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RESEARCH PAPER ON CORPORATE SOCIAL RESPONSIBILITY (CSR) & HUMAN RIGHTS

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1. Abstract:

Significant improvements to corporate governance have been brought about in India by “Companies Act of 2013”, making “Corporate Social Responsibility (CSR)” essential for certain types of companies. These described qualifying requirements, expenditure commitments, and reporting procedures under the legislative framework of “CSR under Section 135 of Act”.

Additionally, it evaluates how “CSR activities listed in Schedule VII” relate to more general objectives of defending and advancing human rights, including gender equality, healthcare, education, and environmental sustainability. Efficacy of CSR with human rights is critically assessed, and trends in corporate compliance are examined.

Case studies and analysis of CSR reports performs a major role for businesses as key stakeholders in achieving social justice and development in human rights. The results indicate that while legal requirements have promoted businesses' contributions to social causes, including human rights in fundamental business strategies, it remains work in progress.

2. Introduction

CSR is concept that businesses should not only concentrate on increasing profits, however also provide various types of contributions to the well-being of society, such as sustainability of the environment, moral corporate conduct, community development, and other social projects. CSR significance has grown significantly over the years, and various laws and frameworks have been established to formalize and regulate CSR practices across industries globally.

There remains significant percentage of people living in absolute poverty. Business communities participate in CSR initiatives focused on sustainable development that support government's attempts to address these development gaps. Through these initiatives, businesses can effectively contribute to the development process in line with the government.

The Indian economy is continuously evolving. The environment of Indian business has made significant strides on the global stage, characterized by a supportive and proactive approach. Strengthening grassroots welfare is fundamental to any development process. These efforts have garnered significant recognition from policymakers, the government, and other stakeholders.

Company Act, 2013, under Section 135, mandates CSR contributions by certain companies in India. This paper aims to analyse CSR as per the Indian company law, its significance, impact, challenges, and compliance mechanisms.

3. History/Development of CSR:

CSR concepts began in 19th century with figures like Robert Owen and William Hesketh Lever in the United Kingdom, Cadbury brothers in England, and Jamshedji Tata in India.

In 1916, J. M. Clark supported Adam Smith's idea that the economics of responsibility in business ethics could address various issues by shifting personal responsibility to public responsibility.

Subsequent works by expert thinkers explored the role of CSR in the business-society relationship, resulting in ongoing debate between the shareholders' perspective and stakeholders' perspective of CSR. Carroll, A. B. (1999) later supported Freeman's stakeholder arguments and highlighted his popular CSR pyramid, especially relevant for developing countries, by revisiting his four dimensions of CSR outlined in 1979.

In the 21st century, the focus has shifted from theoretical discussions to empirical investigations, emphasizing the stakeholder approach, triple bottom line, and business ethics.

CSR now aims to ensure public goods and improve social welfare through its trickle-down effects on society, which can be understood using the stakeholder theory framework, with mandatory contributions by corporations in CSR initiative.

4. Meaning of CSR:

CSR concept has been developing since early 1970s, yet a universally accepted definition remains elusive. Numerous codes, conventions, principles, and standards have emerged, reflecting the diverse CSR practices across different economies.

These variations are primarily due to differences in the following:

- Socio-economic systems
- Legal and regulatory frameworks
- Cultural differences.
- Local public needs.

While different organizations have developed their definitions of CSR, there is considerable similarity among them. Anarde Foundation describes CSR as companies managing their business operations to positively impact society.

5. Key aspects of CSR as per WBC: (World Business Council for Sustainable Development)

Companies commit to operate ethically, supporting economic progress, and improving "quality of life of their employees, family, local community, and society at large" through CSR.

CSR involves Social benefits along with sustainability developments.

Peter Drucker posits that corporations can fulfill their social responsibility by turning it into business opportunities. For example, a company in the solar energy sector might conduct research to develop affordable solar energy devices and promote them among rural populations. This will help in interlinked benefits for company & society both.

According to Nelson, the greatest contribution businesses can make to development is by producing safe and cost-effective products and services profitably while adhering to the law. This also involves enhancing the positive economic, social, and environmental impacts and managing and minimizing the negative ones.

