iv) Providing drinking water facilities to the villages located in remote areas.
- (v) Providing training facilities at the village level to the ladies on vocational activities such as sewing, knitting, etc.
- (vi) Construction of road, community centers etc. in a village through the Gram Panchayats.
- (vii) Construction of pedestrian paths, toilets etc. through Panchayats or Block Development Officers.
- (viii) Providing free course books, to the school going children who are below the poverty line, in remote areas.
- (ix) Taking up environment up gradation projects
- (x) Providing training to farmers on post harvest technology and loss minimization at farm level
- (xi) Providing metallic storage bins to the farmers for safe storage of foodgrains, seeds etc.
- (xii) Taking up any other projects considered socially relevant.

CWC is also a founder member of Global Compact Society, New Delhi, now renamed as Global Compact Network (**GCN**).

The ongoing activities and progress made by CWC on various principles of GCP is available on CWC's web site: www.cewacor.nic.in and is also uploaded on UNGC web site www.unglobalcompact.org.

A resume of different developmental activities during the fiscal year 2008 under the Global Compact Programme/Corporate Social Responsibility has also been published in CWC's Annual Report for 2008-09. The CoP for the year 2008 is attached.

Central Warehousing Corporation is deeply committed to the furtherance of principles of Global Compact Programme of the UN.

(B.B.Pattanaik)
MANAGING DIRECTOR



CENTRAL WAREHOUSING CORPORATION
(A GOVT. OF INDIA UNDERTAKING)



**Communication on Progress(CoP) for the year 2008 in respect of
Central Warehousing Corporation, New Delhi, India, under the Global
Compact Programme (GCP)**

**Financial assistance has been provided during 2008 for following
socially relevant developmental activities:**

S.No.	Organization	Purpose	Amount Paid	Thrust area of GCP
1.	Foundation for Global Compact, New York	Voluntary Contribution	Rs.25,000.00 (US\$ 500)	For various Global Compact Projects in different countries
2.	District Magistrate East Champaran, Bihar	For installation of High Mast Lights at different public locations	Rs. 22.80 lakhs	Community Development
3.	Prime Minister's Relief Fund	For relief of the victims of flood in Bihar State	Rs. 25 lakh	Assistance for relief measures to the flood victims
4.	Farmers Training Programmes in various States of the country	Scientific storage of agriculture produce	Rs.2.53 lakhs	Promotion of rural storage technology
5.	M/s ISKCON	Silver Sponsorship for providing 3000 books on morality and culture	Rs. 3 lakhs	Promotion of moral and cultural education
6.	Central Revenue Sports Meet 2008-09 Mumbai	Co sponsorship for one event	Rs. 1.50 lakh	Promotion of sports

7.	Parichay Foundation, New Delhi	Associate Sponsorship for the event 'SHANTI-3'	Rs. 50,000.00	Promotion of culture for peace through feminine art contributing to Global peace
8.	Sadar Hospital, Motihari	Two Vehicle mounted fog machines	Rs. 14,08,613.00	Promotion of Health care
9.	Society for disability and Rehabilitation Studies , Vasant Kunj, New Delhi	Advt. in the Souvenir	Rs. 15,000.00	Society works for assistance to physically challenged persons
10.	Rama Krishna Mission, New Delhi	Purchasing of 10 computers and books	Rs. 8 lakhs	Promotion of IT and Education
11.	Zila Padadhikari, Zila Vikas Gramin Adhikari, East Champaran, Motihari	Installation of 350 hand pumps (3rd Installment)	Rs. 13 lakhs	Community Development (Availability of potable water in rural areas)
12.	Small / Medium/ Progressive Farmers	824 Metal Storage Bins	Rs.5,72,368.00	Promotion of foodgrain storage technology
		Total:	Rs.96,53,981.00	

Rounded off to Rs.96.53 lakhs

Summary of Activities of the above table

S.No.	Activity/Thrust Area	Amount Paid (Rs. In Lakh)
1.	Community Development	50.03
2.	Contribution to PM's Relief Fund	25.00
3.	Training of Farmers	08.25
4.	Promotion of IT, Culture, Sports & Education	13.00
5.	Contribution to GC Foundation	00.25
	Total:	96.53

**Details of achievements on the principles of Global Compact
Programme**

A. Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed Human Rights

CWC as a business organization, all the way, supports and respects the protection of internationally proclaimed human rights also which are more or less akin to the principles of fundamental rights enunciated in the Indian Constitution.

