



COMMUNICATION ON ENGAGEMENT (COE)

BY FIRST STEP FOUNDATION
(CSR TIMES)

UN Global Compact

Report period: 2021-2022

Country: India

PRESIDENT'S STATEMENT



FIRST STEP FOUNDATION

First Step Foundation reaffirms its commitment to the UN Global Compact. We desire to contribute to fostering a sustainable future and to the overarching goal of the Global Compact on building and promoting the social legitimacy of organizations and markets. It has been working on Sustainable Development Agendas, Tools & Methodologies

for Responsible Entrepreneurship, Social Responsibility & Awareness of the local

communities, Education on Global Goals, Research & Studies to promote Sustainability Issues regarding Education, Health, and many more, building towards a sustainable and healthy future for both the business community and the Indian Society.

We contributed altogether to reduce the risks of possible future crises and assist more intensively in efforts to rebuild a sustainable future for humans and the planet, and worked towards education so that more people are aware and present to reconstruct our day-to-day life, based on the 17 Goals! Our common future and the achievement of the Global Goals will be determined by our global solidarity – how we work together across borders, nationalities, sectors, and generations.

First Step Foundation seeks not only to follow the principles of the UN Global Compact in its own strategy and operation but also to promote them in all of India with the aim of shaping a sustainable economy and society.

We will continue to do so and engage with all our stakeholders in the years to come.

Madhu Mamgain
President

First Step Foundation

ABOUT FSF



FIRST STEP FOUNDATION

First Step Foundation (FSF), is a leading not-for-profit organization has been working towards empowering people deprived of basic necessities in life. We strive to improve life and livelihood through improved education facilities, access to healthcare, woman empowerment and livelihood opportunities... We, at FSF, focus on empowering the individuals to solve their own problems with our guidance and support.

We Established in 2005. FSF has been working amongst the urban and rural poor who are deprived of societal benefits and opportunities. FSF is not only an enterprise or a statement, but a movement to connect neglected communities/areas with established business houses, corporates, the government and other stake holders and to empower them. Our aim is to find out the most effective solutions for various social problems. We believe in

लोकाः समस्ताः सुखिनो भवन्तु

(Let the entire world be in peace).

May all individuals everywhere be happy and free, and may the thoughts, words and actions of my own life contribute in some way to that happiness and to the freedom of all. 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 communications.



FIRST STEP FOUNDATION

Financing Operations

The development of our work is supported by private funds and by revenue generated by our actions and services.

Organizational Structure

First Step Foundation(FSF) operates in accordance with the indian laws governing non-profit entities and with the standards of integrity and good practices that should be followed.

The FSF's organizational structure consists of:

- Board of Directors
- Advisory Board

Framework of Principles

We are committed to operate according to a certain set of principles :

Integrity

Responsibility

Commitment & effectiveness

Transparency

Independence

Data

confidentiality

Prevention of Corruption



SUSTAINABILITY POLICY



FIRST STEP FOUNDATION

Awareness towards education

At First Step Foundation, as a non-profit Organization, we recognize the importance of our role in the transition to a sustainable economy and the improvement of the quality of life of the local communities through interaction with our stakeholders and the development of our activities.

FSF mission is to 'find your bliss' and strengthen yourself and achieve freedom from all miseries in your life. So, we work on spreading bliss in the community and empower every individual who comes our way and help them overcome their miseries. We also ensure sustainable growth and livelihood development of individuals through First Step Foundation.

In this context, we are committed to contributing to a more sustainable society and economy through the continuous improvement of our positive impact. This Policy follows our principles of Integrity, Accountability, Transparency and Commitment, the 10 Principles of the UN Global Compact, as well as the 17 Goals of Sustainable Development. Understanding the importance of our Organization's contribution to sustainable development and our commitment to the 17 Goals.



