



NEW FRONTIERS. NEW DREAMS

VIGILANCE DEPARTMENT
BEML LIMITED



BEML LIMITED

Observes

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VIGILANCE AWARENESS WEEK

10.2019 to 02.2019

Theme:

Integrity - A way of life



VIG-KIRAN Ver.8

Theme: Integrity-A way of life

VIGILANCE AWARENESS WEEK

October 28, 2019 to November 02, 2019

Includes a CD of the booklet on
"PRAYAAS - A journey towards
Integrated Ethical Management".

— Integrity Pledge —

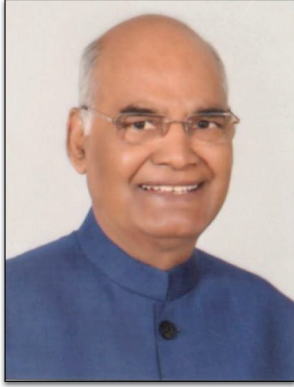
I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

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 task in an honest and transparent manner.
- To act in public interest.
- To lead by example exhibiting integrity in personal behavior.
- To report any incident of corruption to the appropriate agency.





राष्ट्रपति
भारत गणतंत्र
**PRESIDENT
REPUBLIC OF INDIA**

MESSAGE

I am happy to know that the Central Vigilance Commission is organising Vigilance Awareness Week from 28th October to 2nd November, 2019 on the theme “Integrity-a way of Life”

The Commission is conducting public campaigns on the above theme across cities, towns and villages and making efforts to reach out to the youth by organizing related activities in schools and colleges across the country.

Ethical conduct and integrity are essential elements of good governance in our institutions and pre-requisites for inclusive development. This campaign to promote such qualities must cover all aspects of our national life.

I extend my greetings and felicitations to all those associated with the Central Vigilance Commission and wish the Vigilance Awareness Week every success.

(Ram Nath Kovind)

New Delhi
October 25, 2019



प्रधान मंत्री
Prime Minister

MESSAGE

I am happy to learn that Central Vigilance Commission is organizing Vigilance Awareness Week. The selection of “Integrity – a way of life” as the theme of the Vigilance Awareness Week is apt.

Integrity is a virtue that must be instilled and regularly reinforced in every individual starting from a very young age. Teachers and parents need to work collectively to ensure that qualities such as integrity, dedication and hard work are ingrained naturally in the evolution of a young student into an able citizen.

The emphasis must be on putting in place effective preventive measures and spreading awareness to eradicate corruption. Individuals and organizations need to adopt a behaviour of ‘Zero Tolerance’ to any kind of corrupt activity.

We must make a collective endeavour to ensure that the Vigilance Awareness Week celebrations succeed in inspiring every individual to adopt ‘Integrity’ as a way of life each moment of the day and in every action that is performed.

I hope that the celebrations make a lasting impact and motivate the people. Best wishes for successful celebrations of Vigilance Awareness Week 2019.

(Narendra Modi)

New Delhi

कार्तिक 09, शक संवत् 1941

31st October, 2019

Shri Sharad Kumar

Central Vigilance Commissioner

Central Vigilance Commission

Satarkta Bhawan, GPO Complex

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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-110023
019/VGL/029

सं./No.....

दिनांक / Dated. 16.10.2019

MESSAGE

The Vigilance Awareness Week observed each year by the Central Vigilance Commission affirms Commission's commitment to promotion of integrity and probity in public life through citizen participation.

"Integrity- A way of life" has been chosen as the theme for the Vigilance Awareness Week this year by the Commission. Integrity and Ethics form the foundational pillars of a nation and national development takes place when individuals and organisations are committed to integrity as a core value. Combating corruption is not just a matter of making laws and creating institutions, but is deeply rooted in human values and morals of individuals. Cultivating ethical values is essential for building a New India.

The Commission believes that this theme would help draw the attention of all sections of society especially the youth of the significance of ethical conduct in the building of an honest, non discriminatory and corruption free society.

The Commission's initiatives like the taking of voluntary Integrity Pledge, Integrity Clubs in schools and colleges, mass awareness campaigns are efforts to motivate people to observe ethical behaviour in everyday life.

The Commission appeals to all to inculcate integrity as a way of life for the realisation of the full potential of the individual and progress of the nation.

(Sharad Kumar)

Central Vigilance Commissioner



Vidya Bhushan Kumar, IFS, Chief Vigilance Officer

Dear Friends,

I am delighted to share our Special In-house Journal 'VIGKIRAN-8'. Each year, we commit ourselves to a special theme of 'Vigilance Awareness Week' announced by Central Vigilance Commission. This year theme is "Integrity – A Way of Life".

We, in BEML Limited, have initiated an integrated approach to vigilance administration, focusing more on preventive and awareness generating activities. The recent initiative of 'PRAYAAS' – 'Ethical Dilemma at Workplace' was well received by all the participants in the company and motivated to create a positive value based framework for vigilance administration. I hope that management would be proactive to carry forward this positive pulse to make it a wave of large transformation in ethical management in the company.

The change is possible only through adaptive leadership, for which all of us have to take challenge and practice in our area of work.

Let this year's theme of Vigilance Awareness Week; 'Integrity – A Way of life', inspire us to take adaptive leadership and also motivate us to celebrate it through out the year in true spirit and make vigilance a wholesome response for our country to be a corruption free and a strong nation.

I hope that the issue of 'VIGKIRAN-8' will serve its purpose of sharing our activities to all and inspire for taking positive action to promote integrity in all walks of life.

Vidya Bhushan Kumar, IFS
Chief Vigilance Officer



Deepak Kumar Hota, Chairman & Managing Director

I am glad to note that BEML Vigilance Department is organising the 'Vigilance Awareness Week' from 29th October to 2nd November 2019 and is commemorating the event by publishing a special in-house journal "VIGKIRAN-8" with the theme "Integrity - A way of life".

The Vigilance Department of BEML Limited has been doing a yeomen work in creating organisational awareness on the core values of our Company and the importance of demonstrating them through our deeds and actions. The department through its pro-active initiatives has helped the organisation in streamlining its various integral systems and processes.

I am sure that the special issue 'VIG KIRAN 8' with the theme 'Integrity – a way of life' is set to bring out systematic improvement in governance by ensuring integrity in public administration.

My best wishes to our Vigilance Department for its continued success and hope that we all make efforts to leave behind a socially practising ethical behaviour for our future generations.

D. K. Hota
Chairman & Managing Director
BEML Limited



Report on Vigilance Awareness Week – 2019

As per the directives of CVC vide Circular No. 05/08/19 ref no. 019/VGL/029 dated 02.08.2019, the Vigilance Awareness Week-2019 with the theme "Integrity – A way of life" was observed in BEML Limited from 28th October 2019 to 2nd November 2019. The theme of the Vigilance Awareness Week 2018, in particular was highlighted.

DISPLAY OF BANNERS, STANDEES & POSTERS:

In order to create awareness and to sensitize the work force of BEML Limited 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 the Corporate Office, Production Units at Bengaluru, KGF, Mysuru, Palakkad Complex, Regional & District Offices and at VIL-Tarikere (A subsidiary Unit of BEML Ltd). Also, at public places like Bus Stand and posters were on display on Company/hired vehicles.