Principle 2

Make sure they are not complicit in human rights abuses

In businesses due to various errors & omissions one is always amenable to any type of administrative/economic grievance. Such employees have full and free access to the CEO or the concerned in-house authority for solution. For redressal of grievances, a well-established grievance handling mechanism is also in function, under the control of Director of Public Grievances. In such processes, the employee is given full opportunity to protect himself, by following the laid down investigation mechanism, as per the need of Natural Justice.

Various platforms of employees like Unions/Association also help redress grievances of the employees.

A large number of warehousing services/operations are carried out manually and are out-sourced. The CWC, while protecting interests of its own employees, also emphasizes protection of legitimate rights of such work-force as a Principal Employer, under Contract Labour (Abolition & Regulation Act) 1970 and Rules 1971 made there under. The Contractor makes the payment of wages to the contract labour in the presence of an

authorised representative of the Principal Employer. **The very objective is to ensure payment of minimum wages without fail.** In addition, the labourers have the facility of canteen, uniform, drinking water, rest room, First Aid, etc.

The Constitution of India and the other laws of land ensure **non-complicity to all the human right abuses. CWC is no exception to it.**
Businesses in Other Action/Activities undertaken during 2008 for internalizing GCP principles

- Under the Farmers Extension Service Scheme, which is being operated since 1978-79 as a part of its wider social responsibility, trained technical experts in scientific storage of foodgrains visit the villages and educate the farmers to save their hard earned produce from various enemies in storage by adopting simple and scientific methods for which practical inputs are given, **addressing the principle of “Promotion of Education / Technology”.**
- **During this year, through 270 rural based warehouses, 6481 villages were visited by technical experts and 2,62,640 farmers were contacted/ educated.**
- The scheme for providing rebate of 30% towards storage charges was introduced to the farmers for keeping their stocks in Warehouses, in keeping with **the principle of “Promotion of Education/ Technology”.**
- **Warehousing (Development & Regulations) Act, 2007 (WDR Act 2007)**

The new Act on “Warehousing (Development & Regulations) Act 2007” (WDR Act 2007) has been notified in the Official Gazette by the Central Government and extends to the whole of India which provides that **the Warehouse Receipt issued by accredited public/private Warehouses will**

enjoy status of a fully negotiable instrument and will increase liquidity in rural areas. Scientific warehousing of foodgrains/ pulses/ cereals etc. will be encouraged and will result in higher returns to farmers and better services to customers. The Act also has provisions of regulating of Warehousing activities, liability of warehousemen, setting up of a Warehousing Regulatory/ Advisory Authority/Committee, Accreditation of Warehouses etc.etc..

The Ministry of Consumer Affairs, Food and Public Distribution, Govt. of India has accredited Central Warehousing Corporation as a nodal Training Agency to organize **Training of Trainers** to create a strong grid of resource persons/experts by imparting extensive training to them on the Act and to farmers on the awareness of WDR Act, 2007.

During the year, the following programmes were conducted by the CWC for the benefits of officers and farmers:-

S.No.	Training of Trainers(ToT)		FARMERS	
	No. of Programmes	No. of Officers trained	No. of Programmes	No. of Farmers trained
1	08	190	83	2713

To further popularize the **Warehousing (Development & Regulations) Act 2007** amongst the stakeholders/ general beneficiaries country wide, a national conference titled **‘Warehousing 2008’** was organized in collaboration with Ministry of Consumer Affairs, Food & Public Distribution and Federation of Indian Chambers of Commerce and Industry (FICCI) **at Vigyan Bhawan, New Delhi from September 12-13, 2008**, in which 600 delegates participated from various areas of activities. In addition, four regional conferences were also organized in association with FICCI, Forward Markets Commission and Food Corporation of India to send the message of the Act ibid deep into every corner of the country.