HUMAN RIGHTS

FIRST STEP FOUNDATION

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

DESCRIPTION OF ACTIONS



FIRST STEP FOUNDATION

First Step Foundation is a community-based organization working for the deprived sections of society. Founded in the year 2005, the organization aims at establishing an egalitarian society in which there is no discrimination on the basis of religion, caste, or sex, and which provides equal opportunities for people to grow and prosper.

This non-profit organisation works directly with people at the grass root level and encourages them to take active parts in various welfare and development programs for the betterment of society.

First Step foundation has started an initiative to spread awareness towards the cause of society Corporate Social Responsibility and started CSR times an exclusive monthly English magazine on CSR & sustainability. It covers news, interviews, information, facts, figures, and much more on CSR to create a sustainable society and enhance the humanitarian approach among the people of the nation. Organisations like GAIL, ONGC, OIL, Indian Army, Maruti Suzuki, TATA Motors, British Petroleum, CCD, et al, have received good mileage through their stories in CSR TIMES. Thus, CSR Times has proved to be a great medium to highlight the CSR work of various organisations with an ever-increasing readership.



FIRST STEP FOUNDATION

In its endeavor to work for a better society, First step foundation's initiative-CSR TIMES plans to encourage, promote and showcase the CSR Activities worldwide through its website and social media channels.

Every year we will also be fellicitating PSUs, Corporates, NGOs and Entrepreneurs for their outstanding work on CSR with 'CSR TIMES Excellence Awards' We also plan to hold regular industry-based open house discussion forum on CSR which help business houses, industries and other non-profit organization to understand the need of society and to work towards those to make a sustainable society. CSR TIMES is not just a publication, it is a strong medium for everyone involved in Sustainability and Corporate Social Responsibility.

First Step foundation conducted Training workshops in rural schools to enhance awareness related to different programs for students and also held different sports programs for students, guiding them to opt for a healthier lifestyle

PROJECT DEVELOPMENT



FIRST STEP FOUNDATION

First step foundation is a non-profit non-governmental organization (NGO) that has been catering to sustainable community development through education for the last 10+ years. We provide schools with resources for underprivileged children across rural Uttaranchal India, where poverty levels are high and education penetration low. Our education programs are primarily funded via donations, but we also run sustainable fundraisers spanning both income generation programs as well as eco-friendly endeavors.

PROJECT : CHALO SCHOOL KI AUR



FIRST STEP FOUNDATION

First Step Foundation works with over 100 poor children via a variety of educational initiatives in Schools of localities of kirti nagar district uttranchal. FSF found the student's in need and help them as per need. FSF also provided resources to students and schools to improve their infrastructure like donating almirah's, banches etc.

At First Step , we aspire to freely offer optimal practices to all of the students, irrespective of gender, race, colour, ethnic or cultural origin, social origin, religion, mother tongue and specific learning needs, and to assist in the educational process on a course that will allow the country not only to keep up with modern developments, but also to become their driving force, creating active and responsible citizens that respect, but who are also in a position to assess and carefully evaluate the practical and theoretical achievements of our Indian culture with critical thinking and a creative approach in the face of new knowledge.

We are responding to the needs and expectations of students, parents and society through educational innovations that represent us and present us as a pioneering organization.

Having acknowledged the important role that education plays in the creation of good behaviour patterns and the ultimate shaping of the active citizens of tomorrow, we have long offered resources for the development of innovative educational approaches, responding to the needs of the educational community and international trends, as a recognized pillar of support in the official educational process.

MEASUREMENT OF OUTCOMES



FIRST STEP FOUNDATION

- Increased number of members within Global Compact India(GCN) as well as more awareness of Sustainable Development Goals (SDG's).
- Communication on Commitment (COE) submission annually and on-time.
Further, FSF initiatives impact
 - Literacy rate in project areas increasing.
 - Economic conditions in project areas improving.
 - Awareness of eco-friendly sustainable solutions more far-reaching.
 - The health of adults and children will improve by participation in athletic events like races or marathons.