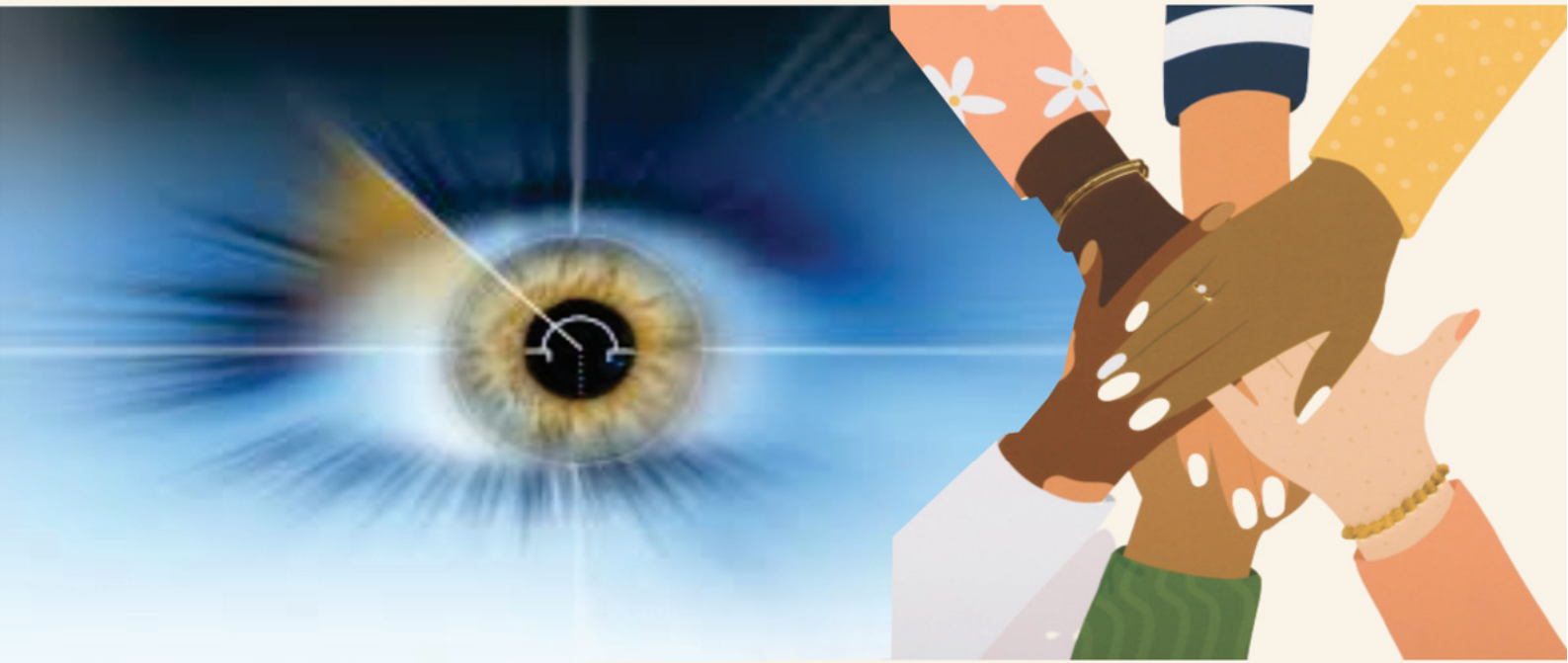




VIGILANCE DEPARTMENT BEML LIMITED



VIG-KIRAN Ver. 11

Theme: "Corruption free India for a developed Nation"

VIGILANCE AWARENESS WEEK - 2022

October 31, 2022 to November 6, 2022

Integrity Pledge

I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

I realise that every citizen should be vigilant and commit to highest standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

- ◆ To follow probity and rule of law in all walks of life;
- ◆ To neither take nor offer bribe;
- ◆ To perform all tasks in an honest and transparent manner;
- ◆ To act in public interest;
- ◆ To lead by example exhibiting integrity in personal behaviour;
- ◆ To report any incident of corruption to the appropriate agency.

Photos



Corporate Office



Bangalore Complex



KGF Complex



Mysore Complex



Palakkad Complex

Message from President



सत्यमेव जयते

राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am pleased to know that the Central Vigilance Commission is observing Vigilance Awareness Week, 2022 from 31st October to 6th November, 2022 on the theme:

"भ्रष्टाचार मुक्त भारत - विकसित भारत"
"Corruption free India for a developed Nation"

The fight against corruption is the collective duty and responsibility of all the citizens of this great nation. The ideals of transparency and integrity are an integral part of our tradition and culture. A corruption free India is the vision shared by all of us as we progress towards a new and developed India. We need to reiterate the ideals of integrity and accountability and strive towards embracing the values that have guided us in our journey so far.

On this occasion, I commend the Central Vigilance Commission for its efforts in combating corruption and convey my best wishes for the success of Vigilance Awareness Week 2022.

(Droupadi Murmu)

New Delhi
October 11, 2022



सत्यमेव जयते

प्रधान मंत्री
Prime Minister

संदेश

केंद्रीय सतर्कता आयोग द्वारा 31 अक्टूबर से 06 नवंबर, 2022 के बीच सतर्कता जागरूकता सप्ताह के आयोजन के बारे में जानकर प्रसन्नता हुई है। इस वर्ष सतर्कता जागरूकता सप्ताह के लिए 'भ्रष्टाचार मुक्त भारत- विकसित भारत' विषय का चयन सराहनीय है।

भ्रष्टाचार न केवल सामान्य नागरिक को उसके अधिकारों से वंचित करता है बल्कि देश की प्रगति में अवरोध भी उत्पन्न करता है, और एक राष्ट्र के रूप में हमारी सामूहिकता की शक्ति को प्रभावित करता है। बीते आठ वर्षों में हम भ्रष्टाचार के खिलाफ ज़ीरो टॉलरेंस की नीति को अपनाकर आगे बढ़ रहे हैं, जहां यह संदेश स्पष्ट है कि भ्रष्टाचार करने वाले किसी भी व्यक्ति या संस्थान को बख्शा नहीं जाएगा। इस तरह देश में विश्वास का एक वातावरण उत्पन्न हुआ है, जिसमें हर ईमानदार व्यक्ति आज खुद पर गर्व महसूस करता है।

भ्रष्टाचार को मूल से उखाड़ फेकने के लिए पूरी प्रक्रिया, पूरी व्यवस्था को पारदर्शी बनाया जा रहा है। तकनीक और रिफॉर्म के जरिए व्यवस्था को मजबूती प्रदान की जा रही है ताकि न केवल आज, बल्कि भविष्य में भी किसी भी स्तर पर भ्रष्टाचार की गुंजाइश न रहे और नागरिकों का हित सुरक्षित रहे।

यह जानकर प्रसन्नता हुई है कि इस वर्ष आयोग द्वारा निवारक सतर्कता उपायों पर तीन महीने का एक अभियान भी चलाया जा रहा है। कहा गया है- 'प्रक्षालनाद्धि पंकस्य दूरात् स्पर्शनम् बरम्।' अर्थात्, गंदगी लग जाए फिर उसे साफ करो, इससे अच्छा है कि गंदगी लगने ही न दो। जिन परिस्थितियों की वजह से भ्रष्टाचार पनपता है, हमारे लिए उन पर प्रहार करना आवश्यक है।

आजादी के अगले 25 वर्षों की यात्रा एक भव्य और विकसित भारत के निर्माण में हम सभी का कर्तव्य काल है। यह अवसर एक सशक्त और आत्मनिर्भर भारत के निर्माण में अपने प्रयासों में तेजी लाने का है। मुझे विश्वास है कि सतर्कता जागरूकता सप्ताह का आयोजन जीवन में ईमानदारी, सत्यनिष्ठा और पारदर्शिता को बढ़ावा देकर राष्ट्र निर्माण के लिए हमारे संकल्पों को मजबूती प्रदान करेगा।

केंद्रीय सतर्कता आयोग को आयोजन की सफलता और भविष्य के प्रयासों के लिए हार्दिक शुभकामनाएं।

(नरेन्द्र मोदी)

नई दिल्ली
कार्तिक 05, शक संवत् 1944
27 अक्टूबर, 2022

राजनाथ सिंह
RAJNATH SINGH



रक्षा मंत्री
भारत
DEFENCE MINISTER
INDIA

MESSAGE

I am happy to note that Central Vigilance Commission has chosen "Corruption Free India for a Developed Nation" as a theme for current year's Vigilance Awareness Week (31st October to 6th November), organized every year in the week coinciding with birthday of Bharat Ratna Sardar Vallabhbhai Patel.