6. Evolution of CSR in Indian Law:

In 1991, Indian society was not yet significantly liberalized or globalized. However, the economic reforms introduced subsequently led to substantial benefits, including enhanced access to diverse information and a plethora of perspectives.

This transformation has profoundly influenced societal perceptions of CSR initiatives, which in turn impact corporate reputations. Currently, Indian society's awareness and understanding of CSR programs are transitioning from a predominantly sceptical viewpoint to a more balanced and objective perspective.

Initially, CSR was a voluntary practice in India. Studies on CSR during its voluntary phase highlighted the necessity for a legal framework to ensure effective implementation in India. In

today's globalized world, only sustainable businesses can drive sustainable development.

In the era of globalization, companies are increasingly expected to do better for social causes than merely generate profit. In April 2010, Central Public Sector Enterprises CSR guidelines have been issued by Indian government. Company's brand image is substantially affected by its CSR activities; hence, reporting on them is essential.

Negligible percentage of top 1000 Indian companies have been actively involved in CSR initiatives, according to an analysis of their CSR activity.

Mandatory CSR regulations in India have enhanced economic development. Proponents argue that corporations should broaden their responsibilities to include societal welfare, extending beyond their traditional focus on profit maximization.

Conversely, opponents contend that CSR should remain a market-driven approach aimed at maximizing shareholder value.

They argue that mandatory CSR can impose inconsistent costs on smaller and emerging firms, for which profits are a crucial source of investment. These enforced expenditures could result in opportunity costs. Therefore, the true responsibility of a firm lies in balancing the dual objectives of maximizing shareholder value and stakeholder value without substantially diminishing net social welfare gains.

India is renowned for being the first country that implement minimum CSR laws, which have been mandatory.

CSR in India was formally introduced through **Companies Act, 2013**. Before this, there were no mandatory provisions that required companies to contribute to social causes, though many companies engaged in philanthropic activities voluntarily.

However, the key development occurred with evolution of "Companies Act, 2013, **Section 135**" was introduced to mandate CSR for certain

companies. Legal framework in India aims to establish clear guidelines on CSR activities, ensuring that businesses are not solely profit-driven but also actively contribute to societal welfare.

7. **Corporate Governance and CSR:**

A vital element of effective execution of CSR activities is corporate governance. Strong governance procedures increase probability that company will adopt ethical, transparent, and advantageous policies related to CSR. This involves maintaining responsibility in CSR initiatives, adhering to moral corporate conduct, and preserving transparency in financial reporting.

8. **Legal framework for CSR:**

Section 135 of the Companies Act, 2013:

Companies "that fall under certain limits are required to establish CSR committee and allocate specific portion of their earnings to CSR initiatives." Primary provisions of Section 135 are as follows:

Applicability:

CSR provisions applies to companies fulfilling at least one of following thresholds in preceding financial year(FY):

- **Net worth** of ₹500crore or more.
- **Turnover** of ₹1,000crore or more.
- **Net profit** of ₹5crore or more."

CSR Expenditure:

These companies are "required to allocate **at least 2%** of their average net profits over past 3 years towards CSR" activities.

Calculation of Profits:

"**Companies Act, 2013 Section 198**" deals with "Calculation of Profits."

Calculation of profits is necessary for the evaluation of the new worth of the company. Profits include any income from business operations, investments, or other activities, after deducting expenses and applicable taxes.

CSR Committee:

Every eligible company covered under Section 135(1) must form a CSR committee consisting of following members.

- Minimum of 3 directors
- At least 1 Independent Director

This committee establishes and recommends CSR policies that represent company's beliefs and goals.

Role of CSR Committee:

To ensure that company's CSR efforts are under its social ethics and business goals, CSR committee is essential.

Among responsibilities of CSR committee are:

- * Drafting and reviewing CSR policy.
- * Ensuring effective execution of CSR projects.

CSR Activities:

The CSR policy must define activities "under Schedule VII of the Companies Act" "as follows:

Rural development projects.

Contribution to armed forces veterans, among others.

Environmental sustainability.

Promoting education.

Promoting gender equality and empowering women & children.

Reducing" inequalities.

Remove poverty, & malnutrition.

Providing clean water and sanitation.

