

Communication of Engagement (COE)**Xavier Institute of Management & Entrepreneurship (XIME)**

Period covered by this Communication on Engagement

From: **1st August 2015**

To: **31st July 2017**

Part I. Statement of Continued Support by the Chief Executive or Equivalent

To our stakeholders:

23/10/17

I am pleased to confirm that Xavier **Institute of Management & Entrepreneurship (XIME)** reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact.

As a Business School of repute we are continuously engaged in inculcating values in the minds of future leaders, which is in conformity with the 10 principles of Global Compact Network.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Fr. Dr. George Sebastian

Director

Xavier Institute of Management & Entrepreneurship (XIME)

About Our Institute

Xavier Institute of Management & Entrepreneurship (XIME) was established in June 1991 and is the result of the vision of Prof. J. Philip, Former Director of Indian Institute of Management, Bangalore and a group of leading academicians, who have made noteworthy contributions in the field of Management Education and other professional areas in India. With their expertise and commitment to institution building, they founded XIME on the principles of value-based education and holistic development of its students. XIME Bangalore is located in the heart of Electronics City, Bangalore, the Silicon Valley of India.

XIME is today a global brand and hosts regular international events in collaboration with fourteen partner institutions around the globe in addition to having strong student and faculty exchange programmes and organizing international study tours for its students. The Post Graduate Diploma in Management (PGDM) at XIME Bangalore has the regulatory approval for an intake of 180 students per year. XIME Bangalore has celebrated its silver jubilee in 2016, commemorating 25 years of pursuing its mission of imparting high quality management education. Meanwhile, in 2013, the XIME Society established its second Management Institute in Kochi. PGDM at XIME Kochi has AICTE approval for an intake of 120 students. XIME started its third Business School in Chennai during 2017.

Incorporation of Global Compact Principles into Internal Operations:

The most important and preliminary process for a Business School is its admissions. It is one of the very few institutes in India where merit alone matters for admissions and recruitments and has no quotas and reservations of any kind. Along with equal

opportunity with admissions, XIME community was enriching itself with the diverse group of stakeholders it has, especially the students. Every year students from an average of twenty five different states of India stay here and learn from each other.

Every year we have International Exchange Programmes and International Study Tour where our students are exposed to different cultures across the globe. XIME is an institution built on industry-academia partnership. The campus vibrates with myriad activities such as conventions, conferences, student competitions, short - term industry relevant programmes as well as co-curricular and cultural activities.

Promotion of Global Compact (GC) Principles :

XIME has the GC Principles embedded in all its activities and programmes. The following are examples of our activities:

SUPA - Socially Useful and Productive Activity

SUPA is a mandatory Internship to help students understand management Issues of NGOs. It provides the students with excellent exposure for appreciation of social issues. As a part of the curriculum each student at XIME is to do an Internship for 3 weeks in the recess between Term 2 and Term 3. This internship is usually in the beginning of January each year.

This 3-week project is carried out by students with an NGO. The idea is to expose the future managers to the management of the voluntary sector and sensitize them to the special needs of this sector .The students apply their managerial skills and improve the efficiency / effectiveness of the organizations they are attached to.

The students undergo 21 days of winter internship with an NGO which covers several social aspects.

The following is a testimony of the SUPA Experience of one of our student of Batch 21(2015-2017)

SUPA : MY EXPERIENCE

For my SUPA (Socially Useful and Productive Activity, I worked with NAB National Association for Blind), a non-profit organization, based in Alibag, Raigad District, Maharashtra, India. NAB has been working for empowerment and development of the blind women who are one of the most disadvantaged, marginalized, and vulnerable groups of the society.

During my work there, I had contributed in the following areas:

- Economic Rehabilitation centre
- Counselling centre
- Free Medical Aid/treatment/Certificates
- Helping them obtain Governmental benefits
- Orientation And Mobility
- Rendering help to people with other disabilities also, apart from visual impairment



Ms. Shubanghi Kulkarni (Batch 21)

Extract from Newsletter, March, 2016

During this SUPA activities, they also conduct awareness programmes on protection of girl child, child labour, Literacy, Hygiene and other Human Right Issues. After the completion of SUPA, the students continue such activities

In addition to a two – months long summer internship programme (SIP). Its strong international linkages and exchange programmes, international conferences, 14 days international study tour for all students, compulsory foreign language learning, visiting professors from foreign universities taking full courses at the institute, and a strong emphasis on social responsibility, have all added to make it one of the finest B-schools in India.