During Vigilance Awareness Week, the Commission solicits the participation of the citizens of India through various programmes such as Gram Sabhas, Lectures, Competitions, etc. Schools, Colleges, Trade unions, etc. are also encouraged to participate in various programmes.

I convey my best wishes to Central Vigilance Commission for choosing the theme "Corruption Free India for a Developed Nation" we the people of India, must imbibe a sense of ethics and integrity in all aspects of their everyday life to make India a developed nation.

"Jai Hind"

(Rajnath Singh)

Place: New Delhi
Date: 14th Oct, 2022

Office : Room No. 104, Ministry of Defence, South Block, New Delhi-110011
Tel. : +91 11 23012286, +91 11 23019030, Fax : +91 11 23015403
E-mail : rmo@mod.nic.in



केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-10023
022/VGL/029(Pt.II)
सं./No.....
दिनांक / Dated.....

MESSAGE

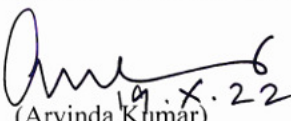
Central Vigilance Commission observes Vigilance Awareness Week every year in the week in which the birth anniversary of Sardar Vallabhbhai Patel falls. It is our pleasure to announce that Vigilance Awareness Week, 2022 is being observed from **31st October to 6th November, 2022** with the following theme:

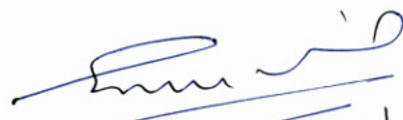
“भ्रष्टाचार मुक्त भारत - विकसित भारत”
“Corruption free India for a developed Nation”

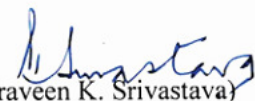
As we progress in the journey towards growth and development, there is an ever-growing need for transparency and integrity in public administration. It is the collective duty and responsibility of all citizens to fight corruption and build a strong and ethical India. As a precursor to Vigilance Awareness Week 2022, Central Vigilance Commission has undertaken a three-month campaign (16th August to 15th November) in which six different preventive vigilance measures were taken up as focus areas by different organizations.

Children are the future of the country, and they would play a key role in building our nation. Keeping this in mind, we have also held an essay competition on this year's theme wherein there was enthusiastic participation of students. More than 7.6 lakh students of Class X, XI and XII studying in over ten thousand CBSE schools across the country have taken part and expressed their views on the subject.

The Commission appeals to all citizens to come together to reaffirm our commitment to bring about integrity in all aspects of life for the Nation's development.


(Arvinda Kumar)
Vigilance Commissioner


(Suresh N. Patel) 19/10/2022
Central Vigilance Commissioner


(Praveen K. Srivastava)
Vigilance Commissioner

Message from CMD



I am happy to note that Vigilance department is bringing out the 11th edition of “VIG KIRAN” coinciding with the observance of Vigilance Awareness Week 2022 with the theme.

“भ्रष्टाचार मुक्त भारत - विकसित भारत”
“Corruption free India for a developed Nation”.

I congratulate CVO and his team on its endeavour to create awareness both internally and externally by conducting many preventive vigilance activities. The special emphasis of CVC on Digitisation of land records, cleanliness drive etc is a very good preventive vigilance drive.

My best wishes.

Amit Banerjee
CMD, BEML

Message from CVO



I am pleased to share the eleventh version of the annual in-house journal VIG-KIRAN. The theme for Vigilance Awareness Week-2022, chosen by CVC, the apex integrity institution of the country, is "Corruption free India for a developed Nation".

We hope the circulation of Vig Kiran will go a long way in improving the awareness of vigilance throughout BEML as well as in its sphere of circulation.

As per the latest report, The Transparency International, one of the internationally reputed corruption watch dogs, has ranked India as 85th in corruption perception index among 180 countries they have studied. Today in this 75th year of Independence, we must take oath to improve the perception of our country by acting as a responsible citizens in all aspects of our life.

To achieve our goal to make India corruption free, the Vigilance Team of BEML needs to be congratulated for celebrating the Vigilance Awareness Week in the true spirit of the occasion with participation from all levels. This year also like previous years, Vigilance Departments across BEML had conducted numerous activities like various competitions among officers, staff, spouses and their families. Walkathons and Skit Plays were organised to promote awareness and public participation towards eradication of corruption. Also outreach activities were conducted among students in schools and colleges with the intention to inculcate the spirit of integrity in their formative years which we believe will go a long way in building a corruption free society. Public Programs like Gram Sabhas and Exhibitions were conducted to spread awareness among citizens. Sensitization programmes like guest lectures/ training for employees on policies/procedures of the BEML and on preventive vigilance measures were organised across BEML to ensure that the code of ethical practices are transmitted through out the organisation.

We in BEML, always strive to study and follow the existing guidelines/systems in line with the CVC circulars by spreading those to all our stake holders, identify risk areas and plug the loopholes by suggesting systemic improvements. The continued preventive vigilance activities have yielded substantial positive results in our Organisation. Also our online reach to vendors across India adds to our achievements which are brought out in the booklet.

To conclude my message, I want to add that in this Amrit Kaal of our independence we should all be part of the drive towards eradicating corruption not only from our organisation but also from the entire society. The fight against corruption starts from home and it shall be our collective responsibility.

D. Venkateswara Reddy, IRS
Chief Vigilance Officer

VAW – 2022 Inauguration

Vigilance Awareness Week 2022 was inaugurated across BEML Ltd on 31.10.2022.



At Corporate Office



At Bangalore Complex

At KGF Complex



At Mysore Complex

VIG-Kiran Ver.11

At Palakkad Complex

Planting of Vigilance Tree (Parijatha) on the occasion of VAW 2022



At Corporate Office



At Bangalore Complex

At KGF Complex



At Mysore Complex

At Palakkad Complex

EXTERNAL GUEST LECTURES

Corporate Vigilance had organized the External Guest lecture by Shri. Raghunandan (Retd.) – IAS on **“A Systems approach on tackling Corruption”** which was attended by senior executives and officers at Corporate Office. Officers at Divisions have attended through video conferencing.



At Bangalore Complex Guest lecture by Shri. Ayyadurai Lazarus, Additional Superintendent of Police, Anti Corruption Bureau, CBI, Bangalore and was attended by Senior executives of Bangalore Complex.



External Guest Lecture by Dr. K. Dharani Devi Malagatti IPS, Superintendent of Police, KGF was organized at KGF Complex and attended by BEML officers and Staff.



Guest lecture was organized on the Topic "Vigilance in Health" for all the Officers of the organization by Dr Praveen of First Aid Centre, BEML, Mysore.

Shri Suresh Babu, Superintendent of Police, Lokayukta, Mysore accompanied by two Deputy Superintendents of Police from Lokayukta Shri Maltesh and Shri Krishnaiah were invited as Chief Guest and Guests of Honor.