Reporting and Disclosure:

Relevant Companies must provide details regarding their CSR initiatives in their ROC annual reports. If company doesn't spend required amount on CSR, it has to explain. Such Non-compliance leads to additional fees & penalties.

- Independent impact evaluations for CSR initiatives over Rs. 1 crore must be conducted by companies having an

average CSR obligation of Rs. 10 crore or more over previous 3 FY.

- Non-compliance with spending or reporting requirements attracts penalties (Section 135(7))

Rules and Guidelines by Ministry of Corporate Affairs (MCA):

MCA has issued detailed rules and guidelines for CSR under "Companies (Corporate Social Responsibility Policy) Rules, 2014". These rules underlie governance of CSR activities and direct companies in their CSR obligations, define their CSR policies, and monitor their CSR spending.

Schedule VII of the Companies Act, 2013:

"Companies Act Schedule VII" describes a wide range of activities under CSR. This includes:

- **Promoting** healthcare and education.
- Contribution to the welfare of communities.

Non-Spending of CSR Funds:

A corporation must explain non-compliance in its Board report if it does not spend required amount on CSR activities. Board must endorse this explanation, that could include emphasis in company's annual report.

Within 6 months, all unused CSR funds must be moved to a designated social purpose fund and stored separately. [or utilised, properly disclosed, in ongoing disclosures].

CSR Policy:

- Unspent "CSR funds required to be transferred to a specific social cause fund within six months and shall kept separately. [or used for ongoing projects, with proper disclosure].
- Board of Directors has formulated a CSR Policy

[Based on recommendations given by CSR Committee].

- Companies are statutorily spend at least 2% of their average net profit in the past three years on CSR activities (Section 135(5)).

- Policy should highlight activities mentioned in Schedule VII of Act” (covering areas like poverty, education, healthcare, etc.).

9. National Guidelines on Responsible Business Conduct (NGRBC):

The “National Voluntary Guidelines (NVGs)” on “Social, Environmental, and Economic Responsibilities of Business”, released by MCA in July 2011, comprise 9 principles designed for guiding Indian businesses in adopting responsible business practices. Recognizing national and international advancements in sustainable business since 2011, these guidelines have been revised and reissued as ‘National Guidelines on Responsible Business Conduct’ (NGRBC) in March 2019.

Among other frameworks, NGRBC strikes a balance with “UN Sustainable Development Goals (SDGs), Paris Agreement on Climate Change, and UNGPs”. It gives businesses a foundation for growing sustainably while attending to stakeholder concerns.

The NGRBC encourages businesses to comply with these principles strictly, which include:

- Assisting public and regulatory policy framework.
- Being responsive to and respecting the interests of all stakeholders.
- Conducting and governing with highest integrity, ethics, transparency, and accountability.
- Promoting “inclusive growth and equitable development.
- Providing customer satisfaction.
- Sustainably providing goods and services.
- Respecting and promoting well-being of all employees.
- Promoting human rights.
- To protect and” restore the environment.

Supreme Court (SC) of India established principle of “absolute liability” for those industries involved in hazardous activities, which means that such industries are strictly liable for any harm caused to people or

environment, without any safeguards, exceptions, or defences.

In a different case, well-known Bhopal Gas Tragedy case, SC of India set significant precedents for corporate responsibility while emphasizing moral and legal obligations of corporations to victims of industrial disasters.

A major factor in inclusion of CSR provisions in company law has been 21st Report of “Parliamentary Standing Committee on Finance”. Standing Committee emphasized that Companies Act, 2013’s requirement for yearly statutory disclosures on CSR in annual returns will successfully ensure compliance.

Every company has to disclose its CSR activities in Annual Report of Board of Directors. Format for such disclosures has also been defined.

10. Companies’ in India engaged in CSR with examples:

CSR offers following benefits for companies:

- Enhanced Brand image: CSR initiatives improve public perception, fostering customer loyalty and trust.
- Attracting Talent: Companies known for ethical practices and social contributions attract and retain motivated employees.
- Risk Management: CSR helps mitigate risks by addressing social and environmental issues proactively.
- Efficiency in operation: Sustainable practices often lead to cost savings and operational efficiencies.
- Investor Awareness: Many investors prefer companies with strong CSR commitments, potentially increasing investment opportunities.