INAUGURAL FUNCTION AND PLEDGE ADMINISTRATION:

The inauguration of the Vigilance Awareness Week-2019 on 28th October 2019, was marked by lighting of the lamp, followed by administration of Integrity Pledges at the Corporate Office and in all the Production units at Bengaluru, KGF, Mysuru, Palakkad and VIL.

At Corporate Office, the Integrity Pledge for Organisations and Integrity Pledge for Citizens were administered to all Senior Executives, Executives and Employees. The messages from VVIPs of our Country (Honourable President and Prime Minister) and Central Vigilance Commission were read out to the august gathering at the Corporate Office.



The Integrity Pledge for Organisations and the Integrity Pledge for Citizens were also administered to all the BEML staff during the VAW-2019 inauguration functions held at Production units at Bengaluru, KGF, Mysuru, Palakkad, VIL and at Marketing offices.



'Maulsari' sapling was planted as 'Vigilance Tree' by the Chief Guest Shri Shankar Bidari, IPS. At HQ on 29.10.2019. On 30.10.2019, Respected Shri Anindo Majumdar, IAS, Secretary, CVC, was the Chief Guest for the VAW-2019 programme at Corporate Office. 'Maulsari' sapling was planted as 'Vigilance Tree' by the Chief Guest at the BEML Bangalore Complex. In KGF, Mysore and Palakkad Vigilance Tree was planted by Chief guests.



Report on Vigilance Awareness Week – 2019



Integrity pledge for Citizens was also administered to the Students & Staff at Schools & Colleges where BEML had organised events as a part of Observance of Vigilance Awareness Week-2019. The Pledge was administered to about 200 students and staff.



HANDOUT AND PAMPHLETS DISTRIBUTION:

Pamphlets & Handouts were distributed to the BEML staff across all the divisions, Regional & District offices. Pamphlets were also distributed to public during Walkathon and to vendors/contractors during vendor meet with a message "Integrity- A way of life".



ACTIVITIES ORGANISED WITHIN BEML LIMITED:

Various activities such as Essay writing, Slogan writing, Poster/ Cartoon Drawing, Article writing, Walking Race Competition, Bike race competition etc., were conducted for the staff, spouse, Trainees and kids at various BEML Complexes and Regional & District offices. In all around 300 entries were received and prizes were distributed for the first three best entries.



Report on Vigilance Awareness Week – 2019

SENSITIZATION PROGRAM

Sensitization programmes were conducted at all the divisions & HQ for around 150 participants. Vigilance Awareness programmes were conducted for staff at HQ for 34 participants which included Department Heads, DGMs, GMs & CGMs. Two training programmes on Vigilance awareness for 35 Officers / Employees - exclusively for Purchase departments of all the divisions of Mysore complex. Training programme for fresh incumbents of various departments was conducted at Bangalore Complex (APR filing, Vigilance Clearance, TA/DA Claims).



OUT REACH ACTIVITIES:

Various activities such as Quiz, Debate, Elocution, Essay writing, Extempore, Group discussion and Slogan writing competition was conducted for the students of Schools and Colleges.



2962 students from various schools and 1027 college students participated in various competitions.

VENDORS MEET :

A 'Vendor Meet' was organised at Corporate Office of BEML on 25.10.2019 & simultaneously across all divisions of BEML linked through Video Conferencing facility. Presentations were made regarding Vendor Development initiatives and vendor oriented IT initiatives like Online Submission & Return of EMD, Display of Technical Compliance Sheets, Display of Quotation Details, Payment Tracking & Alert System, etc. All the Directors, CMD & CVO of BEML addressed the august gathering. In his address, CVO stressed on following points:



- Suppliers are valuable partners.
- BEML is continuously increasing the vendor base.
- As a company, it is very much important to Know Your Vendors (KYV) akin to KYC.
- Vendor meet to be conducted frequently.

Vendors evinced keen interest in BEML initiatives and a very active interaction session was observed. The grievances aired were addressed & suggestions for improvement were noted.

WALKATHON - VIGITHON :

Vigilance Awareness Week-2019, "Vigithon" (Walkathon) was organized by Vigilance Study Circle-Bengaluru Chapter on 03.11.2019 around Kanteerava Stadium along with other 15 member organizations (PSUs) i.e., HAL, BEL, BHEL, ITI, BRBNMPL etc., and the Public Sector Banks Canara Bank, Syndicate Bank, Corporation Bank, Andhra Bank, etc. 265 staff from these organizations actively participated spreading anti-corruption messages through pamphlets, slogans, placards etc. At the end of Walkathon, human chain was formed with slogan movement across the chain.

At Mysore Complex, a walkathon was organised on 30.10.2019, 180 staff actively participated. During Walkathon, important messages regarding Anti-corruption were displayed in the form of Placards, Banner, through Public address system and information regarding ill-effects of corruption & need to revolutionize the thinking in every individual to bring out

Report on Vigilance Awareness Week – 2019

transparency & to build ethical values in every act and to make India corruption free, was communicated to Public.

At KGF Complex, a Walkathon competition was conducted for the Staff, School & Collage students, 750 participants in the walkathon.

GUEST LECTURES:

At Bangalore Complex, Shri M D Sharath, Dy. SP, Cyber Crime Cell, CID HQ, Karnataka Police Dept. has delivered lecture on the risks due to Cyber Crime activities across the country and world on 23.10.2019; 90 staff participated.

At Corporate Office, Guest Lecture by Shri Shankar Bidari, IPS, Former DGP, Govt of Karnataka (Inaugural function) on 29.10.2019. 70 staff participated.

At KGF Complex, Shri Santosh Hegde N, Retd Supreme Court Judge & Former Lokayuktha, Karnataka on 30.10.2019. 220 staff participated.

At Palkkad Complex, Shri. Premnath P, Sr. Grade Assistant Public Prosecutor was arranged on the theme of VAW-2019 on 30.10.2019. 50 staff participated.

SKIT PROGRAMME:

A street play was organized in co-ordination with the members of the BEML Fine Arts Club of BEML, Bangalore complex, depicting the theme of VAW 2019. The Play was presented at Bangalore Complex, Corporate office, Unity Building.

The play was also performed at the BEML Shishya School in presence of a large gathering of students.

At KGF, a Skit programme was conducted by a troupe under the Aegis of Kannada Mithraru on the Theme of VAW 2019. It was organised at 4 different prominent places on four different dates. Two shows were conducted inside EM Division. One was conducted in H & P Division. One show was also organised in a Public place.

At Mysuru, A skit program in Kannada was held on 02.11.2019 in front of Engine Division Canteen, In front of chief guest, at Truck Division and in Grama sabha at Koorgahalli.

The skit programmes were appreciated & well received by all the staff of BEML, General Public and around all put together, around 1600 citizens witnessed.

KIOSKS:

At Bangalore, Kiosks were positioned at 3 metro stations (KSR Bengaluru, Baiyyappanahalli & Peenya) & On-line integrity

pledge for Citizens for general public was facilitated at these Kiosks. The kiosks remained operational throughout the Vigilance Awareness Week and about 250 people took the integrity pledge in these kiosks. Many more were motivated to take up the e-Integrity pledge online.