Palakkad Complex has conducted sensitization program for staff of M/s. ITI Limited, Palakkad and M/s. Instrumentation Limited, Palakkad



Report on Vigilance Awareness Week 2022

The Vigilance Awareness Week 2022 was observed across the organization from 31st Oct 2022 to 6th Nov 2022 with the theme "Corruption free India for a developed Nation".

Shri Amit Banerjee CMD, BEML inaugurated the Vigilance Awareness Week 2022 at Corporate office on 31st Oct 2022 and in other Divisions was inaugurated by respective Chief of Complex. The inaugural programme was followed by administration of Integrity Pledges at BEML Soudha as well as in all the Divisions at Bengaluru, KGF, Mysuru, and Palakkad and across all ROs/DOs. The messages from President, Prime Minister, Vice President, Defence Minister and Central Vigilance Commission were read out to the august gathering.

In order to create awareness and to sensitize the work force of BEML on the need and importance of 'Vigilance' in the organization in particular, and public in general, banners in different languages were displayed at prime locations, at all Divisions/HQ of BEML and in public places too.

Parijatha plant was planted as Vigilance Tree by CMD keeping the motto clean, green and vigil in view. Divisions of BEML had planted the Vigilance Trees at their Complexes.

Integrity pledge for Citizens was also administered to the Students and Staff at Schools, Colleges and Gram Sabhas.

KGF Complex organized a Mobile Vigilance Exhibition Stall. This was fabricated in coordination with maintenance group and was exhibited at various locations both inside and outside factory premises at KGF and at Bangarapet.



Vendors Meet

Vendors Meet was organized through Video Conference with Corporate /Divisional Executives and vendors. There was active participation from vendors (around 82 vendors participated). CMD, CVO and all other functional Directors and other senior officers of BEML have addressed the queries/grievances raised by vendors online.



Competitions

Various competitions such as Essay Writing, Slogan Writing were conducted in English, Hindi and local language for officers, employees and their spouses across BEML and also for Trainees and MREs. Cartoon / Poster Drawing competitions were conducted for officers, employees and their spouses, Children of officers and employees across BEML and also Contract staff and Apprentice trainees. Quiz competitions

were also conducted to officers and employees.

Rangoli and Reverse Walking Race for Ladies, Running and Slow Bike race for Gents were also conducted at some complexes.

Essay Writing, Elocution, Debate, Group Discussion and Extempore Competitions were conducted at different schools at Bangalore, Mysore, KGF and Palakkad Complex. Walkathon was also organized for school students.



Quiz Competition



Essay writing by students



Reverse Walking Race for Ladies



Debate Competitions at School



Running race for Gents(TCLs)



Extempore Competition

Out Reach Activities for Public

Banners were displayed at front gate of Mysuru Palace and front gate of Krishna Raja Sagar (KRS) Dam.



Corporate Office, Bangalore Complex had arranged walkathon to spread the messages to public on anti-corruption. Important messages regarding ill - effects of corruption were displayed on placards and banners during the Walkathon.

Corporate Office

The need to revolutionize the thinking in every individual for bringing transparency and to build ethical values in every act and to make India corruption free, was conveyed to the public.



Bangalore Complex

KGF Complex had organized the Walkathon for students. Around 300 students had participated.



Walkathon by BEML Employees, Officers, Trainees was organized by Mysore Complex



WALKATHON ORGANISED BY VSC, BANGALORE CHAPTER

Vigilance Study Circle (VSC), Bangalore Chapter had organized the Walkathon and participated by CMD, CVO, Director(Defence) and Director (Finance) and BEML Staff. CVOs and Staff of other Bangalore based PSEs also participated.



GRAM SABHA

Mysore Complex and KGF Complex had organized Gram Sabha events on 31.10.2022 and 06.11.2022 respectively at Krishna Raja Sagara, Gram Panchayath and Benganuru Grama near Bangarapet, which was attended by general public residing in the panchayath. Briefed about Vigilance Awareness Week programme and its purpose to General Public. Mime Show and Skit play by BEML Team and Students were organised.



Administration of Integrity Pledge



Mime Show related to Corruption by BEML Team



Skit play by Govt. High School Students

SKIT PLAY

Skit plays were organized at Corporate Office, Bangalore, Mysore and KGF Complex.

Skit play "Kanchana" by BEML Fine Arts Club, Bangalore Complex was performed at Corporate Office and Worker's Canteen and Admin Building at Bangalore Complex.



Skit Play was performed by Kannada Mithraru at KGF Complex and also at Benganuru Grama panchayath.



VALEDICTORY

The Observance of Vigilance Awareness Week 2022 was concluded with valedictory functions at all the Complexes of BEML as well as at the Corporate Office. CVO and CMD addressed the gathering at HQ. Prize Distribution to winners in various competitions was organized at respective Divisions. At HQ, Prize money was transferred to individual winners' accounts as a part of Digital India initiative (HQ/ROs/DOs).



AWARD WINNING SLOGANS

ದಿನು ಸತಿಸಿ ವ್ಯವಹಾರ ದಳು ಶೂರ ದರ್ಶಕೆ, ಪ್ರಯಾಣಿಕೆ,
 ಕಮಲವಿಳಿ ಜೀವನದಳು ಕಿಶ್ಕುಲಿ, ಕಮಲಿಯ ಸಾಧಕೆ

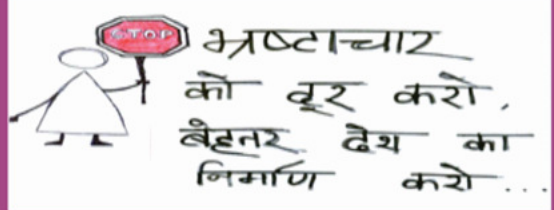
Mr. Kodandaram, Mysore Complex

ಭ್ರಷ್ಟಾಚಾರ ಯುಕ್ತ ಭಾರತ
 ಪ್ರಗತಿ ಕಾಲ ಯುಕ್ತ ಭಾರತ

Mr. Vikram H/o Mahalakshmma

रिश्त न लेंगे और न देंगे,
 खाते हैं हम आज ये कसम ।
 देश की उन्नति और प्रगति के लिए,
 भ्रष्टाचार को भिटाके ही लेंगे दम ।

Mr. Dinesh R Hedaro, Bhillai



Mrs. SwagatikaSitha W/o. Ajay Kumar Sitha

" देश के विकास के लिए शिक्षा जितनी
 जरूरी है,
 भ्रष्टाचारियों की सजा उतनी ही
 जरूरी है "

Mr. Balegara Naveen Kumar, Palakkad Complex

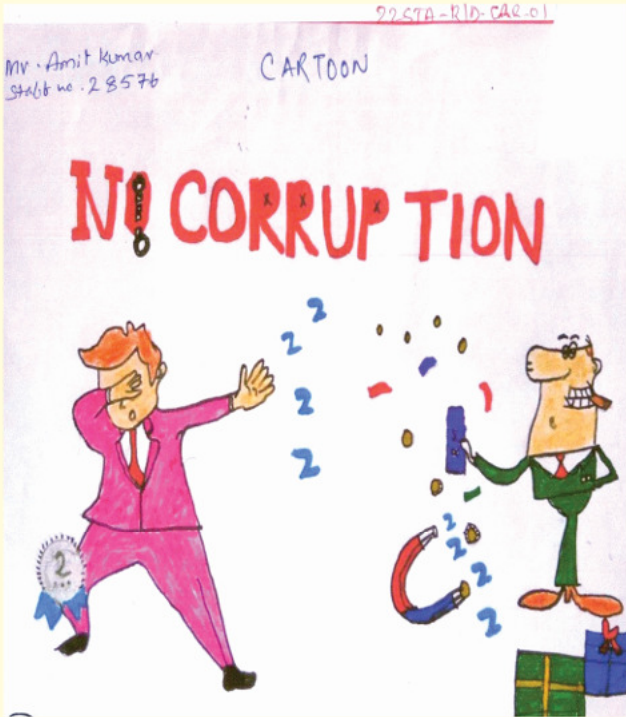
BREAK YOUR SILENCE AGAINST CORRUPTION
 SUPPORT TO DEVELOP OUR NATION "

