

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

Period covered by this Communication on Engagement

From: 1st October, 2022

To: 30th September, 2027

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

To our stakeholders:

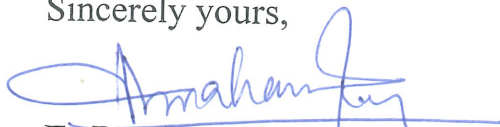
14.10.2022.

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 our students, who become future leaders, 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. Roy Abraham P

Director

Xavier Institute of Management & Entrepreneurship(XIME)



XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENEURSHIP

Socially Useful and Productive Activity

SUPA (Socially Useful and Productive Activity) at XIME is a valuable internship for the students. XIME's vision is to build Competent, Value driven and Globally oriented managers. Societal concern is one of the main values that XIME upholds. SUPA enables the students to get these values inculcated in them and make them responsible citizens. This will also help them have a broad awareness of the effects of managerial decisions on the socially deprived communities.

Socially Useful and Productive Activity (SUPA) is part of the PGDM programme XIME as an attempt to instill social sensitivity in students and provide them with an opportunity to utilize their management skills for uplifting society. All the First year PGDM students are required to take up their internships in reputed NGOs, where they can learn as well as use their managerial skills to contribute to the organization. The Internship is for a minimum period of three weeks.

Amruta Tripathy, Batch-27, PGDM, XIME Bangalore

As it was rightly said by Mother Teresa, "Not all of us can do great things but we can do small things with great love" and this is what Bakul Foundation stands for. Bakul is a romantic attempt to explore what can happen when people like us come together and contribute toward small changes in society. In other words, Bakul is a movement for volunteerism in India starting in the state of Odisha. During my tenure in Bakul, I got involved in various activities but one important one was the Bakul Books. Bakul has started publishing its own books for children between the age group of 3-12 years. This is an initiative to inculcate the value of Odia culture and language within the children from a very young age. I was in charge of bringing an online presence to this by setting up seller accounts on Amazon and Flipkart, finding proper keywords, and writing copies for the books. Apart from this, I was also involved in one of their key campaigns of "Gifting Plants" during Valentine's day where we together generated sales of around INR 5000/-. Bakul is all about the little contributions that people can make, it's an idea of how society can benefit from volunteerism. Working here helped me to truly understand the importance of little things in life and how together we all have the capacity to bring the change that we want to see, all we have to do is take one step forward.

Anushree Tiwari, Batch-27, PGDM, XIME Bangalore

I truly believe in "one person can make a difference and everyone should try." Under SUPA, I had an amazing opportunity where I worked with Gulganj Darshna Tejaswini Mahila Sangh Samiti for the programs that were related to agriculture and food security, health security, and the public distribution system. The federation endeavour's to coordinate with other community organizations and programs, including government schemes such as microfinance and micro insurance, so that, in the end, they help self-help groups for livelihoods and undergo social empowerment on a sustainable basis. As I was involved in the process of conducting the awareness programmes and events on the ground level, I learned to find solutions to the problems with minimal availability of resources but in the best way possible and realized the need for initiatives required for the growth and development of the society.

Barsha Chatterjee, Batch-27, PGDM, XIME Bangalore

During the course of my MBA, I got the chance to work with KRDS NGO in West Bengal as a part of the curriculum and as rightly said by Martin Luther King "The time is always right to do

the right thing” I am privileged to get this opportunity to work with the organization that works to elevate the society in association with West Bengal Govt and also solely. The organization conducts many an event to serve all sectors of society. They work with adolescent girls to provide them with basic education under the SAG-KP program of the state government. Other than this they also conduct various health camps and distribute books and writing kits to lower economic class students. I had the opportunity to work with them in the SAG-KP (Scheme for adolescence girls & Kanyashree Prakalpa) to educate the girls about menstrual hygiene and also bring the school dropout girls to the mainstream. This gave me huge insights into the challenges that are existing even today while educating girls and the stigma that exists around the menstrual cycle. This project made me realize that the time is indeed always right to do the right thing and a contribution towards society however small may it be counts.

