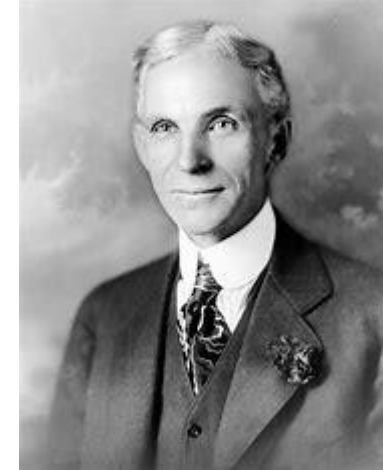


BUSINESS ETHICS

17.03.2023

BUSINESS ETHICS

- **“A business that makes nothing but money is a poor business.” – Henry Ford**
- **“The real threat to the business is from within, the poor ethical standards and lack of integrity that can do incalculable harm” - Azim Premji**



Elements of Business ethics



5 Imp Elements

RESPONSIBILITY : The degree to which your employees understand their roles and how their specific job duties contribute to the success of the company

TRUST : Business runs on Trust. Agreements are additional Security

BEHAVIOR : If Ethical behavior is poor at the top, it percolates downward

PRINCIPLES : Nine Principles of Governance

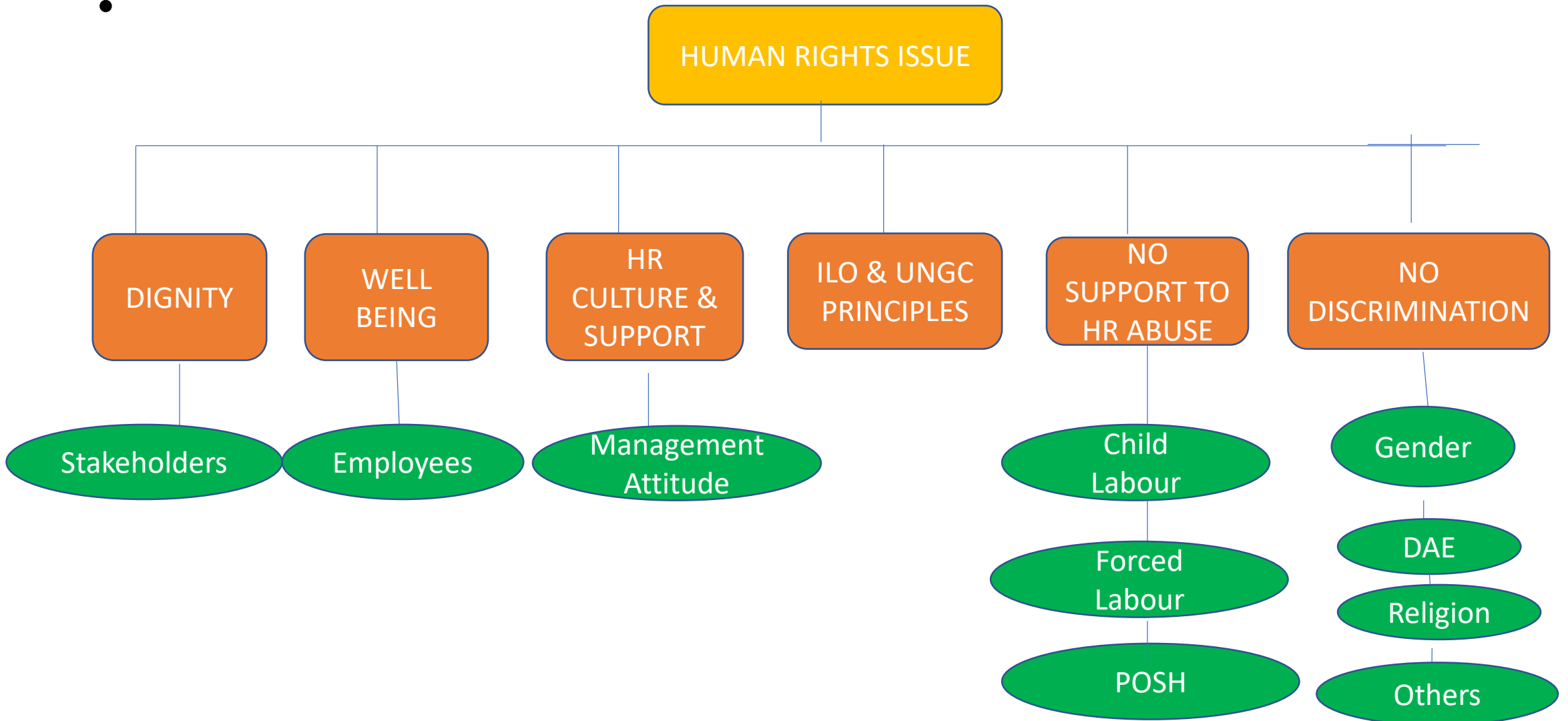
CHOICES: **‘Even the most rational approach to ethics is defense less if there isn’t the will to do what is right.’**