Mr. Shiva Shankara, Mysore Complex

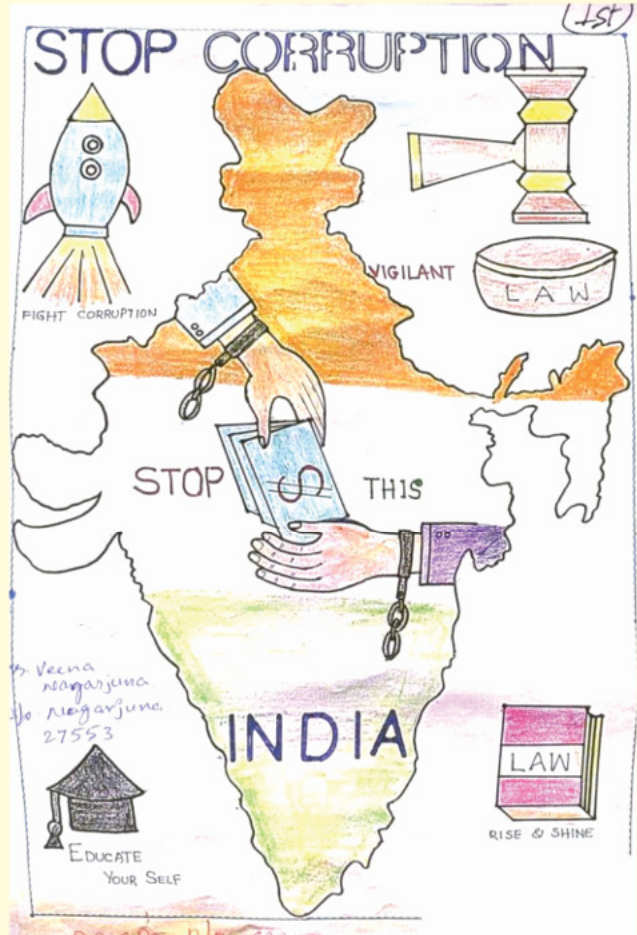
" ദുരിതാതിതകൃഷ്ടിടന്നം നവരസുദാനം നവദിനതി പവതിനയ്കാലേ
 ദന്തിടാനുരൂർ ജ്ജിടീടീറ്റം വികസീതവഴി ദാരണം. "

Mr. Rajesh T, Palakkad Complex

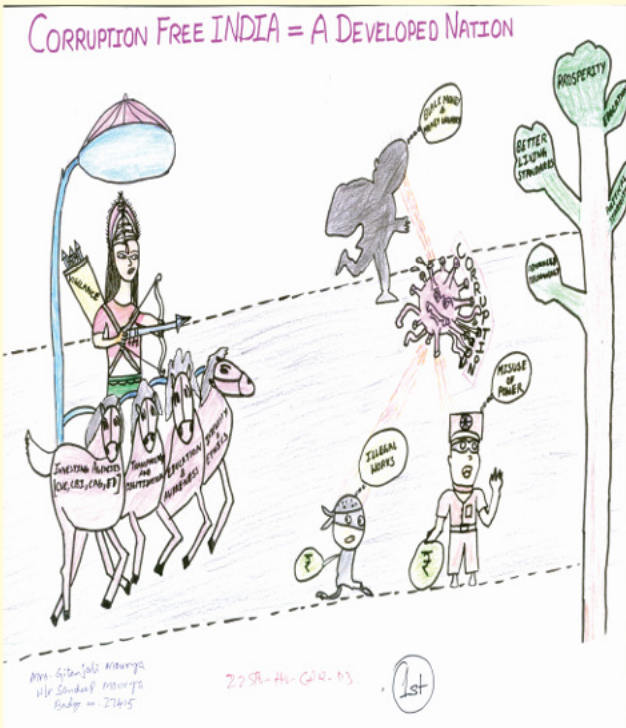
VAW - 2022 AWARD WINNING POSTERS



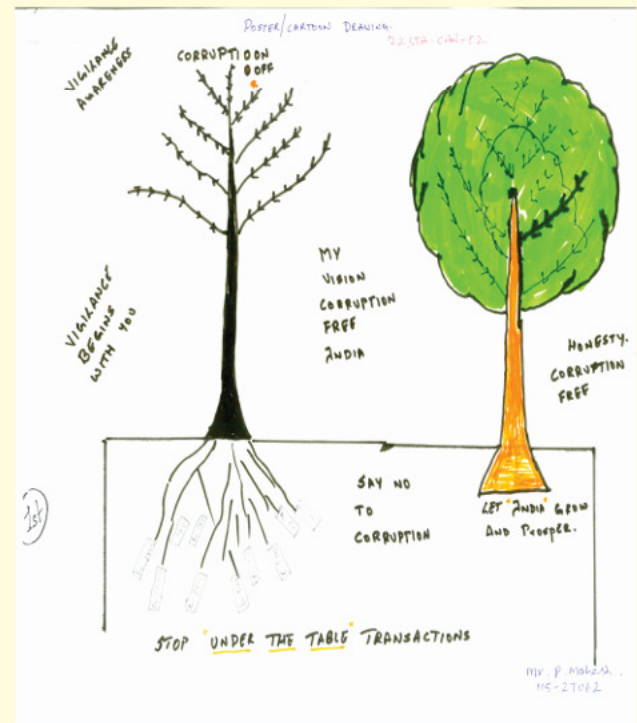
Mr. Amit Kumar, Service Dept, Dhanbad



Mrs. Veena Nagarjuna W/o Nagarjuna S



Mrs. Gitanjali Maurya W/o. Sandeep Maurya

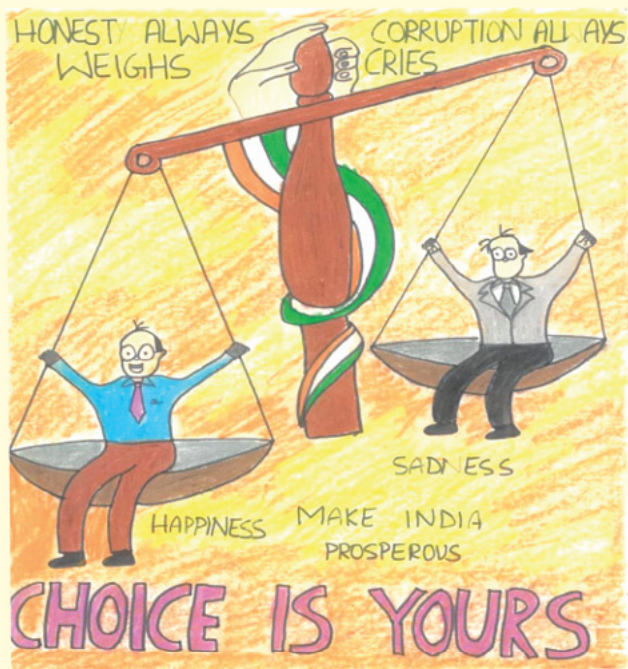


Mr. Mahesh P Corporate Office

AWARD WINNING POSTERS



Kavya Kaushal S/o Rajeev Kumar



Sanjana S D/o Sateesh E



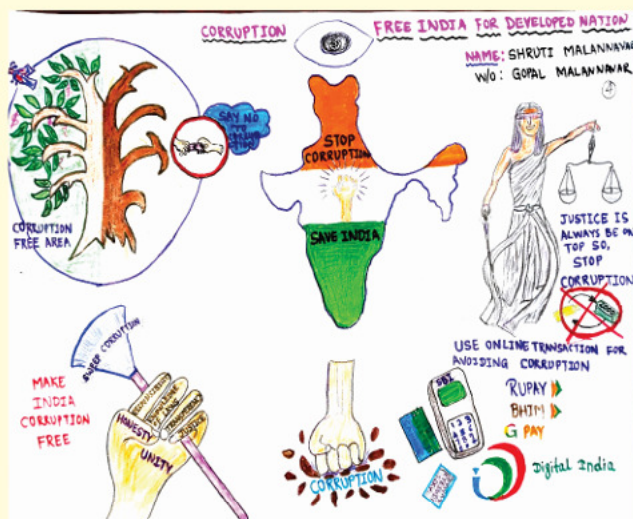
Mr. Guruvijayan. Palakkad Complex



Yukthipriya M D/o Muruga



Divya Rani D/o Ramkumar



Mrs. Shruti W/o Gopla K Malannavar

ACHIEVERS

Mr. Subash R – Asst. General Manager (Vigilance), KGF Complex

Central Vigilance Commission (CVC) has recognized Mr. Subash R – Asst. General Manager (Vigilance), KGF Complex for his Preventive Vigilance action towards fraud in case of Provident Fund (PF) payable by contractors to casual labours.