Akansha Kode, Batch-27, PGDM, XIME Bangalore

As part of my SUPA (Socially Useful and Productive Activity), I was able to work with the NGO Snehalaya (Official) in Ahmednagar, Maharashtra. Working with non-profit organizations is a life-changing experience that improves our ability to think empathetically and work diligently. Snehalaya, or "Home of Love," is an organization that works on the principle of its founder, Girish Sir, to "Think globally, and work locally." Snehalaya focuses on the socially stigmatized topic of sex workers and their health concerns. Over the last three decades, the organization has empowered over 200,000 vulnerable women and children through 20 education, health, rehabilitation, and advocacy projects. My responsibilities at Snehalaya included data documentation and segregation, social media management, and arranging online meetings. In addition, I had the opportunity to visit their various projects and closely observe their work. Working with the organization taught me how important it is to have a purpose in life and work towards it, as well as how consistency and honesty can never prevent you from achieving your goals. I would definitely like to work with Snehalaya again in the future.

Vishnu Gopal A, Batch-27, PGDM, XIME Bangalore

One of XIME's best attributes is SUPA, which provided me the chance to collaborate with CIGI Kozhikode, a Kerala-based NGO for career counseling and student empowerment at the grassroots level. As an intern, I was able to develop my managerial abilities. Additionally, I learned the value of giving back to society and how an NGO operates.

Mohammed Nawaz Sharif, Batch-27, PGDM, XIME Bangalore

Mahatma Gandhi famously said, "The best way to find yourself is to lose yourself in the service of others", I had the privilege to work for GiftAble - Koramangala which helps People with Disabilities across several aspects of their life and support them in living with dignity. GiftAble Innoventures is a Social Enterprise, incubated at IIM Calcutta. I was given the opportunity to involve myself in the business development activity and I truly found it very meaningful while working at GiftAble.

Xseed Club

Children's Day Celebration (February 14 2021)

The Xseed club celebrated Children's Day, with the specially-abled students from Samarthanam Trust for the Disabled, a Bangalore-based non-profit organization on the 14th of November, Sunday. A total of 19 students from the club made the visit that lasted for about 3 hours. The event started with a quick introduction of all the club members, to make the students feel familiar and comfortable. Following that all the students made a friendly interaction with the club members, and shared about their hobbies, interests and many more. The children made everyone speechless with their immense talent. They sang and danced on their favorite tunes with great enthusiasm and energy. As the day progressed, Xseed team also helped the cooking team with the preparation and serving of the mid-day meal. The event concluded by cutting the cake. Team also provided the trust with some daily essentials which include toothbrushes, soaps and toothpaste. The Xseed club expresses its heartfelt gratitude to the XIME management team and the NGO for the great opportunity and support.



REDS (November 20 2021)

The members of Xseed club visited REDS (Rag-pickers' kids Education Development Trust) on 20th November 2021. This is an initiative taken by the students to facilitate education and to teach small arts and crafts to the children for the purpose of self-development on alternate Saturdays. A total of 9 students made the visit that lasted for about 3 hours. The members from Batch 26 and 27 introduced themselves, to make the students feel familiar and comfortable. It was followed by a healthy interaction by the students and they also expressed their hobbies and areas of interests. The children then showcased their skills and immense talent. They sang & danced with great zeal and enthusiasm. Club members spent a joyful evening with the students by indulging them in different activities and games. They also celebrated children's day by cutting a cake. The wonderful evening was ended by distributing chocolates among the students as a gesture of love. The Xseed club expresses its heartfelt gratitude to the XIME management team and the REDS for the great opportunity and support.



Hygiene for HER (November 28 2021)

The mission of this event was to spread and create awareness about Menstrual Hygiene by distributing sanitary napkins in slums and educating them about it. The Club members went to a slum nearby Tech Mahindra and donated 40 sanitary napkins to the women and spread awareness about the importance of menstrual hygiene.