INTEGRITY CLUB:

At Shishya School, Bengaluru, the members of Integrity Club arranged for various programmes including reporting activities undertaken under "Integrity Club". At KGF, the student leader of the Integrity Club provided the activities conducted under "Integrity Club".

On part of Awareness in the students against corruption, New Integrity clubs are inaugurated at My saviour School at Bangalore and The Jain International School at Bangarpet.

AWARENESS GRAM SABHA:

On 31-10-2019, Awareness Gram Sabha at Koorgalli Gram Panchayat, Mysore was conducted where in Vice president, Ex. VP and present member of Village Panchayat, other members of Village Panchayat, Member of Jilla Panchayat, Member of District Forest conservatory committee were present. During the event, Integrity pledge was administered, followed by Skit play and address by Gram Panchayath Vice President.

At Palakkad, towards the Vigilance outreach activity, an awareness Gram Sabha was organized at Elappully Grama Panchayat on 16-10-2019. President of Gram Panchayat spoke on the occasion & a Speech on "Anti-corruption Measures" by Shri. Premnath P, Sr. Grade Assistant Public Prosecutor, Palakkad.

ISSUE OF JOURNALS/NEWSLETTERS:

- Released booklet on 'Ethical dilemma at Work place' – "PRAYAAS" by Secretary, CVC, Shri Anindo Mujamdar, IAS and distributed among upper echelons across BEML and to participants.
- A booklet "Handbook for preventing corruption in public procurement" was issued to Chiefs of all divisions of BEML and Heads of Materials Management of all divisions.

VALEDICTORY FUNCTION:

The Observance of Vigilance Awareness Week - 2019 concluded with a valedictory function at all the Complexes of BEML as well as at Corporate Office. Prize Distribution to winners in various competitions was organised. Also at KGF, Tulsi saplings were distributed to all prize winners of all competitions.



INTRODUCTION

- 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.
- 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 / organisations.. These organisations adopt various anti – corruption measures / systems restricted to the Govt organisations alone.
- In order to fight the corruption prevailing in the society some of the Non-governmental organisations and private organisations are putting their best efforts and sensitizing the general public about evils of corruption and its effects on society.
- 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.



Integrity club is introduced in Shishya BEML School, Bengaluru, BEML Composite Pre-University College, KGF and Kendriya Vidyalaya, KGF in the year 2017.

During Vigilance Awareness Week, 2019, Integrity club has been introduced in My Saviour School, Bengaluru and Jain International School, Bangarpet.



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".

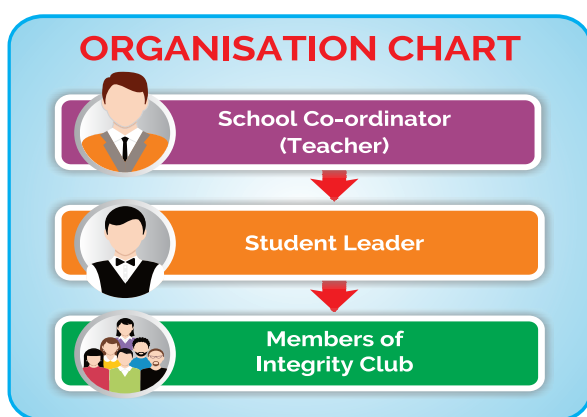
4. OBJECTIVE OF THE PROGRAMME

- 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.
- 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 and 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.
- The need is to inculcate among the students to contribute and be a part of the society for communal harmony and national integrity / unity.



5. ORGANISATION OF INTEGRITY CLUB

- Integrity clubs will be formed in different schools near BEML units.
- 20–25 students of different classes (vi to xii) will be selected from each school who are volunteers to join the Integrity Club.
- The officials of BEML Vigilance department will sensitize the students of Integrity Club.
- 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.
- A leader for the Integrity Club of each school will be selected amongst the students for effective implementation of the activities.
- Organisation chart of the Club will be as below.



6. ACTIVITIES

The activities to be carried out by the Integrity Club has been categorised under four heads as follows :

a) Day to day activities

- 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.
- A notice board will be exclusively allotted to Integrity Club in each school. Slogan on the topic of integrity Club 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) Day to day activities

- Sensitizing the Students of Integrity Club about the aim and objectives of the formation.
- Organising quiz, debate, pick & Speak, Group discussion and Role play for the members of Integrity Club.
- Presentation on Integrity, Moral Values, Ethics to the Students of Integrity Club by the officials of BEML Vigilance department.
- Short film / videos for the Students of IC.
- Distribution of books on Integrity, Moral values, ethics & social harmony to the students of integrity club.
- To obtain feedback from our main stake holders i.e., the children on their experiences and expectations.

c) Quarterly Activities

- Inviting eminent Speakers / Guests to address Students of Integrity Club / general Students.
 - Inviting eminent sports personalities and spiritual leaders to interact with students of Integrity Club.
 - Organise visits to offices dealing with public services to know the functioning of the department and difficulties faced by the citizens.
 - To organise visits to the NGOs / Agencies working for social cause.
 - Distribution of books on Integrity, Moral values, ethics & social harmony to the students of integrity circle.
 - To obtain feedback from our main stake holders i.e, the children on their experiences and expectations.
- d) **Special Events** (Independence day, republic day, Gandhi Jayanthi, birthday of Sardar vallabhai Patel and other eminent personalities of high integrity and moral values.
- Organise Walkathon / cycle race for the students .
 - Conducting 'Nukkad' / street play on the eve of special occasions.
 - Organise excursion for students of IC to places of value learning like Viswasrayya Museum, Bannerghatta national Park, Tippu sultans Palace or other nearby places of interest etc.
 - To organise competition between students of Integrity club of different schools located in nearby areas.
 - Conduct competition in schools for all the Children.

ENGLISH

"Integrity is not a Word It's a life style"

- Shri Roshan Kumar Patel
R659-30164

"Integrity is telling myself truth and Honesty is telling the truth to other people"

- Puttaswamy

"Take pledge to curb corruption build confident in future generation"

- Kumari Fathima
ITI Trainee Mysore

"Life with immorality is a Hammer, Life with sincerity is Humour, Life with Integrity is a Honour"

- Suresh
BS 106-18394

"A life lived with Integrity become an identity"

- Kum. Shouma Chaki
R649-25606

"Whistle blower against corruption is a seed Integrity in the life is a water Corruption free India is a fruit"

- Sathiswarar (Palakkad)

"Simplicity leads to Honesty brings Popularity Greediness leads corruption ruins personality"

- S. Devaraju
T210-20449

"Demanding Honesty & Integrity Exhibits Humility & promotes positive personality"

- M. Samsunder Rao
123-24236

KANNADA

ಸಮಗ್ರತೆಯ ಅಭಿವೃದ್ಧಿ
ಈ ನಡೆಸ ಸಮಗ್ರತೆ

ಸಮಗ್ರತೆಯ ಶಿಕ್ಷೆ
ಈ ದೇಶದ ಭವಿಷ್ಯ

- Arunaradhya, R777-29627

① "ಲೋಕ ದಿಕ್ಕರಿಸುವ ಸಮಾಜ
ಆರೋಗ್ಯವು ದೇಶದ ಕಾಣಿಕೆ"