Mr. Subash R had detected irregularities pertaining to non-deposit of Provident Fund which was being perpetrated on the poor Labours by the contractors for the last many years.



Mr. Srivatsa G.Y. – Asst. General Manager (Vigilance), KGF Complex

BEML Management had felicitated Mr. Srivatsa G.N. – Asst. General Manager (Vigilance), KGF Complex for his Preventive Vigilance action by conducting a surprise check which brought to light, the theft of material by fraudulent manipulation of Weighment by Tampering of Weigh Bridge System. BEML, KGF had made an auction of Steel Scrap weighing approximately 1050 Tons valuing Rs 4.10 Crores. It was estimated that, in the said scrap sales lot alone, theft to the tune of Rs 80 Lakh worth of Steel Scrap would have occurred.



VIG-Kiran Ver.11

Synopsis of a System Study on Process of accounting Sub-contract items

Due to capacity constraints as well as non-availability of certain facilities, many of the operations/ components required for production are out-sourced to sub-contracting vendors. As a part of systemic improvement, detailed study on the process of accounting dispatch/ receipt of items against sub-contract Purchase Orders and accounting of sub-contract vendor rejections has been taken up.

Upon verification it is noted that

- Stores/Sub-contract department is dispatching material more than the available PO quantity and there is no system control/link on quantity of raw material/semi-finished components being sent to sub-contracting vendor with respect to quantity available / pending against PO. This has resulted in excess quantity dispatch / piling up of material at vendor end.
- As and when the finished components are received against sub-contract PO, raw material stock is not reduced / regularized/ updated from vendor stock in the system.
- Sub-contractors are not enclosing a copy of Offloading Material Gate Pass(MGP) or its reference number (raw material receipt from BEML) along with Invoice while sending finished material to BEML against sub-contract PO and also Security is not ensuring updation of Offloading register.
- Goods issued to vendor in system is not reversed whenever full quantity is not dispatched to sub-contracting vendor.
- The material cost on account of rejection by the sub-contractor or the raw material supplier is not recovered.
- Sub-contract rejected item is physically not returned back to sub-contractor for rework despite making return delivery in SAP there by projecting excess vendor stock in SAP.
- Non-Returnable MGP is made as against Returnable MGP for sending sub-contract rejected item to vendor for rework despite being BEML's material.
- Regularization/ updation in vendor stock is not made in SAP despite physically sending material to vendor.
- The present system of storage and handling of sub-contract rejected components is not adequate to ensure material cost recovery and unauthorized usage of rejected components for production.

Recommendations :

- Since the rejection of sub-contract material involves rejection due to sub-contracting vendor as well as raw material supplier, Standard Operating Procedure (SOP) for rejection of sub-contracting material and subsequent rework procedure with corresponding transaction/movement codes/ provision of blocked stock in SAP to be made.
- Sub-contract department while advising Stores has to recommend exact quantity to be sent to vendor after verifying the physical stock of raw material as well as pending PO quantity and Stores has to ensure necessary documentation as per the advice so as to avoid excess drawal or short dispatch and then reversing.
- System check point/link has to be introduced in SAP T-code 'MB1B' so as to ensure that excess raw material is not dispatched to vendor against the quantity defined in sub-contract PO.
- System check point/link has to be introduced in SAP T-code 'MIGO' so as to ensure that raw material is reduced/ regularized/ updated from sub-contract vendor stock upon receipt of finished material/ GR reversal on rejection against sub-contract PO.
- Offloading MGP or its reference number has to be indicated by sub-contractor in Invoice while sending finished material to BEML against sub-contract PO and Security has to ensure that the same is regularized in Offloading/Vehicle Entry Pass register.
- Security department has to make use of SAP T-code: ZMGPSEC (Security tracking for MGPs) for tracking returnable material to BEML against MGP.
- The sub-contract rejection analysis committee formed in line with clause 12.2.41 of Purchase manual has to analyze and effect recovery of raw material / machining cost and for salvage disposal of all pending rejections
- Returnable MGP/PO has to be made while sending sub-contract rejected item to vendor for rework.

The present system of storage and handling sub-contract items to be upgraded so as to ensure proper accounting, material cost recovery against rejection and non-usage of rejected items for production.

By Mr. Vineeth

Sr. Manager(Vigilance), Palakkad Complex

Case Study

Misuse of official pass and other attendance related Irregularities by Company Personnel.

It had come to the notice of Vigilance Department that, several irregularities are happening in Bio-Metric Attendance System (BMAS). Misuse of official movement pass is noticed in the company. Further, it is also alleged that, attendance data of some favored personnel is being manipulated and adjusted to suite individuals' requirement. Further, it is also alleged that, many personnel are going out of the Technical work area, without even Punching out, and are coming back after few hours (say 2 to 3 Hours), after completing their personal work outside. Some of them are going out after punching out officially, but are loitering around in the Market area for their personal work during their working hours.

Random preliminary fact verification on few sample personnel was carried out by Vigilance Department, to ascertain whether there is any truth in these allegations. Prima facie, the allegations appeared to be true, as per the sample surveillance carried out by Vigilance department. Several amendments were found to be carried out in the attendance data, even after a lapse of several months. It was found that these amendments are being carried out in the attendance system, without the knowledge / permission / authorization of the Department Head of that concerned worker. Such kind of amendments cannot happen without the active participation either by those having access to the system. On several occasions, security department have also strongly substantiated all these allegations. However, even in spite of a Security reports earlier on several occasions, suitable deterrent actions were not taken. Hence, these type of misuse and attitudes got increased over a period of time. This has become a trend / habit to those habitual offenders, and such kind of misconducts are continuing to happen unabated.

Several irregularities were alleged apart from the above w.r.t the above subject, namely, Misuse of Compensatory Off (i.e , Compensatory offs are not signed/approved by authorized person /competent authority), availing compensatory holidays illegally, feigning holiday duty, Punching attendance at different locations though not designated for the individual, absconding from work area during shift hours etc..

Based on the above, following recommendations for Systemic improvements were suggested to Management as a preventive vigilance and to curb such misuse by the personnel.

- a) Punching Clock where ever located are should be guarded and monitored by Security personnel. Necessary arrangements are to be made to capture the footages by the CCTV Camera.
- b) Concerned Department heads should check the movements made by the personnel working under them by using official pass (Yellow/white pass) quarterly. Necessary report is to be generated by the Time Office and provided to the department heads for monitoring.
- c) Details of personnel deployed for Holiday/ Sunday work is to be sent to concerned security gates, and the Incharge at Security gate should allow personnel according to the approved list only. Any additions to the list may be noted and the information to be passed on to the concerned department heads by Chief of Security with a copy to Chief of Complex.
- d) Minimum two CCTV Cameras are to be installed at every gate along with posting of security staff.
- e) In SAP, provision should be made to enter the details of Holiday Work done against the COMP OFF availing dates. At present, the same is not available.