Christmas celebration at REDS (December 23, 2021)

The Xseed Club of XIME, Bangalore visited the Rag Pickers Kids Education Development Trust (REDS), Deepahalli, to celebrate Christmas with the children on 23 December 2021. There were a total of 19 students from both batch 26 and 27. The celebration began with the distribution of Christmas caps to all the children, which was followed by cutting of the Christmas cake. The excitement in their face was worth all the effort we put in. The team also conducted games for the children such as pass the parcel, in which they demonstrated their skills such as dancing and singing. As a symbol of love and joy, we, as a team were able to gift them chocolates, water bottles, and cookie packs at the end of the beautiful occasion. As a gesture of gratitude, the Father (REDS) gifted plum cakes to all the Xseed club members, including the chauffeur which was a surprise to the team.

The social action club, would like to express its gratitude to the authorities and REDS for the immense support and for providing us with the opportunity to host such a great event.



Women's day at Vimochana (March 5 2022)

XIME Bangalore's Xseed Club spent their weekend at Vimochana, a well-known NGO in Bengaluru that works to promote women's resistance to violence in their communities, cultures, and politics. The NGO was created in 1979 with the goal of abolishing all forms of violence against women around the world. The visit took place on March 5, 2021, there were around 15 people in total including 2 volunteers who took part in the visit. The event begins with members of Vimochana share personal stories about how the NGO has become a part of their family at the start of the event. They also provide a concise outline of the formation of the NGO. Later, members of Xseed staged a few tournaments for the gathering, and the winners were announced. Following that, the inmates and members of xseed competed in a music challenge. A small song played by Xseed members enhanced the occasion. Each lady member of the NGO received a tiny gift of love from the club members. The members said their farewell to the NGO with joy after a group photo.



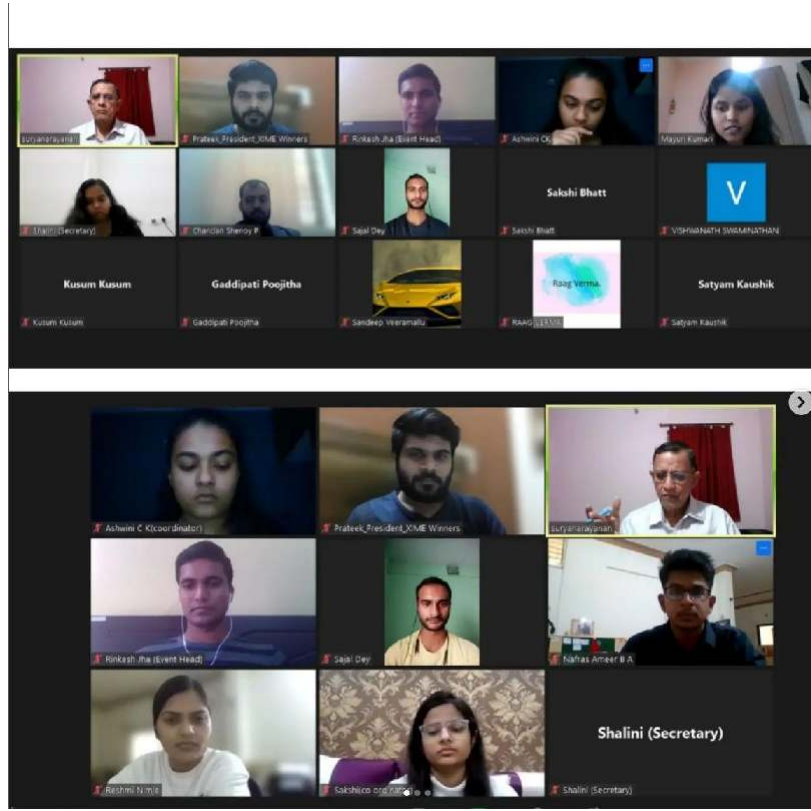
Blood Donation (September 16, 2022)

In collaboration with Narayana Hospital, Xseed held its signature event—The Blood Donation drive—on September 16, 2022. The XIME staff and students' enthusiastic involvement helped make the event a big success. A total of 89 blood samples were collected, and over 150 check-ups were performed. The drive started at 10.30 am and lasted till 5.30 pm. Both the batches and even the faculty members actively participated in this event. With the assistance and leadership of our faculty coordinator Dr. Subha, the event was a big success.