HUMAN RIGHTS for CORPORATES

17.03.2023

Various Human Rights issues

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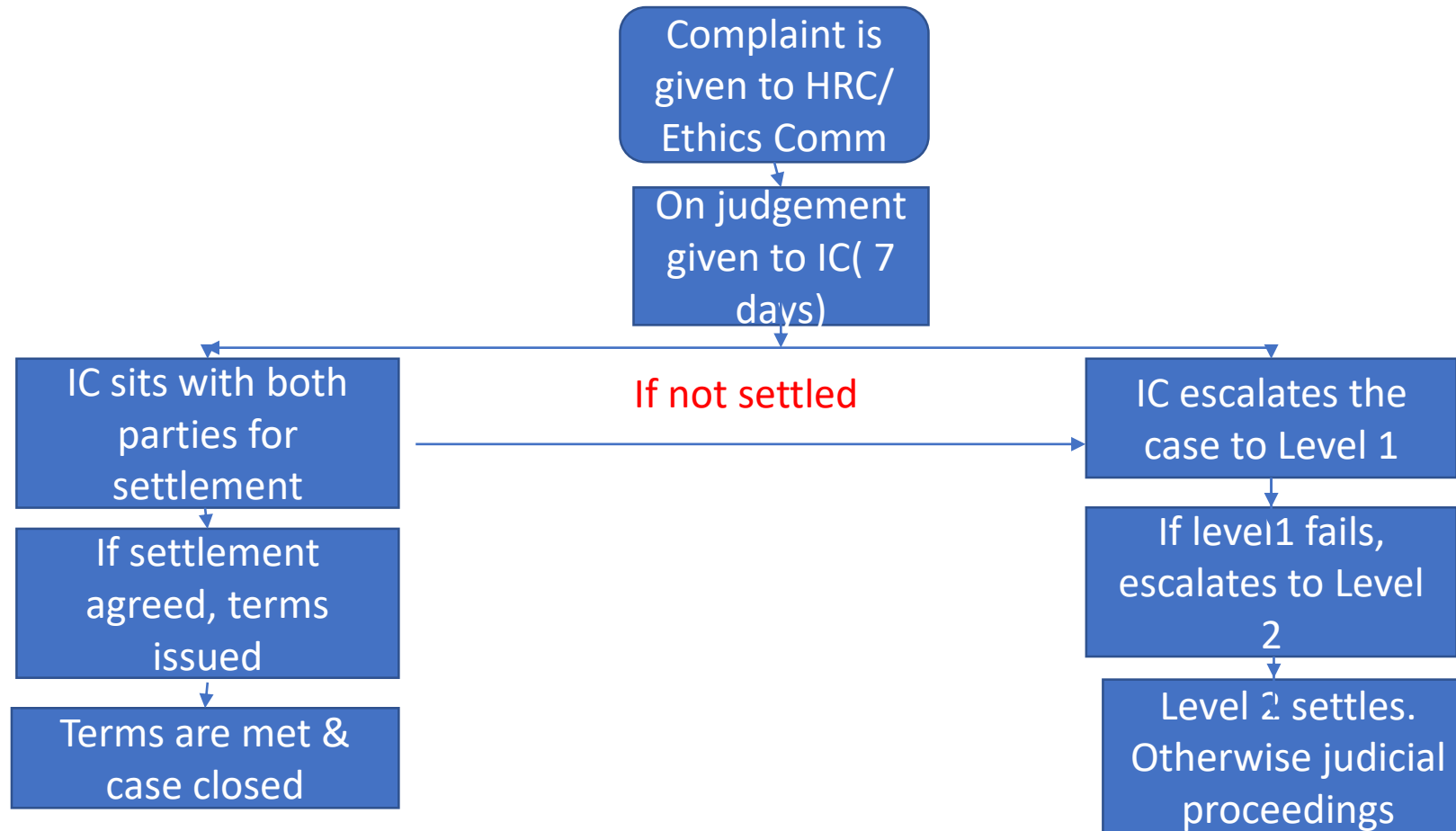
Prevention of Sexual Harrassment



WHAT IS SEXUAL HARRASMENT ?

- By unwarranted touch
- By unwarranted suggestions/ proposals
- By attempting to get close, physically
- By trying to show Pornographic material
- By Unwarranted eye contact / staring
- By suggestive gestures
- By using sex laced comments/tones
- By unnecessarily narrating obscene stories in gathering
- By seeking sexual favours against possible benefits
- By threatening to do harm/cause harm if sexual favours are not granted
- By flashing

Ideal Grievance Redressal Mechanism



Discrimination

TargetsRace/	Particulars
Gender	The bias in India has reduced but still significantly prevalent. It starts very early in life. Couples still pray for sons. Gradually it becomes an unconscious bias that permeates in the corporate life. Even 'Glass ceiling' in USA Presidency is yet to be broken
Differently Abled Employee	Strong bias in corporate world as they are deemed to be a) Unnecessary b) Needing infra support and c) Prone to make mistakes. In reality , these are prejudices that keep playing up. In my interactions , I have found this trait is prevalent among most of my clients
Religion	In corporate life in India, it has been prevalent for years. Unfortunately, instead of reversing , this bias is gaining new wings.
Regional	Uneven development of India and "imagined" negative traits of people of certain regions leads to unhealthy discrimination in the corporate life. This is one of the hand-me-downs from the British India
Political Affiliations	This kind of discrimination in India is of recent phenomenon and needs leadership engagement. As the old order gives way to the new, such cases of discrimination are being frequent.
Sexual orientation	LGBTQ community. Very strong and hard discrimination.
Race/Colour/Caste	Happens but in corporate life in India it is less of a issue than what happens in developed

END

Thank You