② "ಭ್ರಷ್ಟಾ ದಾಂಧಲೆ ವಿರೋಧ
ಸ್ವಚ್ಛತೆ ಬದುಕಿನ ಅಡಿಪಾಯ"

- Thimme Gowda, R728-23333

"ಸಮಗ್ರತೆಯ ಅಭಿವೃದ್ಧಿ
ನಿರಂತರತೆ ಸಮಗ್ರತೆ"

- Rudra Swamy, HR 56052 (VIL)

ನಮ್ಮ ಜೀವನಕ್ಕೆ ಸಮಗ್ರತೆ ಹಾಗೂ ಸರಳತೆಯ ಭದ್ರ ಕೆಲಸ
ಅಲ್ಲದೆ ನಾವು ಮಾಡುವ ವಿಚಾರ ಭ್ರಷ್ಟಾಚಾರಕ್ಕೆ ಭರ್ಜರಿ ಬೇಕು

- S. Devaraju, T210-20449

"ಅಭಿವೃದ್ಧಿ ಸಮಗ್ರತೆಯ ದೃಷ್ಟಿ
ನಡೆಸ ಸಮಗ್ರತೆಯ ಶಿಕ್ಷೆ ರಥವನ್ನು"

- Smt. Jagadishwari, T178-24983

"ಸರಳತೆಯ ನಾವು ಪ್ರಯತ್ನಿಸುತ್ತೇವೆ,
ಸಮಗ್ರತೆ ಹಾಗೂ ಜೀವನ ಸಮಗ್ರತೆ"

- Kiran Kumar, T293-24037

ನಡೆಸ ಸಮಗ್ರತೆ,
ನಡೆಸ ಸಮಗ್ರತೆ,

ಜೀವನ ಸಮಗ್ರತೆಯ ಮರವೆ ಬೇಕು,
ನಡೆಸ ಸಮಗ್ರತೆ ಬೇಕು ದೇಶ ರಕ್ಷಣೆ

- Ravichandra Reddy, 123.25 690

Award Winning Slogan

HINDI

ईमानदारी से लिया पल,
हिंदी की नैतिक और
आध्यात्मिक पल्लू को सही
मार्गदर्शन करता है।"

- Anshumala, 649-27941

भारत का अश्ली 2020 तक तब होगा
जब अध्यात्म मुक्त भारत का
सुर्चोदय होगा

- Godsons

"ना पैसो से ना पैसो से
अध्यात्म हर कदम है अपना
मेधादान है।"

- Naveen Kumar

"विकास के मार्ग से अध्यात्म की कटाव है,
देश की उन्नति के शिखर पर पहुँचाना है।"

- Prashanth Takare, T284-70038

"कदम कदम प्रयास करो,
अध्यात्म को बूझ करो,
हमारे राष्ट्र को विकसित करो।"

- Ms. Chaitra (On Contract)

"प्रामाणिकता का यही प्रतीक,
जीवन रहे हमेशा सटीक।"

- Rama Murthy N, T293-30053

"संस्कारी से बड़ी कोई वसीयत
नहीं होती।"
ईमानदारी से बड़ी कोई विरासत
नहीं होती !!

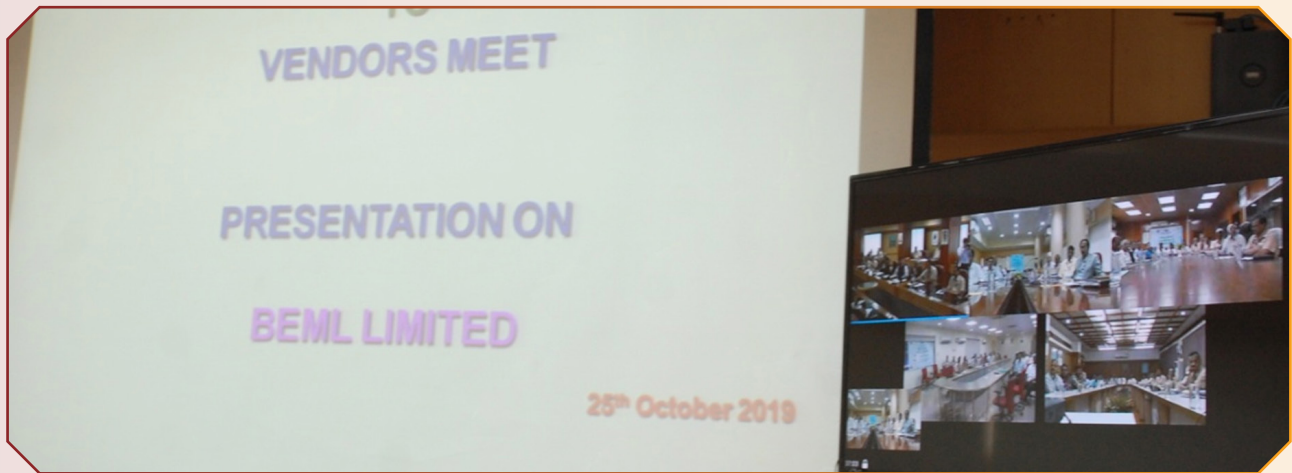
- B. Ravi Chandra Reddy - 123-25690

जीवन को अगर सुंदर बनाना है।
ईमानदारी और अत्यधिक को अपनाना है।

- Paritosh Kumar - 110-27364

इमानदारी इस समाज की ताकत है लेकिन इसी समाज
में लोग सीधे ब्रह्म से पहले घट देते हैं।
अतः इमानदार बनें लेकिन लज्जा नहीं।
आप ही इमानदारी आप ही प्रतीक बनें इमानदार।

- Rishi Kanth Prasad - 110-26995



VAW Best Moments



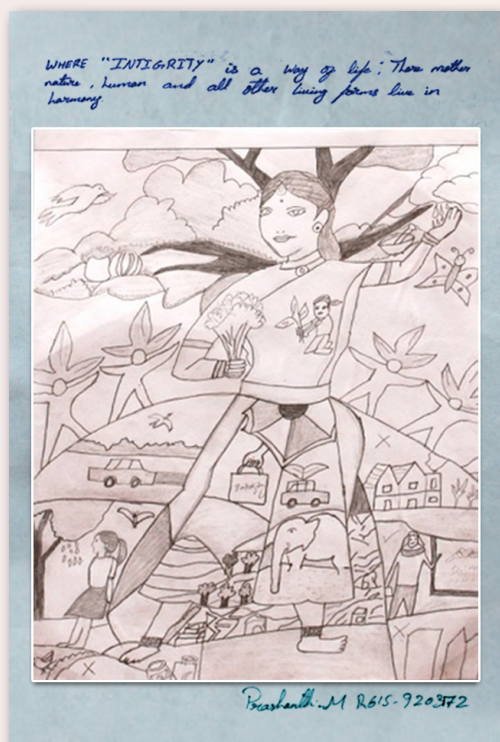
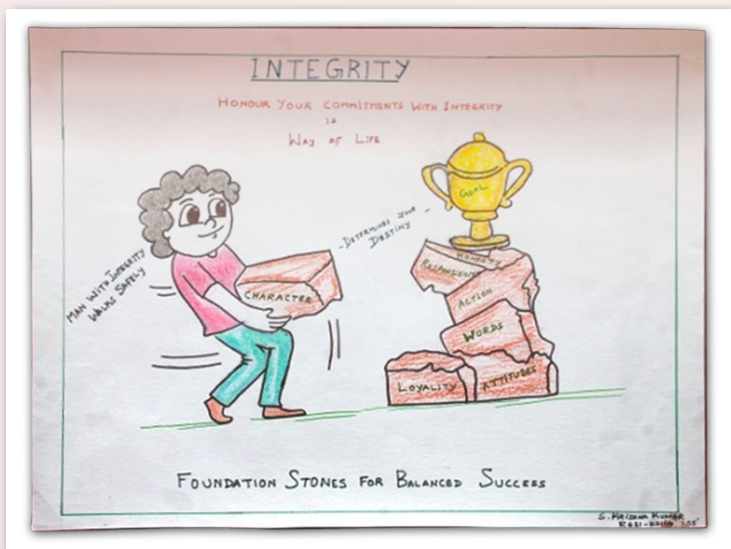