XIME Winners Club

X-TANK



Screenshots from X-Tank

X-Tank was conducted in the first week of February 2021 when our students were at home due to the third wave of the pandemic. We hosted an online business plan competition and Prof. Suryanarayan was the judge for the event. Our students came up with brilliant startup ideas that reflected what they had learned in their class. Prof. Suryanarayan tested their business idea and the team of Deepak,

Stanly, and Nagendra won the first prize.

INTERCOLLEGIATE ELOCUTION COMPETITION



Poster of the competition

This August marked our motherland's 76th anniversary of independence. XIME Bangalore lavishly commemorated the day.

The experiences we had are etched in our memories because we had the opportunity to engage with many of our modern institutions and universities.

The Intercollegiate Elocution Competition that was held made this feasible.

The colleges that participated in the competition were Jagdish Sheth School of Management, Welingkar Institute of Management, Symbiosis Institute of Business Management (SIBM) Bangalore, Jyoti Nivas College Autonomous, Christ University, and ISBR Business School.

The competition's theme was "Global Business: Opportunities For India."

The well-deserved winners were Blessy Saji (1st) and Ashvin Johny (runner-up).

However, XIME WINNERS would like to congratulate all the participants who stood on the stage and gave their best for the crowd.

“A good orator is pointed and impassioned.”

– Marcus T. Cicero

These qualities were seen in many who stood on the stage that day. May there be many more who do the same in speech and debate competitions yet to come.



Ashvin Johny receiving the award from Director of XIME Bangalore Fr. Dr. Roy Abraham



Blessy Saji receiving the award from Director of XIME Bangalore Fr. Dr. Roy Abraham

READER OF THE MONTH



READER OF THE MONTH -JUNE



In the 'Intelligent Investor,' little time is spent discussing the technique of analyzing securities. Instead, great focus is placed on investment principles and investors' attitudes.

The author aims to teach us three things:

- How to minimize chances of suffering irreversible losses
- How to maximize the chance of achieving sustainable wins
- How to overcome self-defeating modes of thought that often prevent investors from reaching their full potential. The three principles of intelligent investing: These principles are often referred to as the key to value investing.

They are as follows:

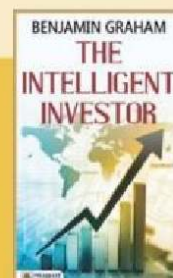
- An intelligent investor always analyses the long-term evolution and management principles of a company before investing.
- An intelligent investor always protects him- or herself from losses by diversifying investments.
- An intelligent investor never looks for crazy profits but focuses on safe and steady returns. Graham states that "the intelligence needed to be a good investor has much more to do with character than it does with IQ."



ROHIT JAIN



TEAM XW
HAPPY CV BUILDING





READER OF THE MONTH -MAY

"Sapiens: A Brief History of Humankind" not only amplified my understanding of the human condition but also deepened my understanding of humans.

The book, a biological, intellectual, and economic account of humankind, explained the biological "why" behind everything I've ever known about people, including myself.

How humans evolved from nomadic apes to philosophical beings who ponder the meaning of life. I found out such a lot of profound theories from this book, and it broadened my knowledge



SHIVANI GOSWAMI

of humanity. While we advanced through our survivalist need for self-preservation, the cognitive revolution spawned societies based on regulations and values, a number of which now create new obstacles to our happiness and wellbeing.