Strict instruction are to be given to the security in-charge, where Punching Machine is installed, to closely monitor the recording of the punching by BEML personal and if any abnormality is found, the same is to be immediately informed to the Chief of Security and then to HR and Complex Head.

By Mr. Srivatsa G.Y.

AGM (Vigilance), KGF Complex



CYBER CRIME - A Compilation

Cybercrime refers to all the activities done with criminal intent in cyberspace. These could be either the criminal activities in the conventional sense or could be activities, newly evolved with the growth of the new medium. Because of the anonymous nature of the Internet, it is possible to engage into a variety of criminal activities with impunity and people with intelligence, have been grossly misusing this aspect of the Internet to perpetuate criminal activities in cyberspace. The field of Cybercrime is just emerging and new forms of criminal activities in cyberspace are coming to the forefront with the passing of each new day. There can be no one exhaustive definition about Cyber crime.

However, any activities which basically offend human sensibilities, can also be included in its ambit. Child Pornography on the Internet constitutes one serious Cyber crime. Similarly, online pedophiles, using internet to induce minor children into sex, are as much Cybercriminals as any others.

Cyber crimes can be basically divided into 3 major categories namely Cybercrimes against persons, property and Government.

1. Cyber-crimes committed against persons- include various crimes like transmission of Child-pornography, harassment of any one with the use of a computer such as e-mail, and Cyber-stalking. The trafficking, distribution, posting, and dissemination of obscene material including pornography, indecent exposure, and child pornography, constitutes one of the most important Cyber crimes known today. The potential harm of such a crime to humanity can hardly be overstated.

This is one Cybercrime which threatens to undermine the growth of the younger generation as also leave irreparable scars and injury on the younger generation, if not controlled.

2. Cyber crimes against Government

Cyber Terrorism is one distinct kind of crime in this category. The growth of Internet has shown that the medium of Cyber space is being used by individuals and groups to threaten the international governments as also to terrorize the citizens of a country. This crime manifests itself into terrorism when an individual & "cracks&" into a government or military maintained website.

3. Cyber crimes committed against property

Cyber crimes against all forms of property. These crimes include unauthorized computer trespassing through cyberspace, computer Vandalism, transmission of harmful programs, and unauthorized possession of Computerized information.

TYPES OF CYBER CRIME

1. Hacking

In simple words, hacking is an act committed by an intruder by accessing your computer system without your permission. Hackers (the people doing the 'hacking') are basically computer programmers, who have an advanced understanding of computers and commonly misuse this knowledge for devious reasons. They are usually technology buffs who have expert-level skills in one particular software program or language.

A hacker to break into systems to steal personal banking information, a corporation's financial data, etc. They also try and modify systems so that they can execute tasks at their whims. Hackers displaying such destructive conduct are also called "Crackers" at times. They are also called "Black Hat" hackers. On the other hand, there are those who develop an interest in computer hacking just out of intellectual curiosity. Some companies hire these computer enthusiasts to find flaws in their security systems and help fix them. Referred to as "White Hat" hackers or ethical hackers, these guys are against the abuse of computer systems. They attempt to break into network system purely to alert the owners of flaws. It's not always altruistic, though, because many do this for fame as well, in order to land jobs with top companies, or just to be termed as security experts. "Grey Hat" is another term used to refer to hacking activities that are across between black and white hacking.

2. BOTS and BOT NETS

Bots are programs installed covertly on a user's system which allows the attacker to Remotely control the targeted computer through a communication channel such as Internet relay chat (IRC), peer to peer (P2P), or HTTP. These communication channels allow the attacker to control a large number of compromised computers in a single Channel in a 'botnet'. The remote controlled/compromised computers are known as 'Zombies' and are a key tool in cyber warfare. The BOTs can be used for setting up a denial of service attack against an organization's website, distributing spam, carrying on Phishing attacks, distributing spyware, propagating malicious code and harvesting confidential information that may be used in identity theft.

3. Phishing

This is a technique of extracting confidential information such as credit card numbers and username password combos by masquerading as a legitimate enterprise. Phishing is typically carried out by email spoofing. You've probably received email containing links to legitimate appearing websites.

4. Email bombing and spamming

Email bombing is characterized by an abuser sending huge volumes of email to a target address resulting in victim's email account or mail servers crashing. The message is meaningless and excessively long in order to consume network resources. If multiple accounts of a mail server are targeted, it may have a denial-of-service impact. Such mail arriving frequently in your inbox can be easily detected by spam filters. Email bombing is commonly carried out using botnets (private internet connected computers whose security has been compromised by malware and under the attacker's control) as a DDoS attack. This type of attack is more difficult to control due to multiple source addresses and the bots which are programmed to send different messages to defeat spam filters. "Spamming" is a variant of email bombing. Here unsolicited bulk messages are sent to a large number of users, indiscriminately. Opening links given in spam mails may lead you to phishing web sites hosting malware. Spam mail may also have infected files as attachments. Email spamming worsens when the recipient replies to the email causing all the original addressees to receive the reply. Spammers collect email addresses from customer lists, newsgroups, chat-rooms, web sites and viruses which harvest users' address books, and sell them to other spammers as well. A large amount of spam is sent to invalid email addresses.

5. Web jacking

Web jacking derives its name from "hijacking". Here, the hacker takes control of a web site fraudulently. He may change the content of the original site or even redirect the user to an other fake similar looking page controlled by him. The

owner of the web site has no more control and the attacker may use the website for his own selfish interests.

6. Cyber stalking

Cyber stalking is a new form of internet crime in our society when a person is pursued or followed online. A cyber stalker doesn't physically follow his victim; he does it virtually by following his online activity to harvest information about the stalker and harass him or her and make threats using verbal intimidation. It's an invasion of one's online privacy. Cyber stalking uses the internet or any other electronic means and is different from offline stalking, but is usually accompanied by it. Most victims of this crime are women who are stalked by men and children who are stalked by adult predators and pedophiles.

7. Data Diddling

Data Diddling is unauthorized altering of data before or during entry into a computer system, and then changing it back after processing is done. Using this technique, the attacker may modify the expected output and is difficult to track.

8. Identity Theft and Credit Card Fraud

Identity theft occurs when someone steals your identity and pretends to be you to access resources such as credit cards, bank accounts and other benefits in your name. The imposter may also use your identity to commit other crimes. "Credit card fraud" is a wide-ranging term for crimes involving identity theft where the criminal uses your credit card to fund his transactions.

Credit card fraud is identity theft in its simplest form. The most common case of credit card fraud is your pre-approved card falling into someone else's hands.

9. Software Piracy

Software piracy is the unauthorized use and distribution of computer software. Software Developers work hard to develop these programs, and piracy curbs their ability to generate enough revenue to sustain application development. This affects the whole global economy as funds are relayed from other sectors which results in less investment in marketing and research.

10. Key Loggers

Key logger is a software program or a device designed to secretly monitor and log all keystrokes. The Key logger software/device scans computers, their processes and data, the moment a person strikes a key on the keyboard. This information is immediately carried over to an external controller. Key loggers comprise two categories: keylogging device and key logging software.

Key logging devices are small devices that can be fixed to the keyboard, or placed within a cable or the computer itself.

Key logging software is made up of programs dedicated to tracking and logging keystrokes.

A cybercrime is a crime that involves a computer or a computer network. The computer may have been used in committing the crime, or it may be the target. Cybercrime may harm someone's security or finances.

Summary

Cyber crime, also known as computer crime, any use of a computer as an instrument to further illegal ends, such as committing fraud, trafficking in child pornography and intellectual property, stealing identities, or violating privacy. Cyber crime, especially through the Internet has grown in importance as the computer has become central to commerce, entertainment, and government. The international nature of cyber crimes has led to international cyber laws

Compiled by Mr. Subash R.