AWARENESS GRAM SABHA - KOORGALLI, MYSORE



AWARENESS GRAM SABHA - ELAPPULLY, PALAKKAD





ETHICAL DILEMMA

Ethical dilemma is a decision making problem between two moral imperatives, neither of which is unambiguously acceptable or preferable. The complexity arises out of the situational conflict in which doing one would result in transgressing another.



FRAMEWORK FOR RESOLUTION OF ETHICAL DILEMMA:

- 5 Guiding Ethical principles
- Anatomy of Decision Making
- Ethical Dilemma for Leadership
- PLUS Model



- 3 Guiding Questions

A) 5 GUIDING ETHICAL PRINCIPLE:

- GOOD CONDUCT (Beneficence or Non Malfeasance)
- BEING RESPONSIBLE (Fidelity and Responsibility)
- BEING HONEST (Integrity & Honesty)
- BEING OBJECTIVE (Fair play)
- BEING FAIR (Respect for people's Rights & Dignity)

B) ANATOMY OF DECISION MAKING:

- Define the Problem
- Seek resources
- Identify alternatives solutions to the solution
- Evaluate the identified alternatives
- Make the decision
- Implement the decision
- Review the decision

C) ETHICAL DILEMMA FOR LEADERSHIP:

- Responsibility or Accountability: The Ownership Paradigm
- Paradox of "C" Choices: Conduct, Compliance or Compassion
- Aligning Values & Beliefs: Personal or Organizational
- Rule Based Vs. Value Based "Right" or "Fair": Balancing Decisive Interpretation

D) PLUS MODEL:

P- Policies

Is it consistent with my organization's policies?

S- Self

Does it satisfy my personal understanding of the "right" and "wrong"?



L- Legal

Is it acceptable under existing applicable laws and regulations?

U-Universal

Does it conform to the universal principles/values my organization is committed to?

E) 3 GUIDING QUESTIONS

- Is it Legal?**
(Will I be violating either civil law or company policy?)
- Is the decision balanced?**
(Is it fair to all concerned in the short term as also the long term? Does it promote win-win relationships?)
- How will it make me feel about myself?**
(Will I feel good if my decision was published in the newspaper? Would I feel good if my family knew about it?)



Walkathon (Vigithon-2019)



CASE STUDY

Vigilance department investigated and reported a matter wherein an executive of the organization was responsible in getting a fake vendor code created on SRM platform and getting the higher prices from this fake vendor code. The master data maintained for the fake vendor code was found to be of the firm in the market who was not even having the digital signature. The quotes for fake vendor code have been uploaded by the executive using the digital signature given by the organization for uploading the bids. These acts of the executive was for supporting a single vendor who illegally grabbed the multiple orders. Certain systemic improvements proposed by Vigilance to overcome such issues are as follows:

- a) Presently IT team is allotting Vendor Code for the email received from any source including Purchase officers. This carries a risk of creating fake Vendor accounts and collusion of Vendors with Purchase officers. Vendor Codes should be allotted only if there is a request from Vendor from his authorized email. Vendor User-id and Password should be intimated only to Vendor and not to Purchase Officers. Further any change in the Vendor database should be done only on the vendor request through his authorized email ID or Company Letter head. Vendor database should not be tampered based on any request from Purchase officers. Due diligence before the allotment of Vendor code and change in master data has to be strictly complied.
- b) Database with respect to all the digital Signature allotted across BEML may be maintained by Corporate IT team.
- c) Material Chief should ensure that the digital signature of the Purchase officer transferred from the Materials department surrenders the digital signature before his relieving formalities are completed.
- d) Sharing of Digital Signature allotted for approving bids has to be immediately stopped to avoid the risk of Bid rigging.
- e) As per CVC guidelines Officers/employees in sensitive posts have to be rotated once in 3 years. Particularly Materials department being highly sensitive job rotation needs close monitoring. Further, once the officer/Employee is transferred the same needs to be updated by HR on SAP master data which has to be followed for strict compliance.

ARTICLE

Integrity is a lofty moral and is the sum of all teachings of prophets and philosophers, advocated by every religion. It is pertinent to establish the need to practice integrity in all walks of life. An individual following utilitarian logic and with a myopic view about his duties to society, could advocate that being integral is beneficial for the society but not for the individual. Man has a natural right to judge his own cause; but he draws on the capital of the society in his business of perusing profit. Hence, it follows that the man as an individual cannot invade on the rights of men (as a society) as the individual itself is a part of the society.

Exponents of the society have tried to combat corruption by addressing the systemic drivers of corrupt practices: need & greed. Societies based on socialist philosophies tried to create utopian cities where need is controlled and greed is punished. History proves that such societies are unstable as corruption, like cancer, mutates for growth. Another form of combating corruption that exists ubiquitously was to assign greater accountability and administer sterner punishments. This led to the creation of a passive, dormant bureaucracy and an inefficient system.

The only way to combat corruption is to mould the next generation of citizens resistive to the temptations of corruption. It is comparatively easier to address corruption-by-need by making the individual capable enough to meet all his needs. Corruption by greed is a different ball game altogether. An infant is born with immaculate moral principles and corruption is an aberration developed during character formation. It is imperative that we instil robust moral principles and values in these citizens so that corruption can be phased out in the generations to come. These principles should not only be established on documents that no citizen can question or contradict, but in the character of men.

- Arnish Jacob
AM-Vigilance



OBJECTIVE OF PUBLIC PROCUREMENT:

To acquire goods and services in a manner that enhances Access to opportunity and Competition with Fairness, Equity & Transparency and results in Best Value or, if appropriate, the optimal balance of overall benefits to the state and its people.