- Providing storage metal Bins free of cost to the farmers after giving proper training and educating farmers about the storage of their produce on post harvest technology was taken up, **addressing the principle of “Promotion of Education/ Technology”**. **During this year 824 Storage Metal Bins were provided to the farmers.**

Commitment

Next year 2,35,000 farmers will be trained under Farmers Extension Service Scheme(FESS) on scientific storage of foodgrains and following Awareness programme for Stakeholders and General Beneficiaries of Warehousing (Development and Regulations) Act, 2007 for officers and farmers will be organized:-

S.No.	Training of Trainers(ToT)		FARMERS	
	No. of Programmes	No. of Officers trained	No. of Programmes	No. of Farmers trained
1	05	125	120	3600

- Storage Metal Bins will be provided free of cost to all the farmers after giving proper training and educating farmers under WDR Act 2007 about the storage of their produce on post harvest technology to help them to reduce Storage Losses in their produce stored at farm level, **addressing the principle of “Promotion of Education/ Technology”**.

B. Labour Standards

Principle 3

Businesses should uphold the freedom of Association and the effective recognition of the right to collective bargaining.

At present, several Trade unions, including 3 apex bodies of trade unions are operating in the Corporation. The 3 apex bodies of trade unions/Federations represent the employees working in the Corporation at all India level. The rest 37 regional trade unions are representing the employees at the Regional level. The Management settles/resolves the issues pertaining to wage revision and fringe benefits of the employees through collective bargaining with the apex bodies of Trade Unions/Federation at corporate level. **There is no man days loss.**

Principle 4

The elimination of all forms of forced and compulsory labour

The Corporation has fixed the norms of the working hours in its Corporate Office as well as Regional Offices. All the employees of the Corporation follow the same working timings. However, in case any employee stays beyond office hours during emergency, an overtime allowance is paid as per the Govt. rates. The Corporation is providing the facility of Casual leave, Earned leave, medical leave etc. besides Govt. Gazetted holidays, which can be availed by the employee, if required by him. Thus, employees are not forced / compelled to work.

Principle 5

The effective abolition of Child Labour

The Corporation has its own Recruitment Rules & service conditions duly approved by the Govt. & notified in the Gazette of India in the name & style CWC (Staff) Regulations 1986. The service conditions of employees are governed under these Regulations. As per the staff regulations, the minimum recruitment age of an employee has been fixed as 18 years. No employee is recruited below 18 years. In addition to this, H&T contractors appointed at Warehouses, are also instructed not to engage any labourer, below the age of 18 years, in order to observe strict compliance of abolition of child labour.

Principle 6

Eliminate discrimination in respect of employment and occupation

The Corporation recruits its employees as per the rules and procedure stipulated under the CWC (Staff) Regulations 1986 and no laxity/discrimination is observed in filling the vacancies in any cadre. The Corporation selects a suitable candidate, by conducting written test/interview and after thorough examination of the attitude and conduct of the candidate.

C. Environment

Principle 7, 8 and 9

- **Businesses should support a precautionary approach to environmental changes**
- **Undertake initiatives to promote greater environmental responsibility**
- **Encourage the development and diffusion of environment friendly technologies**

CWC has developed and implemented Environmental Management System (ISO 14001 : 2004) and Occupational Health and Safety Management Systems ((OHSAS 18001 : 2007). Both the standards strongly prescribe the adoption of EHS Policy which takes into account, its objectives including the legal and other requirements. The EHS Policy states that:-

‘Central Warehousing Corporation’ [CWC] is committed to ensure healthy and safe working environment and also ensure that all activities are carried out in a manner that ensures environment protection’.

To meet this commitment, the Corporation has implemented systematic and pro-active management systems of ISO 14001 and OHSAS 18001, and strive to:

- Comply with applicable legal and other requirements.
- Provide adequate resources and implement controls necessary to comply with Environmental, Health & Safety requirements.
- Minimize environmental impact arising from activities by preventing / minimizing pollution and efficient use of natural resources.
- Monitor performances to achieve effective controls and Environmental, Health & Safety goals.
- Ensure Continual Improvement in EHS objectives and targets.
- Educate and ensure awareness to all concerned, with respect to EHS requirements through the process of 'Kaizen'.