TEAM XW
HAPPY CV BUILDING

Yuval Noah
Harari

Sapiens
A Brief
History of
Humankind



READER OF THE MONTH - MARCH

The Monk who sold his Ferrari is a fiction book by Robin Sharma, it is written in the form of a conversation between two friends. The story is about Julian Mantle who was a successful lawyer in his career but then he change to a monk by sacrificing everything. Julian Mantle tells 7 secrets for living life successful those are:

- 1.Master your Mind
- 2.Follow your purpose
- 3.Practice Kaizen
- 4.Live with discipline
- 5.Respect your time
- 6.Selflessly serve others
- 7.Embrace the present

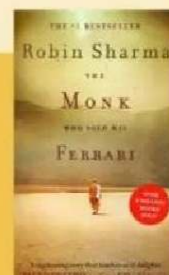


ALANKAR ARUN GAWRE

This book gives the thought of personal expansion, inner and outer growth. Most often, we are so entangled in acquiring material wealth that we neglect our spiritual needs.



TEAM XW
HAPPY CV BUILDING





We have collaborated with the library and we have this event every month wherein we choose the person with the best book summary.

The rules are that the book should be from the library and we check if that person has read the book by seeing the date of issue.

COMPETITOR OF THE MONTH




We have this event called COMPETITOR OF THE MONTH in which we recognize people who actively take part in inter-business school online competitions. We maintain a datasheet section wise wherein we track the data of people who take part in competitions. At the end of every month, we declare the name of the person who took part in most competitions. This helps us in the selection process for major offline business school events.




COMPETITOR OF THE MONTH -MARCH

XIME Winners congratulate you
for your exemplary performance



ROHIT JAIN
PARTICIPATED IN 21 COMPETITIONS



TEAM XW
HAPPY CV BUILDING

Rohit Jain of Batch-27 holds the record for taking part in most inter-business school online competitions.

He took part in 21 competitions out of which he was in the top 10 of 11 competitions and top 5 of 4 competitions. He was competing against the best in the country with the likes of top IIMs, SPJIMR, NMIMS, and many more.

X-Insights events

Inaugural event

We organised an inaugural event of X-Insights, the Analytics club of XIME Bangalore on 6th August 2022. We were grateful to have with us our chief guest, Mr. Tomy Alexander.

Mr. Alexander is a well-equipped person and has a deep understanding and knowledge about analytics and its usage along with IT, Tech and Non-Tech domains. He has a work experience of more than 12 years in the analytics domain.

The Dean Academics, Prof. Madhu Kumar inaugurated the club by addressing the audience with a lively speech and motivated the team to organise sessions that would make the club stand out in XIME Bangalore.

Mr. Tomy Alexander spoke about emerging and trending technologies like Artificial Intelligence & Machine Learning and also described how data is the money-driving fuel of Industries today. He explained how interpretation and analysis of data can be done to convert it into useful insights. This would help the leaders take better decisions.

It was an insightful session where we imbibed deep understanding of Analytics and its usage in the industry.