The Objectives of Procurement in Short is:

Delivering the RIGHT Product/Work/Service (Quality & Quantity)

To the RIGHT PLACE,

At the RIGHT TIME, (Value for money)

At the RIGHT PRICE

By RIGHT EXECUTING AGENCY (Capability, Capacity, Reliability)

Contract is the basis for procurement and Needs time, knowledge and Planning

FUNDAMENTAL PRINCIPLES OF PROCUREMENT

- ◆ Transparency,
- ◆ Fairness,
- ◆ Competition,
- ◆ Economy,
- ◆ Efficiency
- ◆ Accountability

FUNDAMENTAL PRINCIPLES OF PROCUREMENT:

- ◆ Be objective, functional, generic and measurable and specify technical, qualitative and performance characteristics
- ◆ Not indicate a requirement for a particular trade mark, trade name or brand.
- ◆ Specifications & quantity to be Clearly spelt out for specific needs, Meet the basic needs without superfluous and non-essential features, for minimum expenditure
- ◆ Technical specifications shall be based on national standards and in their absence, on the relevant international standards
- ◆ Avoid purchasing excess quantities than required to avoid inventory carrying costs

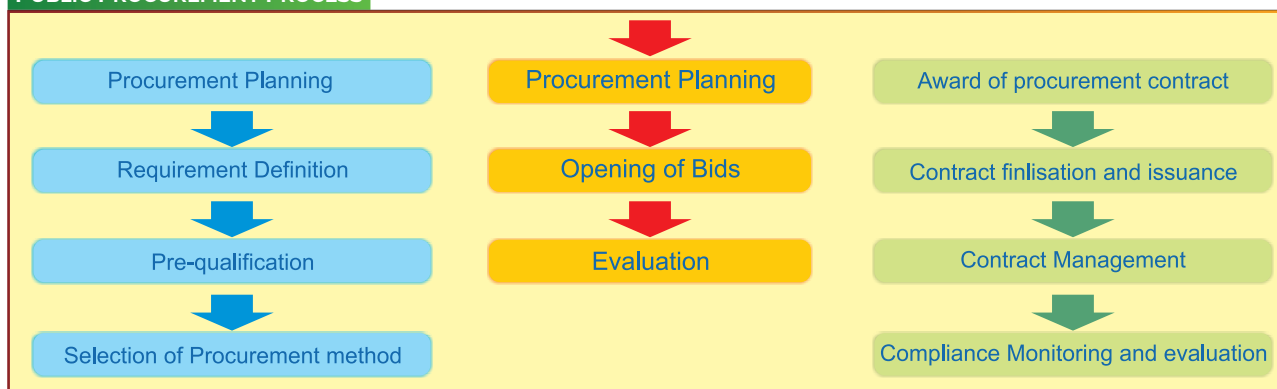
TRENDS IN PUBLIC PROCUREMENT

- ◆ Making e-Tendering mandatory
- ◆ Introduction of GeM
- ◆ Inclusion of provisions in the tender documents regarding critical aspects of specifications
- ◆ Efforts to take decision on the date of opening of price bid

TRENDS IN PROCUREMENT PROCEDURE- EFFICIENCY

- ◆ By making optimum use of available resources
- ◆ By discarding unproductive activities from the processes/ procedures;
- ◆ By reducing the procurement lead-time
- ◆ By reducing the delivery and transaction costs
- ◆ By encouraging sustainable procurement

PUBLIC PROCUREMENT PROCESS



WHAT IS A CONTRACT?

Communications of respective obligations - to all concerned

- ◆ Buyer's obligation
- ◆ Seller's obligation
- ◆ Product description
- ◆ Quality & Quantity
- ◆ Terms & conditions
- ◆ Payments
- ◆ Remedies

BASIS OF PROCUREMENT

- ◆ Contract is the basis for procurement -Enables supply/work/service
- ◆ Tender is a tool for entering into contract -Enables Agency selection

PROCUREMENT BASICS

- ◆ Authorization - must as per Powers/ Delegation
- ◆ System - verifiable, recorded
- ◆ Checks & counter checks: Accounts, Audit, Vigilance, CBI, Courts, RTI, CCI, Parliament
- ◆ Scope for arbitrariness, laid down acceptable terms and conditions in governmental contract provisions
- ◆ Equal consideration with given criterion
- ◆ Sometimes efficiency and objectivity suffers
- ◆ Thrust: to reach out as many suppliers as practicable
- ◆ Responsiveness w.r.t bid documents is must

TENDER:

Dealing with many and selecting one to result into a compliant & successful contract.

BASIC REQUIREMENTS OF TENDERING PROCESS

Communications of Requirements to Market (Electronic or Paper based)

- ◆ Clarity
- ◆ Completeness
- ◆ Un-ambiguous
- ◆ Documentation
- ◆ Units
- ◆ Eligibility
- ◆ Qualification
- ◆ Conditions

PRE-BIDDING STAGE:

- ◆ Need/Demand assessment & indents compilation, Sanctions, Funding
- ◆ Estimated value assessment
- ◆ Mode of Tendering
- ◆ Purchase proposal and approval by CA
- ◆ Preparation of Bid Documents
- ◆ Bid Invitation, Pre-bid meeting and
- ◆ Bid Opening

Public Procurement (Guidelines & Risk Management)

INFLEXIBLE SPECS INFLATE PRICE

Rigid (closed) Specs tend to increase the price due to lack of competition / single-vendor-situation .

- ◆ The Specs should be broad-based to the extent possible to promote competition.
- ◆ Standard specification should be adopted to further promote competition.

ADDITIONAL FEATURES ENHANCE PRICE

- ◆ Every requirement included in the Specs tends to increase the price.
- ◆ So it should be need-based (Quality, Quantity)
- ◆ To achieve this, it should be subjected to Value Analysis.

STRINGENT TERMS PUSH PRICE UP

- ◆ Stringent terms tend to increase the price.
- ◆ So the terms should be balanced.
- ◆ The EMD should be for a reasonable amount
- ◆ The tender documents to incorporate time limits for release of EMD and PBG
- ◆ The delivery schedule should allow reasonable time to the supplier.
- ◆ The payment terms shouldn't be open-ended
- ◆ The L/D provisions should incorporate a ceiling
- ◆ FM clause to be incorporated
- ◆ Pre-dispatch Inspection
- ◆ More and Stringent the conditions in tender – be sure to see the impact in bids

GREATER RISK LEADS TO HIGHER PRICE

- ◆ Risk is an uncertain event that is seen to have adverse impact. It should not be too great for the supplier.
- ◆ Risk should be borne by the party best able to carry.
- ◆ Risks passed on to the supplier tend to increase the price.
- ◆ Bidders will seek higher margins for higher risks

CHALLENGES IN PUBLIC PROCUREMENT

- ◆ Formulating broad-based specifications
- ◆ Promoting competition
- ◆ Providing equal opportunity
- ◆ Sourcing restrictions
- ◆ Allowing reasonable time
- ◆ Securing best value for money
- ◆ Ensuring fairness and transparency
- ◆ Implementing Government / PSU policy
- ◆ Minimizing emergency procurement
- ◆ Obtaining approval of Competent Authority
- ◆ Financier determines the Rules GoI Policy & Framework

PRE-TENDER

- ◆ Tender Notice
- ◆ Tender Documents
 - Earnest Money
 - Eligibility Criteria
 - Qualification Criteria
 - Bidding Conditions
 - Pre-bid Meeting

- ◆ Adequate and Reasonable Time to Bidders for Bid submission

QUALIFYING CRITERIA- BROAD FEATURES :