XSEED Activities:

X-SEED is the social club of XIME which undertakes numerous social activities and helps in adding value to the society. The students through X-SEED have organized walkathons, blood donation camps, cleanliness drives and other social events.

The Institute also organizes at least two MDPs every year for the managers of NGOs. In the coming years the institute is committed to increase the level of engagement towards this sector by increasing the number of such activities and involving alumni also.

The students through X-SEED have organized a number of events in the recent past. The social club of XIME undertakes numerous social activities and helps in adding value to the society.

List of Activities of the XSEED Club: 2012-2017

1. Organized a day of Infotainment for the 9th and 11th Graders of Shanti Bhavan School, school for destitute children.
2. Blood donation Camps are organized on an average of two times a year, in association with St John's hospital, Bangalore. On one occasion, the donated blood was used specifically for the treatment of children suffering from Thalassemia.
3. Walkathons organized every year to create awareness among the public on various social issues. The themes included the following:
 - a. Better employment opportunities for the disabled
 - b. Fight against women and Child abuse
 - c. To raise money to donate to "Swanthana", an organization for the differently abled female children.
 - d. In support of the Margasusi Project by Vidyanikethan under which it provides counselling, food, shelter, and education to the children of sex workers and Child abuse.

4. Conducted training programme at Rag Pickers Education and Development Society (REDS).
5. Initiated a Food Bank Activity in association with Bangalore Food Bank.
6. The club ran awareness campaigns for spreading the importance of literacy with two Govt LP schools in Bangalore as a part of the International Literacy Day.
7. Organized the Better Bengaluru Competition. Several Colleges from Bangalore participated in the competition. The event was aimed at identifying different problems plaguing the city and providing innovative and feasible solutions to those problems.
8. The club arranges interactive sessions with prominent professionals who are in the NGO sector and the topics for these sessions range from human rights issues to helping the underprivileged.
9. The club organized a cleanliness campaign on 2nd October, 2015 at Johnson Market, Bangalore. It was a commemoration to Mahatma Gandhi's words "Be the change you want to see in the world".
10. Visited Swanthana at Carmelaram, an NGO run by the Daughters of St. Camillus, in response to a request by the then Deputy Director of the department of Women and Child Welfare of the state of Karnataka. Currently, Swanthana houses 50+ girls between the ages 6 months and 15 years, who are mentally challenged and have multiple disabilities. The club members conducted activities for the inmates of the house which was an enriching experience for the inmates of Swanthana.

11. REDS (Rag pickers Education and Development Scheme) an initiative of the Social Club of XIME, gave vocational training on subjects of their choice to the rag picking children. The subject included Computer Skills, Basic English, Health and hygiene, Dancing etc.

12. On 5th September 2015, children were trained by the students of XIME, Bangalore in dancing, Computer Skills and in Basic English.

13. Set up waste segregation within XIME's campus as an initiative for environmental safeguard. To create awareness on the same, they presented a role play which demonstrated the importance of waste segregation. It was an effective campaign which explains the right way to dispose waste. (Wet, Dry and Reject wastes).

14. Donated a library to the Chandapura Government School under "Project Seedling" The students scouted out many schools in Bangalore before zeroing in on the Chandapura Government School. The criteria to pick a school for this project were "need for funding, demonstrated commitment from the school management and emphasis on reading by the teachers for its educational value and as a life skill"

22 Conducted an intercultural event for rag picking children

23 Organized a talk on the topic "Impact of Social Entrepreneurship". Mr. Agny Ganesh, a social entrepreneur, who has secured the prestigious Gandhi Fellowship - a national leadership program, was the speaker for the day.

Assistance to Underprivileged children:

On November 14th every year XIME conducts various Personality Development Programmes for under privileged children and award scholarships under "Sujith Valsalan Memorial Scholarship".