AGM(Vig). KGF Complex

Source: Internet and reference books



ಭ್ರಷ್ಟ ಅಧಿಕಾರಿಗಳ ಒಗ್ಗೂಡು ಕೊಂಡು ಲಂಚವ ಪಡೆದು
ನ್ಯಾಯವೆಂಬ ಪದವ ಮರೆತು, ಅನ್ಯಾಯದ ಮಾರ್ಗವ ತುಳಿದು,
ನ್ಯಾಯವ ಮಾರಿದರು.

ಅಧಿಕಾರ ಕೊಟ್ಟಿದ್ದೆ ವೃಥಾವಾಯಿತು,

ನಂಬಿಕೆ ಇಟ್ಟಿದ್ದೆ ಸುಳ್ಳಾಯಿತು,

ತಪ್ಪೆಂದರು ತಿಳಿದರು ಕೂತು,

ವಿಷದ ಬಳ್ಳಿಗೆ ನಗರೇವಂಗಾಯಿತು.

ಭ್ರಷ್ಟಚಾರದ ಹಣ, ಸ್ತನಿನಡಲು ನಿಗುವ ಹೆಣ,

ಬಂದೇ ಎಂದು ಮರಿಯಬೇಡ.

ಇನ್ನಾದರೂ ಎಚ್ಚೆತ್ತಿ ಕೊ ಮನುಷ್ಯ....

ನಾ ಮಾಡಿದ ತಪ್ಪು ನೀ ಮಾಡಬೇಡವೋ ಅನುಷ್ಠ.

ಕೊಟ್ಟ ಅಧಿಕಾರವನ್ನು ನೀನು ಕರ್ತವ್ಯವ ಅಂತು,

ನಮಾಜು ಜಾಗೂ ದೇಶದ ಒಳಿತಿಗೆ ಒಳನು.

ಬಿಗ್ಗಟ್ಟಿನಿಂದ ಬನ್ನಿ ಇನ್ನಾದರೂ ಲಂಚ ಮುಕ್ತ.

ಭಾರತದ ಕನಸ ನೆರವೇರಿಸೋಣ....

ಪರುಶ ಎಂ. ಶಿರ್
[ಕನ್ನಡ ಬರಹಗಾರ]
T218 - 8420

1. Introduction :

- a) Corruption is a social evil and a great menace in the modern world. It not only undermines the growth of developed countries but also a great threat to the economics, social and political development for the developing and under developed countries. It also affects the moral fabrics of the society as a whole particularly with regards to children.
- b) In all the modern countries, the focus is on to prevent/control the corruption embedded in the system/society. In order to fight the evil of corruption, the respective governments set up various agencies/organizations. These organizations adopt various anti – corruption measures/systems restricted to the Govt organizations alone.
- c) In order to fight the corruption prevailing in the society some of the Non – governmental organizations and private organizations are putting their best efforts and sensitizing the general public about evils of corruption and its effects on society.
- d) Today's children are tomorrow's responsible citizens. A citizen can become responsible when he is having good principles, moral values and social belongingness in his life. With this noble quality, a student can contribute much towards development of society at large. Hence an attempt is being made by BEML management to transform the students in various BEML schools to learn about Ethics, Morality and make them self-sufficient, self-reliable and create social belongingness and enable to become responsible citizens of the country.

2. Vision :

“To develop children in schools as responsible and integral citizens of India”

3. Mission :

“To nurture core human values and strengthen the moral fabric of children through organised activities, exposure to society and interactions with people of eminence”

4. Objective of the Programme:

- a) The concept of joint family has helped children in learning, nurturing and reinforcing values and ethics under the guidance of parents and elders. However due to the increase in the nuclear families the nurturing of children is not happening on the expected lines. Children are left to learn themselves which creates disorder, disrespect in the children of today to be informative, responsible, with sense of belongingness by sensitizing them with good values to ensure orderly/ healthy society so that they can contribute much to the society.
- b) In the above backdrop a programme is being introduced which aims to inculcate moral values and ethics into the minds of the young children so that when they grow up they become socially & morally responsible citizens of the country and work for the good cause of the society. Hence there is need to cultivate human values among students by organising activities involving sharing of information / knowledge, workshops, games, etc.

5 . Organization of Integrity Club :

- a) Integrity clubs have been formed in different schools near BEML units.
- b) 10 to 15 students of different classes (VI to XII) will be selected from each school who are volunteers to join the Integrity Club.
- c) The officials of BEML Vigilance Department will sensitize the students of Integrity Club.
- d) In order to successfully implement the programme, a teacher from each school will be nominated as Co-ordinator and to act as bridge between the Integrity Club and the Vigilance Department.
- e) A leader for the Integrity Club of each school will be selected amongst the students for effective implementation of the activities.

6. Activities :

The activities proposed as a part of the program to be carried out by the Integrity Club has been categorized under Four heads :

a) Day-to-day Activities :

- i. Students of Integrity Club to narrate quotation and proverb related to Integrity, Moral Values, Patriotism, Ethics & Social Harmony. Two minutes time in regular School Assemblies may be allotted for this activity.
- ii. A notice board will be exclusively allotted to Integrity Club in each school. Slogan on the topic of Integrity Club to be posted on regular basis. Also the activities of the Circle and Good Article/News on Ethics and Moral Values will be displayed on the board.

b) Weekly Activities :

- i. Sensitizing the Students of Integrity Club about the aim and objectives of the formation.
- ii. Organizing Quiz, Debate, Pick & Speak, Group discussion and Role play for the members of Integrity Club.
- iii. Presentation on Integrity, Moral Values, Ethics to the Students of Integrity Club by the officials of BEML Vigilance department.
- iv. Short film/videos for the Students of Integrity Club.
- v. Distribution of books on Integrity, Moral values, ethics & social harmony to the students of Integrity Club.
- vi. To obtain feedback from our main stake holders i.e., the children on their experiences and expectations.

c) Quarterly Activities:

- i. Inviting eminent Speakers/Guests to address Students of Integrity Club/ general Students.
- ii. Inviting eminent sports personalities and spiritual leaders to interact with students of Integrity Club.
- iii. To organize visits to the NGOs / Agencies working for social cause.
- iv. To obtain feedback from children on their experiences and expectations.

d) Special Events

Independence Day, Republic Day, Vigilance Awareness Week Celebration [Birthday of Sardar Vallabhai Patel] and other eminent personalities of high integrity and moral values) :

- i. Organize Walkathon/Cyclothan for the students.
- ii. Conducting Skit/Street Play.
- iii. Organize excursion for students of Integrity Club to places of value learning or other nearby places of interest etc.
- iv. To organize competition between Students of Integrity Club of different schools located in nearby areas.
- v. Conduct competition in schools for all the Children.

7. Integrity Clubs introduced by Vigilance Department, KGF

Vigilance Department, KGF has taken an initiative to introduce 2 Integrity Clubs at BEML Composite PU College (BCPUC), KGF and at The Jain International School (TJIS), Bangarpet during the year 2021 & 2022 respectively. Integrity club at BCPUC is having 13 students with one Teacher at BCPUC and 14 students and one teacher at TJIS.

- i. All the students of Integrity clubs along with the Teacher, are taking initiative in conducting and enthusiastically participating in the various activities of Integrity Club.
- ii. As a part of integrity club activity in these schools, two minutes time in the assembly has been allotted daily and are narrating quotation and proverb related to Integrity, Moral Values, Patriotism, Ethics, Social Harmony etc.,
- iii. Various events like Quiz, Debate, Pick & Speak, Group discussion, Role play etc., are being organized in the schools to bring awareness on the objectives of Integrity Club on a continuous basis.
- iv. BEML Team is also actively involved in the Integrity club activities at these Schools by Conducting Skit Shows and Presentations on various topics in line with the objectives of the Integrity club.