- ◆ A minimum average turnover
- ◆ Experience in similar projects
- ◆ Successful track record of timely completion of similar projects
- ◆ Availability of qualified manpower and P&M and quality control facilities
- ◆ Availability of service facility near the site

SCHEDULE OF REQUIREMENTS (SOR)

- ◆ Detailed description, list of Specification, Drawings, Scope of work etc
- ◆ Quantity, unit, measurement
- ◆ Destination/port/place/site-location
- ◆ Time frame of delivery/completion
- ◆ Bid submission and opening – time and date
- ◆ Fixed or Variable Price
- ◆ Quantity variation clause
- ◆ Inspection Agency/Work Supervision
- ◆ Bid Security EMD
- ◆ Details of tender document
 - Bid Notice/Bid Invitation
 - Schedule of Requirements (SOR)
 - Instruction to Bidders, GCC, SCC
- ◆ Tender documents are to be downloadable and Free

MODES OF TENDERING OR METHOD OF OBTAINING BIDS

- ◆ Procurement through e-Tender System
 - Open Tender or Open Global Tender
 - Limited Tender
 - Single Tender
- ◆ Other variants
 - Two packet bids
 - e-Reverse auction (e-RA)
 - e-RA with initial bid

TENDERING PROCESS

- ◆ Open e-tender is the norm.
 - Most competitive bidding process
 - All high value tenders above specified value must be open e-Tenders
- ◆ Limited e-Tenders are issued in specific cases
 - Competition is restricted
 - For low value purchase
 - issued to approved/registered/selected suppliers
- ◆ Single e-tender
 - No competition
 - adopted in exceptional cases
- ◆ For propriety articles
- ◆ For petty value purchase
- ◆ In emergency
- ◆ For procurement from KVIC, ACASH etc



ESSENTIALS IN TENDERING PROCESS

- ♦ NIT (Notice Inviting Tender): Advertisement
- ♦ Preparation of tender documents:
 - Tender information: Tender no., Closing date & Time, EMD, Tender Document cost (Now free- No cost)
 - Bid Evaluation criteria, Eligibility criteria, Delivery requirements, Other terms & conditions
 - Schedule of requirement: Description, drawing, specification of goods, Quantity, Units, place of requirement, consignee, inspecting authority etc.
- ♦ Transparency, Fairness, Cost effectiveness, Efficiency
- ♦ Avoid conditions Restricting Competition

PREPARATION OF BID DOCUMENTS, CONTENTS BIDS INVITATION AND BID OPENING

BID DOCUMENT

- ♦ Most important document in procurement process
 - Conveys the buyers exact requirements to the market
 - It lays down the rules of the game
- ♦ Review the Bid document to consider
 - For difficulties faced in settling past tenders and taking due care in easing them
 - For any new policy changes and incorporating them
- ♦ To ensure effective and efficient procurement it is absolutely essential to give proper time and thought in preparation of the bid document
- ♦ Pre-tender work on Bid document will smoothen & speedup the tender finalization process

BID DOCUMENT CONTENTS

- ♦ Bid notice or Notice Inviting Tender (NIT) or Invitation for Bids (IFB)
- ♦ Bid documents consist of:
 - Critical date sheet
 - Instructions to Bidders (ITB) & Bid Data Sheet (BDS)
 - Eligibility criteria & Qualification requirements
 - Schedule of Requirements (SOR)
 - Price schedule
 - Standard Forms & Formats,
 - Drawing and specifications
 - General conditions of contract
 - Special conditions of contract
 - Contract form
 - Check list (Strongly recommended)
 - Amendments/Corrigendum of bid

BID NOTICE/BID INVITATION/NIT/IFB

- ♦ Must be published in leading News Papers & website of organization (CVC requirement), CPPP & GeM portals
- ♦ It must contain:
 - Description in brief, specification etc
 - Quantity and unit
 - how to obtain tender documents
 - Bid Security (EMD), 2-5% of Estimate, GFR Rule 170(i)
 - Bid opening date – at least 3 weeks (Domestic)/4 weeks (Foreign) from publication of Bid Notice, GFR Rule 161 (v)
 - Contact person, address, website (It must be small in size to reduce advertisement cost)

INSTRUCTIONS TO BIDDERS (ITB)

Bid Security/ Earnest money Deposit (EMD)

Amount (2-5% of estimate)

- ♦ Forms acceptable-cash/BG/FD/Bank Draft etc
- ♦ For BG/FD-acceptable banks – Nationalised, Foreign, Scheduled banks
- ♦ Format of BG
- ♦ Validity Required When EMD will be returned
- ♦ Waivers permissible-if any
- ♦ Applicable Laws

SUBMISSION OF OFFERS

- ♦ Types of firms eligible-manufacturers, Authorized agents, traders etc
- ♦ Reference of forms for rates submission
- ♦ Documents required with bid
- ♦ In two bid systems-separate technical & commercial offers required and details of procedure for opening financial bids
- ♦ Each page is to be signed and uploaded
- ♦ Language for interpretation
- ♦ Statement of deviations
- ♦ Interpretation for discrepancies
- ♦ How, where and up to when bid is to be submitted

STATEMENTS AND REPORTS TO BE SUBMITTED

- ♦ Authority letter from manufacturer (if needed)
- ♦ Performance statement
- ♦ Banker's Report/Annual Financial Statement
- ♦ Details of equipments and Quality control
- ♦ Statement of Deviations-technical and for other clauses of tender document-preferably nil

BASIS OF PRICE BID

- ♦ FOR Destination/Ex works/FOB/CFR/CIF etc
- ♦ Agency Commission (if any) – for imported offer
- ♦ Taxes and duties to be paid in India by purchaser
- ♦ Statutory variation permissible for GST etc
- ♦ Taxes, duties, inland freight – in foreign country by bidder
- ♦ Permissible bidding currencies - import bid
- ♦ PVC applicability
 - if yes give PVC formula & base parameters
 - PVC formula quoted by bidders not acceptable
 - GFR – PVC should be given for contracts running for more than 18 months

SECURITY DEPOSIT (SD) OR PERFORMANCE GUARANTEE

- ♦ Amount, 5-10% of Contract value, GFR Rule 171(ii)
- ♦ Forms acceptable-Cash/BG
- ♦ For PBG – acceptable banks – Nationalized, Foreign with countersign, scheduled banks
- ♦ Format of PBG
- ♦ Validity Required
- ♦ When SD/PBG will be returned
- ♦ Waivers permissible – if any
- ♦ Applicable Laws

Public Procurement (Guidelines & Risk Management)

BID EVALUATION CRITERIA – TO BE CLEARLY SPECIFIED

- ◆ Clearly specify what components of price & other charges such as training, installation & commissioning, AMC etc will be added for bid evaluation and ranking
- ◆ All inclusive price FOR destination for Indigenous offers, unloading consignee end?
- ◆ For imported offer – Total landed cost after clearance at Indian port which includes
 - FOB + Agency commission + sea freight + Insurance + Port handling + Custom Duty + IGST + Inland freight
- ◆ All bids are converted to INR for comparison with Foreign Exchange rate (specified category & source) as prevailing on date of tender opening