Punchline- The Comedy Skit Competition

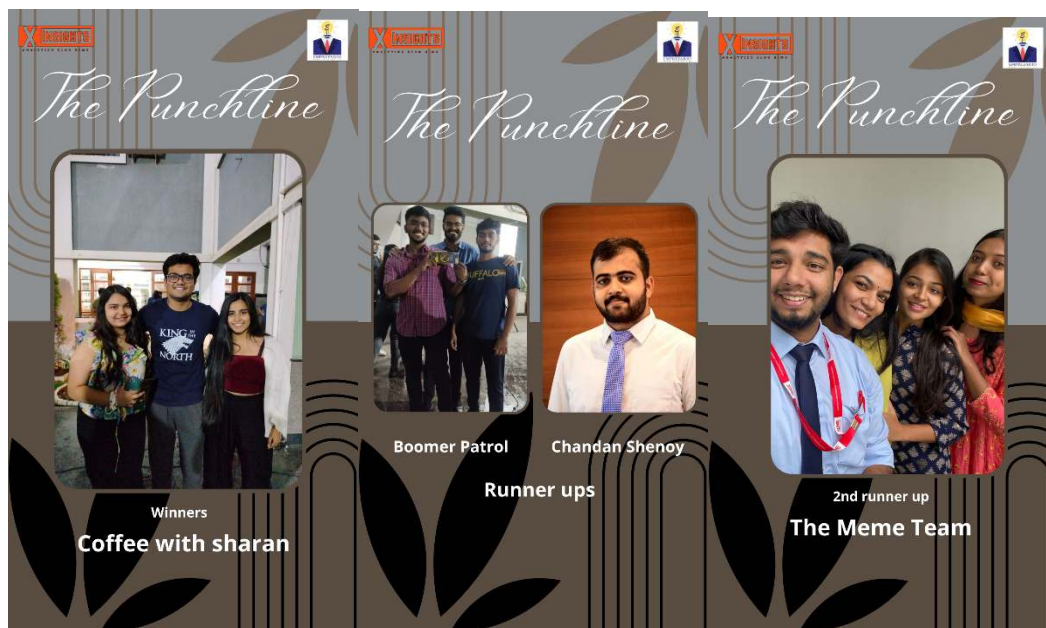
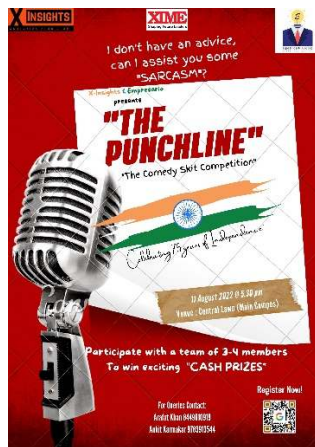
Team X-Insights and Empresario organised a comedy event -The Punchline on 11th August 2022. This event was organised in central lawn to captivate more audience.

We brought-in a comedy event for the entertainment of students and faculties and gave an opportunity for the students to portray their comedy Kala (Talent).

There were 5 teams that had participated in the event. The event was hosted by 2 effulgent members of the team - Mr. Ashutosh Kumar (Public relations head, X-Insights) and Mr. Mohammed Faiz Ikram (Core member, X-Insights).

After the performance of every team, we had filler performances like singing and dancing to keep the audience engaged with us. After the end of all performances, we had live voting from audience side through Slido platform. The audience had to rank 5 teams from highest to the lowest. In Conjunction with this, we had Prof. Christopher as the judge who assisted us in deciding the winners of the event. Both, the decision of audience and Prof. Christopher Rajkumar was considered in deciding the winners. The winners were awarded with the cash prizes, certificates and chocolates.

The bustle of the audience was the evidence to tell that the event was truly entertaining and the audience enjoyed it to the fullest.



Drama Geeks

X-insights conducted 'Drama Geeks' on 9th April, Saturday as part of XIMERA 22. Its objective was to test the analytical skills with a tint of creativity in students. This event had 2 rounds and nearly 10 teams participated in the event (3 members per team). Round 1 was the Lightning round, 15 questions were asked to each team. The questions were related to Analytics, Business knowledge, Aptitude and Reasoning. It was the buzzer round and the team had to guess the right answer first.

Based on the scores of the round 1, top 5 teams were qualified to Round 2 which was the 'Drama' round. Each team got an objective problem to present a skit for 10 minutes. Analytical concepts like AI, Data science, Machine learning, IOT, Blockchain were used in creating the objective problems. For example: Blockchain usage in Insurance Industry. Through the skit, the teams explained the objective of the problem, usage of the technology, its pros and cons, adding some entertainment value for the

audience. The best 2 teams were selected and rewarded the cash prizes of Rs. 10,000 and Rs. 6,000 respectively. It was a fun filled event with an amazing learning platform for the students.



TARANG'22- Poster Making competition

Tagline - Leverage your art into freedom

X-Insights organized TARANG' 22 - poster making competition, where the participants had to craft a poster related to Independence Day. There were 2 members per team. Participants were given 3 themes for the poster making, namely:

- i. Salute the real heroes
- ii. Envision India
- iii. Unity in Diversity

Participants could use photoshop / Canva or any e-platform to make the posters. Making digital poster was imperative and no hand-made posters were considered.

All the teams came up with prolific and innovative posters. The winners were selected based on the faculty reviews and likes & comments on Instagram. The winners of this competition were honoured with

certificates.