Overall, CSR contributes to a company’s long-term prospects and success.

Example of Companies in India

✚ TATA Group

“Tata Consultancy Services (TCS)”, a prominent IT services, consulting, and business solutions firm within the Tata Group, has been crucial in guiding numerous leading global companies

through transformative journeys for over last five decades. In FY 2021-22, TCS exceeded its mandatory CSR expenditure requirement by spending Rs 727 crores, more than the mandated Rs 716 crores.

Company claims everyone has equal potential, however, not equal opportunity. TCS employs purpose and technology that allows individuals and communities to be self-sufficient while respecting justice, equality, and human rights.

It is committed to protecting and developing the weaker section of society, particularly for women, youth, and marginalized groups.

TCS's global CSR activities focus on education, skill development, and employment to address community "needs."

In FY 2022, TCS estimates that its global community initiatives benefited over 1.7 million individuals, made possible by "the dedicated efforts of over 58,900 employees."

Reliance Industries Limited

Reliance, India's biggest company by market valuation, leads retail and digital service sector and entire energy value chain globally.

Reliance Industries Limited consistently ranks as the top spender on CSR initiatives in the country. In FY 2021-22, the company allocated Rs.1186 crores towards its CSR activities, exceeding its mandated spending obligation under the Companies Act Rs.1112 crores.

Most Reliance's community undertake programs that are conducted through Reliance Foundation, the CSR arm of the Reliance Group.

Company has assisted around 5.75 crore individuals since its philanthropy originated. Reliance Industries' CSR operations concentrate on "Rural Transformation, Education, Disaster Response, Health, Sports for Development, and Arts, Culture, and Heritage". Companies have additionally assisted country combat COVID-19.

At 2021 CSR Journal Excellence Awards, Reliance Foundation received recognition for its Corporate Leadership in Environmental, Social, and Governance (ESG) practices.

II. **CSR in the USA:**

I. **Philanthropic Model:**

- **Charity focuses:** CSR in the USA is often centred around philanthropy, where businesses engage in charitable activities and donate a portion of their profits to various causes.
- **Corporate spending:** Companies are known for their significant contributions to education, health, and social services. Major corporations set up foundations or partner with non-profits to support community initiatives.
- **Voluntary contributions:** Encouraging employee volunteerism is a common practice. Companies organize and support volunteer efforts, fostering community engagement.

II. **Profit and Taxation:**

- **Business-priority Approach:** The primary focus is on making profits, with the understanding that profitable businesses can then support social causes.
- **Tax Compliance:** Companies fulfil their social responsibility by paying taxes, which in turn support public services and infrastructure.

III. **Charitable Contributions: Donations to Charities:**

- A certain percentage of profits is reserved for donations to charitable organizations. This is seen as a way to give back to the community and enhance company's brand image.

Court of Appeals for Tenth Circuit held the scope of discretionary power vested in a board of directors, particularly their authority to act in the public interest, even if it may result in financial costs to the stockholders.

Challenges in CSR implementation:

- **Lack of Awareness and Expertise in Implementation**

Several companies, especially smaller ones, may lack knowledge and expertise for

implementing effective CSR programs. This often leads to poorly designed initiatives that fail to create the desired social impact & value.

- **Ineffective Monitoring and Reporting**

Monitoring the effectiveness of CSR activities is a challenge for many companies. Without robust monitoring and reporting mechanisms, the real impact of CSR spending can be hard to assess.

- **Legal and Regulatory Issues**

Compliance with legal and regulatory frameworks can be complex, especially for small and medium-sized companies. Many firms face challenges in aligning their CSR policies with provisions of “Companies Act, 2013”.

- **Misuse of CSR Funds**

There are concerns about CSR funds being misused or diverted towards activities that do not qualify under the law. This raises issues regarding transparency and accountability in CSR spending.

Monitoring and evaluating the impact of CSR activities.

Preparing annual CSR reports.

Environmental sustainability.

Rural development.

Contributions to public and charitable causes, among others.

The companies must ensure that their CSR initiatives align with the objectives stated in this schedule.