OTHER IMPORTANT CONDITIONS

- ◆ Full details of purchaser/manufacture
- ◆ Alternate offers acceptable or not
- ◆ Special requirements for Indian Agents
- ◆ Splitting of quantity will be done or not
- ◆ Tender for part quantity acceptable or not
- ◆ Know local conditions – Any plea of not knowing local conditions after contract will not be acceptable
- ◆ Dispute resolution method
- ◆ Applicable laws

DELIVERY TERMS – PRICE, TIME & RISK

- ◆ **Terms:** Ex-works, FOR Station of despatch, FOR Destination, Door delivery, Inco terms 2010 (2020 under consideration)
- ◆ **Freight:** paid/extra, borne/reimbursed
- ◆ **Insurance:** for transit, risk & responsibility
- ◆ **Mode of transit:** Rail/Road/Ship/Air/Hand/Courier
- ◆ When the property in goods passes
- ◆ Obtaining Over Dimensional Consignment (ODC) Clearances responsibility
- ◆ **Buyers' obligation:** Raw material supply in Fabrication Contracts, Arranging Road Permits etc
- ◆ Time-lines for delivery, Installments, Severable, Entire
- ◆ Documentation for delivery- Invoice, RR/LR, IC, Packing list
- ◆ Delayed delivery, Non-delivery: consequences

FOR IMPORTS

- ◆ Most of Govt contracts are on CIF or CFR basis
- ◆ Marine Insurance is by:
 - By Purchaser in FOB or CFR contracts
 - By Supplier in CIF contracts
- ◆ Ocean Freight- tenders seek FOB price & Ocean freight, FOB & CIF/CFR
- ◆ On Arrival of Consignment at Indian Port, Clearance, Transportation & Insurance is by Consignee/Purchaser for FOB/CFR/CIF contracts
- ◆ Agency commission is permissible for Indian agent, but has to be paid in INR only

GENERAL & SPECIAL CONDITIONS OF CONTRACT

- ◆ Definitions of various terms
- ◆ Inspections
 - Responsibility for boarding, lodging, travel etc
 - Facilities for inspection

- ◆ Subletting of contract not permissible
- ◆ Mistakes in drgs/specs to be pointed out before contract
- ◆ Liquidated Damages
- ◆ Default and Risk purchase
- ◆ Arbitration clause for disputes resolution
- ◆ Force Majeure clause
- ◆ Laws governing contracts - Indian laws
- ◆ Jurisdiction of court - purchaser's city/state
- ◆ Corruption and payment of commission
- ◆ Integrity Pact
- ◆ Secrecy clause
- ◆ Warranty clause
- ◆ Packing requirements
- ◆ Transit risk or risk till delivery to consignee

CHECK LIST (CAN BE MODIFIED CASE TO CASE BASIS)

- | | |
|---|---|
| ◆ Have you submitted bid guarantee? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you submitted letter of authority from manufacturer? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you submitted performance statement? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you submitted banker's Report? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you submitted details of equipments and quality control? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you submitted statement or deviations? | Y <input type="checkbox"/> / N <input type="checkbox"/> |
| ◆ Have you quoted in prescribed Preforma? | Y <input type="checkbox"/> / N <input type="checkbox"/> |

Note: All answers are to be Y/N with remarks as applicable

SHRI SHANKAR BIDARI, IPS, Former DGP-Govt of Karnataka @Corporate Office



In the key-note address, he emphasised on personal integrity, transformation from within by every employee of the organisation which would lead to a increased organisational efficiency & effectiveness.

SHRI ANINDO MAJUMDAR, IAS, Secretary, CVC @ Corporate Office



In his key-note address, he has brought out the following:

- Lauded CVO, BEML, for the initiative on Ethical Dilemma which was unique & not pursued by others and for having built on this kind of training in a concrete, structured manner.
- Ethics is required to strengthen the moral fibre which we require. It adds values to the company and also increases productivity to build a company. Unethical company will never survive. Hence, Ethics has to be practiced in the company & to be embedded in the training programme schedule of every Organization.
- Practice best procurement procedures, look at the best and simple way.
- HR is an area of concern with respect to Recruitment and Promotions. New processes to be introduced and to delete obsolete processes.
- Integrity has to be instilled in fresh minds especially through the 'Integrity Clubs' at Schools.

SHRI SUBASH CHANDRA, IAS, Secretary (Defence Production) @ Corporate Office

In his key-note address, he emphasized on the following aspects:

- Lauded the initiatives by CVO, BEML and CMD, BEML and the synergy that is created by their respective performances. Specifically quoted the "Prayaas" booklet & expressed that as unique initiative.
- Recalled an adage – "Our culture defines our behaviour and our behaviour defines the values in life."
- Certain values have to be taught by parents
- Similar to the 'BEML Cares' customer APP, need to utilise IT based tools for business correspondence and development thereby transparency & accountability would increase.

SHRI SANTOSH HEGDE N @ KGF



The speaker enlightened every one on the aspects of Integrity in day to day life, highlighting his personal experience during his various assignments. Many school children have boldly and enthusiastically asked several questions, to which the distinguished guest has answered very patiently to all of them.

SHRI M D SHARATH, Dy. SP, @ Bangalore

The speaker has delivered lecture on the risks due to Cyber Crime activities across the country and world

- Cyber crime department is overwhelmed with the number of cases reported every day and the investigation of a single cyber crime usually requires investigation in multiple states, as the criminal uses many proxy servers.
- Cyber crime can be reported in any police station irrespective of the place of crime. This is called a zero FIR.
- Citizens should be aware about the risks and threats associated with the new technologies like e-wallets and cash cards. They should be proactive and smart to avoid unwelcome events.
- Google pay link contains all the data about your account and hence should not be used without proper caution.

The key take away of the session is that credentials should not be shared with anyone and that opportunities that are too good to be true are usually not true.

SHRI. PREMNATH P @ Palakkad



Topics covered:

- ◆ Importance of Integrity in present day to day activities.
- ◆ Quoted some examples on how to manage the situation of conflict of interest in organization.
- ◆ Causes and consequences of corruption.
- ◆ Prevention of corruption:
 - Briefed about the various regulatory bodies to monitor corruption
 - Also briefed about VISWAS which is an NGO in Palakkad working with the aim of providing necessary assistance to the Victims of crimes, rights violation and abuse of Power and to assist victims to get compensation from the concerned authorities.

Valedictory Function

@ BEML CORPORATE OFFICE



Subash Chandra, Secretary (DP)

Valedictory Function

@ VARIOUS BEML Divisions









बी ई एम एल
beml
NEW DELHI

BEML LIMITED
Observes
ಜಾನ್ತುತಾ ಅರಿವಿನ ಸಪ್ತಾಹ
ಜ್ಞಾನತಾ ಜಾಗರೂಕತಾ ಸಪ್ತಾಹ
VIGILANCE AWARENESS WEEK
10.2019 to 02.2019

VIG-KIRAN Ver.8
Theme: Integrity-A way of life
VIGILANCE AWARENESS WEEK

October 28, 2019
to
November 02, 2019

Acknowledgment:

The support extended by Corporate Communication Team and HR Team is acknowledged.

Integrity - A way of life



Vigilance Department

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