In the year 2017, Students of Shanti Bhavan, who constitute the most vulnerable and disadvantaged children of India's "lowest caste" were invited to XIME campus and special classes were held for them. Scholarships were also awarded to the students.



XSEED Club activities conducted by our students



Environmental Issues:

XIME is engaged in various activities to protect our environment like waste segregation and disposal, Planting saplings, cleaning the environment under Swachh Bharat initiative of the Prime Minister of India are some of the initiatives in this direction.



Tree Planting by XIME students as part of their initiative for Environmental Protection

Recognition for humanitarian spirit and service:

Every year the Institute gives out awards to encourage students to take up social activities related to human rights . We give cash awards and recognitions for students who actively works for this cause. Archbishop Alphonsus Mathias award of Rs.10,000 for Humanitarian Spirit and Service is under this category.

Scholarships and Tuition Waiver Scheme for Economically weaker Students:

In addition, the institute offers every year 10-15 merit-cum-means scholarships of 20% to 100% of the programme fee. So far, during the current year (2015-16), the merit cum means scholarships were awarded to five students totalling to Rs.4.5 Lakhs and Rs.6.62 lakhs as full fee waiver to four students during the independence

day function on August 15th , 2016.The students are chosen based on parameters like their household income, academic inclination etc.

Business Ethics incorporated in the PGDM Curriculum:

With the rapid commercialization of business and industrial activities and fierce competition, fraudulent practices have corrupted the value systems of society.

Businesses as legal entities are accountable to the key stakeholders both internal and external. Global phenomena like climate change, environmental degradation, resource depletions are redefining the way business has to be carried out. With increasing awareness of this scheme of things, there is a stronger demand side pull from consumers / customers for ethical and sustainable products / services.

In the wake of several recent corporate scams, Governments and regulators are raising the level of disclosures and enforcing new regulations to ensure that businesses behave ethically. Civil society for its part is closely monitoring the actions of business and calling for a greater degree of transparency and accountability.

It is important that management students, practitioners and other stakeholders are aware of these national and global developments and trends. Equally it is necessary for them to realize the fact that doing business ethically is the only way forward for any company to sustain its operations in the long run. For corporate governance, sustainability and practice of ethical principles are becoming part of business strategy and are increasingly embedded in strategic planning.It is to address this need that a course on “Business Ethics” is included in our PGDM curriculum.

Learning Objectives of the Business Ethics course – PGDM curriculum

- To expose students to ethical issues with special emphasis on ethical dilemmas in corporate world.
- To sensitize students to evaluating and applying societal values and culture.
- To expose students to international frameworks, initiatives and principles that guide and support businesses in behaving responsibly.
- To promote among students a holistic view of business and its impact on society, environment and economy (triple bottom line).
- To develop the capacity of decision making with due emphasis on ethics in the organizational context

The Course covers the following:

- Types of Ethical Dilemma and How We avoid Ethical Dilemmas
- Theories in ethics (Normative & Descriptive) & Frameworks to resolve ethical dilemmas
- Ethical Decision Making in Business – Individual, Situational and Organization Factors
- Contextualizing Business Ethics – Employees, Customers, Suppliers and Competitors. Civil society and Government and Regulations
- Developing, Managing and Controlling Effective Ethics Programme
- Class Presentation / Workshops/ Group Exercises

After the completion of the course, students will be able to

- Define, explain and illustrate the theoretical foundations of business ethics;

- Re-examine their knowledge of business and economic concepts from an ethical perspective;
- Explain and illustrate the importance, for business and the community, of ethical conduct;
- Recognize and resolve ethical issues in business;
- Reflect on and critically examine their own values and the importance of the ethical dimension in business and workplace decision making; and,
- Confidently apply systematic ethical reasoning to business dilemmas and communicate effectively in oral and written forms these, using the concepts, logic and rhetorical conventions of business ethics.

From the above narration of various activities undertaken it is evident that XIME is committed to the ten principles of Global Compact network. As an Institution of Higher learning it has been constantly endeavoring to follow up these principles in all its activities and to spread the principles through various activities mentioned above. XIME's efforts through academic and other extracurricular activities are aimed at influencing the hearts and minds of the budding professionals for being socially aware and responsible individuals and implement these principles in their personal/ professional life.