12. Impact of CSR on Indian Companies:

CSR Obligations under the Companies Act, 2013:

A Critical Analysis

“Companies Act, 2013”, enacted mandatory CSR provisions in Section 135, making it compulsory for companies meeting certain criteria “net worth of ₹500 crore, turnover of ₹1,000 crore, or net profit of ₹5 crore” to allocate at least 2% of

their average net profits from the preceding three years to CSR activities.

Case Law:

Tata Power Company Ltd. v. Union of India (2017): This case established that CSR expenditure must be following legal requirements under “Companies Act, 2013”, and it emphasized importance of corporate governance in CSR practices. Tata Power had to justify its CSR expenditure, showcasing the requirement for genuine contribution to social causes.

While the law encourages corporate involvement in social welfare, critics argue that the mandatory nature may lead to tokenism and superficial CSR initiatives, designed to fulfil legal obligations rather than creating meaningful societal “impact.

Effectiveness of CSR in Addressing Social Inequality in India

While CSR” initiatives, like healthcare, education, and rural development, have shown some success, efficacy of CSR in addressing deep-rooted social inequalities is still limited. Many corporations primarily focus on short-term projects rather than long-term solutions to issues like caste discrimination or gender inequality, etc.

Case Law:

“People’s Union for Civil Liberties (PUCL) v. Union of India (2003)”: Though not directly related to CSR, this case highlights the state’s duty to address socio-economic disparities. It serves as a reminder that corporate contributions must be seen as part of a broader framework to ensure social justice, not just as isolated “charity.

CSR in Small and Medium Enterprises (SMEs): Legal Compliance Challenges

Legal” framework under “Companies Act, 2013”, primarily targets large corporations, which results in smaller businesses often being excluded from CSR obligations. SMEs face challenges such as a lack of financial resources

and administrative capacity, hindering their compliance with CSR norms, etc.

Case Law:

"Federation of Indian Chamber of Commerce and Industry (FICCI) v. Union of India (2016)": This case addressed concerns about the feasibility of CSR compliance for smaller businesses and emphasized the need for a differentiated approach to CSR obligations, recognizing the unique challenges faced by SMEs.

Impact of CSR Activities on Corporate Reputation and Brand Image

CSR initiatives significantly impact corporate reputation. Companies with effective CSR programs often see improved brand image, consumer satisfaction, and overall public image. However, in cases of 'greenwashing' or superficial CSR efforts, there is a risk of reputational damage.

Case Law:

McDonald's Corporation v. State of California (2014): Although this case primarily deals with marketing practices, it illustrates how companies can face legal consequences if CSR claims are found to be misleading or deceptive, potentially leading to reputational harm and legal "sanctions.

Mandatory vs. Voluntary CSR: A Comparative Analysis of Global Practices

CSR" regulations vary significantly across countries. While India has mandated CSR, countries like the U.S. and UK rely on voluntary CSR practices. A mandatory approach ensures corporate contribution but may not guarantee long-term sustainability, whereas voluntary CSR fosters innovation and personalized engagement with societal issues.

Case Law:

The Coca-Cola Company v. India (2013): This case illustrates the tension between mandatory compliance and voluntary actions in CSR. Coca-Cola, being a global brand, adhered to

both local CSR requirements and its global voluntary CSR commitments, highlighting the global disparity in CSR frameworks.

Tax Implications of CSR Expenditures in India

Indian tax laws do not currently allow businesses to claim CSR expenditure as a deduction under Income Tax Act, 1961. This means that companies must allocate funds for CSR without receiving the usual tax benefits associated with business expenses.

Case Law:

CIT v. Dalmia Cement Ltd. (2005): This case underlined that CSR expenses cannot be treated as business expenses for tax deduction purposes, indicating that CSR is regarded as a separate social responsibility beyond ordinary business "operations.

CSR Reporting in India: Transparency and Accountability Issues

CSR" reporting lacks standardization and transparency in many organizations. Some companies selectively report on CSR initiatives that reflect positively on their brand, while ignoring failures or projects that didn't yield results.

Case Law:

National Thermal Power Corporation Ltd. v. Union of India (2016): The case emphasized the need for transparency in reporting CSR activities, setting a precedent for CSR audits and ensuring that companies' CSR activities aren't just for public relations "purposes.

