

ArcelorMittal India

A Report on Volunteering

Goal 2009: To institutionalise 'volunteerism' into the organization's mainstream corporate responsibility agenda.

Strategic Objective: "Promote and support activities that will help/facilitate an individual (employee) in becoming more self conscious and sensitive towards society and environment; thereby making a lifelong commitment to voluntarily contribute to one or more social and/or environmental cause."

What we did this year on International Volunteering Day:

1. Internal (indoor) Activities: Across all locations in India, a 2-3 hr program was scheduled for the following activities:
 - ✓ Take an oath (annex- I) on planting trees and reducing personal carbon footprint.
 - ✓ A symposium on "Social Responsibility and I" was held in which employees participated in an open discussion on their understanding of social responsibility and why should they discharge responsibility as socially & environmentally responsible volunteers.
 - ✓ Initiating "Payroll Giving" program – an agreement was reached by signing a commitment paper for payroll giving by making monthly deduction of an amount from their salaries which will go to an NGO for a cause.
2. External (Outdoor) Activities: at some locations, employees went out to some NGOs and spent time with vulnerable communities such as disabled children and abandoned senior citizens.

A Brief Report

	Orissa	Jharkhand	Kolkata	Ranipet (Tamilnadu)	New Delhi	AM-India (Total)
No of employees involved	17	11	45	50	17	140
No. of activities	4	5	3	3	3	3-5
No of people benefitted	17	64	45	50	30	206
No of working hrs	51	60	90	50	102	353

Major Highlights:

1. Volunteering Day was observed at all locations in India –New Delhi; Plant locations in Orissa and Jharkhand; AMDEC in Kolkata; DHAMM in Ranipet, Tamil Nadu
2. More than 90% employees participated in volunteering day program. Those who could not participate were either travelling or vacationing.

Milestones:

1. More than 90% employees signed an oath paper and are oath bound to:
 - plant minimum 5 trees every year
 - reduce personal carbon footprint by using public transport – at least monthly once
 - Spread the message of volunteerism
2. Approx 50% employees have formally joined 'payroll giving' program by having committed to make monthly contribution.

Photographs: Kolkata Team in action



Photographs: Orissa team in action



Photograph: Dhamm team in action



Photographs: Jharkhand team in action



Photographs: Delhi team in action



Annexure -1 Sample copy of oath taking



As an employee volunteer of ArcelorMittal, I promise to serve the society by raising the bar of my personal conduct that has direct or indirect impacts on the society and the environment.

Therefore, I do solemnly swear that I will faithfully execute the following promises:

1. As a Volunteer, I shall act with utmost integrity and pursue my work in a socially & environmentally responsible manner.
2. I commit to plant at least 5 trees every year; shall also mobilize others for the same.
3. I shall constantly work on reducing my personal carbon footprint. Therefore, I commit to use the public transport to a maximum possible extent; once a month at least.
4. I promise to spread the word of volunteerism because, in giving, I receive so much more in return.

This oath I make freely, and upon my honour.

Name: Damodar Singh Asara

Signature bh...

Place: Bhubaneswar, Orissa

Date: 5th December 2009



PAYROLL GIVING

What is it?

Payroll Giving is a volunteering mechanism for an employee to give a regular or one-off donation directly from their salary (monthly or annually) to charity. Employees can support one or more charities and they can give as much, or as little as they wish.

How does it work?

The individual decides an amount and informs their payroll/CSR department. Employees collectively decide the charity/charities that should receive contribution. The employer must have set up a relationship with a Payroll Giving Agency (PGA). PGAs are registered charities/NGOs, which receive the donations and transfer donations from employers to charities(s)/NGOs.

How much does it cost the donor?

The donor (employee) pledges any amount annually is liable to get IT exemption under 80G. Therefore, in effect employees can save 50% of the tax from their taxable income.

What are the benefits of Payroll giving?

There is a range of benefits to all parties:

For charities:

- Providing a reliable income stream.
- Payroll donors are likely to continue giving for some time.
- No administrative burden associated with processing donations.
- Potential employer matching.

For the donor:

- Costs less to give more.
- Payroll Giving is easy to set up and to maintain
- Opportunity to fulfil social obligations

For the employer:

- Corporate Social Responsibility / Corporate Community investment profile.
- Boosts employee morale & sense of team-building.
- Increasingly, employment seekers ask about the social responsibility and ethical profile of businesses.

Further information

For further information, please contact the following co-ordinators. Or, you may write to Sudhir K Sinha at sudhir.kumarsinha@arcelormittal.com.

Orissa – Bibhu Panda
Jharkhand – Sumana Datta
Kolkata – Subrata Chatterjee
Chennai – Selvaraj Subramani
Bombay – Manjunath Raghavelu
Delhi – Sheetal Chabra

.....Tear it off from here.....

DECLARATION

I have understood the payroll giving program, and on my willingness, I like to join Payroll Giving under employee volunteering initiative of ArcelorMittal in India.

I do hereby authorise the payroll dept. to deduct Rs. ^{100/-} (Rupees One hundred only) from my salary every month w.e.f. Dec 2009.

Name of the Employee SUBHAS CHANDRA KAR Signature [Signature]

Unit/Company AMIL Bhubaneswar Place Bhubaneswar Date 05/11/09