

## India - Best Practice Supply Chain Initiatives

### 1) Godrej Consumer Products Limited

- 4 suppliers from the SC category
- Provides financial support to Dalit Indian Chamber of Commerce and Industry (DICCI), which has a network of entrepreneurs from the SC category and duly participates in all its business and networking programs
- Promote SC women suppliers at the manufacturing sites

### 2) Crompton Greaves

#### Workplace

- At the shop floor all the workers are from SC/ST community
- Apprenticeship in the company for SC/ST candidates is organized every year (SC/ST youth are selected from the apprenticeship, trained in the company and then employed in their company or at their supplier's company.)
- 7 to 8% of the workforce belong to SC/ST communities, majority of them Grade IV employees

#### Supply Chain

- 24 women suppliers and 2 other vendors are from SC communities
- Started relationship with DICCI

#### Marketplace

- Tied up with Industrial Training Institutes (ITIs) where youth from SC communities are trained as electricians and also trained on awareness of safety norms

#### Community

- "Samyak CG Educational Sponsorship Program for the benefit of SC/ST students
- 10 youths to be trained in NIIT (National Institute of Information Technology)

### 3) Moder

The company doesn't have a pronounced AA policy, however, it works actively in the area of socio-economic development of SC/ST communities.

#### SGSY – Special Project (Kaushal Institute)

- Lupin Foundation, in collaboration with Government of India (Ministry of Rural Development), provided skill development for training for Below Poverty Level (BPL) rural youths in trades like – Security Guard, Housekeeping, Sewing and Embroidery. This project was implemented in 6 districts of eastern Rajasthan. 12000 BPL rural youths which included 50% SC/ST were trained and provided placement in various companies
- Successfully trained 2852 SC/ST youths including 103 women. 1756 SC/ST youths have already been employed by reputed private security agencies.<sup>1</sup>
- Lupin Foundation has adopted 36 villages in the districts of Bharatpur, Dholpur and Alwar of Rajasthan which are 100% SC/ST population. The interventions carried out

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<sup>1</sup> Figures from 2012

in these villages are holistic in nature and encompass economic developments in the areas of agriculture, animal husbandry and rural industries (skill development training and microfinance)