The EHS Policy of CWC, based on its vision and mission, has clearly spelt out the EHS Objectives, which are as under :-

1. To focus on conservation and optimum utilization of resources, such as water, electricity, paper, diesel etc.,
2. To reduce pollution levels related to air, water, soil and noise and enhance environmental performance.
3. To reduce consumption of insecticides / pesticides in storage as decided from time to time by using Best Management Practices.
4. To ensure safe working conditions, to reduce accidents/incidents.
5. To focus on ensuring occupational health and safety in all activities of the organization.
6. To dispose all types of waste generated within the organization in an eco-friendly manner.

7. To comply with applicable laws, rules and regulations including statutory obligations, to which the corporation subscribes by drawing the system boundaries.
8. To enhance awareness with reference to EHS Management System amongst the employees on regular basis.
9. To encourage plantation on vacant land and mitigate impact of loss of green cover by planting trees.
10. To ensure continual improvement in all EHS processes.

It is further stated that the Corporation has been certified for different locations **addressing the principles on “Environment”** under various Management Systems Programmes as per the details given below,:-

QMS ISO 9001 : 2000	376 Units
EMS ISO 14001 : 2004	295 Units
OHSMS OHSAS 18001 : 2007	106 Units

Commitment

- As per the commitment for the next year, 65 Units each are to be certified under EMS ISO 14001 : 2004 and OHSAS 18001 : 2007
- Project on **rain harvesting** at 15 different locations in the country will be implemented to conserve water and increase ground water level.
- The EHS Management Systems, in vogue, have not only motivated the workforce of CWC but also put a positive impact on the overall productivity of the Organization.

Principle 10

Business should work against corruption in all its forms including extension and bribery.

Corporate Vigilance Division headed by Chief Vigilance Officer has the responsibility for vigilance administration. This includes preventive vigilance, punitive vigilance, surveillance and detection. Chief Vigilance Officer has the responsibility of collecting intelligence about the corrupt

practices committed or likely to be committed by the employees of the Corporation for appropriate action. It deals with investigation of verifiable allegations having vigilance angle, handling of complaints, processing of vigilance cases for consideration of the Disciplinary Authority concerned for disciplinary action. Besides, appropriate steps are taken to prevent commission of improper practices/ misconduct. Preventive checks have been conducted from time to time to exercise vigilance on functional areas. Vigilance Division also sends advisory to the concerned Divisions of the Corporation for system improvement wherever considered necessary to bring transparency and accountability. A close liaison is maintained by CVO with Central Vigilance Commission and Central Bureau of Investigation on vigilance matters. Vigilance Division is also endeavoring to improve vigilance administration through leveraging of technology in functional areas of the Organization

The following transparency measures are being taken in preventing corruption in the organization to achieve the objective.

1. E-tendering system has started; all tender documents are made available on our website.
2. By making contract process more transparent.
3. Training programme on administrative vigilance are organized from time to time for the employees of the Corporation. Every year Vigilance Awareness Week is organized to bring awareness amongst employees of the Corporation to prevent corrupt practices. Vigilance Awareness Week during 2008 was organized from 3-7 November at Corporate Office and Regional Offices/ Construction Cells to sensitize the employees on vigilance matters. During this week, various activities such as; debate & quiz on vigilance issues were also arranged. A booklet titled '**Vigilance - An overview**' was also released in a special function organized during the week wherein besides material on vigilance matters, selected case-studies on vigilance were also published to bring awareness amongst the staff to take necessary precautions.

Commitment

- Next year a training programme on vigilance will be conducted and the Vigilance Week will be observed to create vigilance awareness amongst the employees so that corrupt practices are discouraged at all levels.

As regards the impact of GCP, it is informed that the projects of community development, which are extension activities, take years to produce the quantifiable / measurable results.

The Central Warehousing Corporation is thus deeply committed in furtherance of principles of Global Compact Programme of the UN.

(B.B.Pattanaik)
MANAGING DIRECTOR