8. Few Snap Shots of the Events held at Integrity Club

a. The Jain International School (TJIS), Bangarpet:



b. BEML Composite PU College, KGF



9. Integrity Clubs introduced by Vigilance Department, Bangalore Complex:

Integrity is a virtue that needs to be germinated and nurtured in citizens from a young age as it is strenuous to be inculcated among adults through instructions. Hence, with the aim of molding an integral, moral and ethical society, "Integrity Club" was opened at BEML Shishya School consisting of 20 students.

It was inaugurated by CVO/BEML on 03-11-2017 by distributing uniforms for the members of the club. The member of Integrity Club – BEML Shishya school have been participating enthusiastically in various activities for spreading awareness about the impact of corruption in our society. The members of the club interacted with CVO BEML during VAW 2019 and appraised about their activities.

Another "Integrity Club" was opened at My Saviour public school, during VAW 2019. The student of My Saviour public school Integrity Club have been enthusiastic about participating in various cultural activities during Vigilance Awareness Weeks and have contributed significantly towards educating the society about being honest in day to day activities.

Members of both the Integrity Club participate in Swachh Bharat initiatives like cleaning of school surroundings and classrooms. Every year both the clubs plant sapling to commemorate the Vigilance theme – "Clean, Green and Vigil". The club members take integrity pledge every year and conducts walkathon near by the school premises during Vigilance Awareness Week.

by KGF & Bangalore Complex, Vigilance Department



VIG-Kiran Ver.11

NEED OF ETHICS IN ORGANIZATIONS

Business ethics refers to the standards for morally right and wrong conduct in business. Law partially defines the conduct, but “legal” and “ethical” may not necessarily be the same. Business ethics enhances the law by outlining acceptable behaviours beyond government control. The issues that come up in a discussion of ethics include corporate governance, insider trading, bribery, Discrimination, Social responsibility, and fiduciary responsibilities.

Ethics and its importance in business:

Business ethics are the set of practices and policies that companies should use to guide them through decisions about finances, negotiations and deals, corporate social responsibility, and more. Without a strong set of ethics, a business can run afoul of the law, encounter financial pitfalls and moral dilemmas. Many organizations overlook needs and opportunities to strengthen ethics. Barriers can make it hard to see the need for stronger ethics and even harder to take effective action. These barriers include the organization's misleading use of language, misuse of an ethics code, culture of silence, strategies of justification.

Ethics is important in business because it regulates the behaviour of people who are the back bone of many organisations. Ethics provide guidelines for people to avoid mistakes, while they are thinking that they are doing the right thing.

Business Ethics Affect Reputation of a Company:

Brands are no longer owned only by the companies they represent. Employees, consumers, and stockholders increasingly feel that a brand belongs to them too. That is why most of consumers will stop doing business with a company if they disagree with its words or actions on a social issue.

Business Ethics Set the Tone for Employee Behaviour:

Leadership sets an example for employees. Leading by example can increase trust and team engagement. The people you manage pay a lot of attention to what you say and what you do. If what you're doing and saying are inconsistent, that inconsistency can lead to frustration and lack of trust. When leaders display a strong moral compass, it encourages the team to do the same.

Good Business Ethics Aid in Negotiations:

When a company has a positive reputation, it encourages other businesses to negotiate with it. No one wants to make a deal with a company that may not make good on its Ethics. If both businesses understand the rules of the ethics, they can make better, stronger negotiations because they know they will get what they have been promised from.

Benefits of Ethics in Business:

The importance of business ethics reaches beyond employee loyalty and morale or the strength of a management team bond. As with all business initiatives, the ethical operation of a company is directly related to profitability in both the short and long term.

The reputation of a business in the surrounding community, among other businesses, and for individual investors is paramount in determining whether a company is a worthwhile investment. If a company is perceived to operate unethically, investors are less inclined to buy stock or otherwise support its operations.

Companies have more and more of an incentive to be ethical as the area of socially responsible and ethical investing keeps growing. The increasing number of investors seeking out ethically operating companies to invest in is driving more firms to take this issue more seriously.

Code of ethics in India:

Code of Ethics mainly focuses on 'Inclusive Business', 'Accountable Business', 'Transparent Business Standards', 'Commitment to Professed Quality and Representation Accuracy', 'Fair Competition', 'Equal opportunities employer', 'Upholding of Employee Human Rights', 'Health, Safety and Environment'.

Conclusion:

With consistent ethical behaviour comes an increasingly positive public image. There are few other considerations as important to potential investors and current shareholders. To retain a positive image, businesses must be committed to operating on an ethical foundation as it relates to the treatment of employees, respecting the surrounding environment, and fair market practices in terms of price and consumer treatment.

Ethics begins at the highest level that implies that anyone in charge should work and live ethically to give more people who work for them a prime example. It is important to develop ethical behaviour throughout the corporate world to build confidence and to provide a sincere products or services.

Every ethical business should have an environment that makes it possible for every employee to take pride in their work and identify with the industry as a whole.

Compiled by Mr. B L Hemanth Kumar, Manager (Vigilance), Mysore Complex



Use of Digital Technology (DT) in BEML - An effective tool to bring Transparency

DT applications are implemented to bring more transparency in business processes through real-time information to management and user departments in the form of dashboard enabling them to analyze the data which results in increased productivity.

Some of the DT initiatives implemented towards bringing transparency are, viz., FLM, Industry 4.0, CRM Solution (Customer Complaint Management), RPA based Direct Medical Billing System, etc.

1. FLM Implementation:

File Lifecycle Management (FLM) is implemented and being used across BEML for paperless file management system with seamless Integration to SAP system and making file tracking transparent and easy. Improvements are planned in the existing processes of FLM Module to make it more user-friendly and reduce the cycle time of the file approval systems.

Benefits:

- File traceability.
- Simplified Search.
- Integration with SAP.
- Reduction in approval cycle-time.
- Dashboard to see complete process.

2. Industry 4.0:

Industry 4.0 is implemented at manufacturing shop floor at H&P Division, KGF Complex as a first step and will be moved to other complexes. In BEML H&P division total 27 machines chosen for Industry 4.0 project across 4 shop floors. Those are 24 CNC machines, 1 CMM and 2 Test Rigs. All machines are operated by 40+ operators and 4 various departments will involve in the regular production / Maintenance / Quality activities.

Benefits:

- Improves the transparency in communication between shopfloor operators to Supervisors.
- Live monitoring of shop floor activities by top management.
- Remote accessibility of factory data.
- Test data for traceability across all manufacturing stages.
- Increased data accuracy.
- Improved Productivity & Performance by real time monitoring of Machines.
- Data Analysis by Production, Management & Quality teams.
- Instant Alarm & notifications of breakdowns/ failures to the concerned.
- Improves the effective utilization of the resource.

3. CRM Solution (Customer Complaint Management):

CRM Solution is an automated Complaints System through Mobile and Web based platform to monitor customer complaints to ensure customer satisfaction and proper management reporting.

Benefits:

- Management can view the complaints status through dashboard.
- Real time status tracking of the Service Request.
- Real time alerts – SMS / E-mail / App Notifications.
- Integrated with SAP inventory module.
- Bank Guarantee Monitoring.
- Speeds up complaint resolution turn-around time and saving service costs.
- Reports & analytics available to all executives involved in the business.

4. RPA based Direct Medical Billing System (DMBS):

DMBS was implemented to automate full lifecycle of "Hospital direct medical billing processes" by using advanced technology (BOT) starting from request for medical referral letter till final processing of medical bills.

Benefits:

- Transparency to BEML staffs to view the status of referral letter approval.
- Accuracy and ease of operation.
- Brings speed in bill processing.
- Eliminates paper work and delay.
- Reports & analytics

By. Ms. Anitha , DGM(DT), Corporate Office

BEML - VIGILANCE TEAM



Corporate Office



Bangalore Complex



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Mysore Team



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