CSR and Sustainable Development Goals (SDGs): Role of Indian Corporations

The alignment of CSR" with the United Nations' SDGs has been a focal point for many Indian corporations. Companies like Infosys, TCS, and Mahindra have incorporated SDG-related goals into their CSR strategies, focusing on environmental sustainability, education, and gender equality.

Case Law:

Mahindra & Mahindra Ltd. v. Union of India (2020): Mahindra's case highlighted its commitment to the SDGs through CSR programs. The company was scrutinized for ensuring that its CSR projects directly contributed to SDGs, setting a benchmark for corporate involvement in global "sustainability."

Corporate Philanthropy vs. CSR: Legal and Ethical Perspectives

Corporate philanthropy often involves direct donations to charity or causes, while CSR represents a broader strategy that incorporates social, environmental, and economic responsibility into business operations. Ethically, CSR goes beyond philanthropy by addressing sustainable practices and business ethics.

Case Law:

The State of Maharashtra v. Hindustan Lever Ltd. (2005): The case examined the fine line between philanthropy and CSR. The court ruled that companies cannot just make donations without integrating social responsibility into their "operations."

CSR as a Tool for Greenwashing: Legal Implications

"Greenwashing" refers to misleading claims by companies about their environmental practices, often in an attempt to gain consumer favour. The legal implications of greenwashing are significant, as companies can face penalties for false advertising and misrepresentation.

Case Law:

Volkswagen AG v. United States (2015): This high-profile case, although outside India, serves as an example of how greenwashing can lead to severe legal and financial consequences. Volkswagen's false claims regarding emission standards led to heavy fines and loss of public trust.

13. Linkage between Corporate Social Responsibility (CSR) &

Human Rights:

➤ CSR and Its Core

CSR is a company's obligation to act ethically, promote socio-economic growth, and improve quality of life of its employees, their families, community, and society.

➤ Human Rights Context

Fundamental rights and freedoms all individuals are entitled to, encompassing right to life, freedom from discrimination, right to education, fair working conditions, etc., by birth.

CSR and Human Rights integration

CSR & Human rights are inseparable in today's business environment. Businesses must integrate Human rights into CSR strategies.

CSR is ultimately ethical and sustainable business practices having some responsibility towards society, including employees, environment, which is beyond profits, that leads to protection of rights of humans given by birth or by charter of nation (like Constitution of India), UDHR & ILO, etc.

Global Standards & Guidelines

UN Guiding Principles on Business and Human Rights (UNGPs): Primary international framework linking business conduct to human rights.

ILO Conventions: Guide labour rights, which are a part of human rights.

OECD Guidelines for Multinational Enterprises: Encourage businesses to comply human rights law and act responsibly.

Why This Linkage Matters?

Legal Compliance: More countries now mandate CSR reporting and human rights due diligence.

Brand Reputation: Ethical behaviour improves trust with stakeholders.

Risk Management: Prevents reputational and legal risks from human rights violations.

Real-World Examples:

Tata Group: CSR focused on education, health, and livelihoods

Unilever: Human rights due diligence in supply chains

Nike: Faced criticism, then reformed labour rights practice.

14. Conclusion:

Even though CSR has greatly changed in India since Companies Act, 2013, there remain concerns with legal compliance, transparency, and other issues. Rather than observing CSR as a mandate, companies should concentrate on incorporating it into their fundamental business processes.

Regulatory frameworks, including stringent reporting under annual reports requirements and tax reforms, are essential to ensuring that CSR is impactful, transparent, and aligned with long-term societal goals, including protection of Human Rights.

CSR is crucial component of modern corporate operations. Integrating ethical and sustainable practices throughout their operations, companies can create a positive impact. This extends from fostering a healthy work environment and responsible sourcing to minimizing environmental impact and giving back to communities.

The benefits are multifaceted: a stronger brand reputation, increased customer loyalty, and a more engaged workforce. However, for CSR to be truly impactful, it must go beyond performative gestures. Transparency and authenticity are essential. Consumers and investors are increasingly demanding genuine efforts that align with a company's vision.

Looking ahead, CSR is likely to become even more rooted in business strategy. Stakeholder capitalism is benefiting from giving all stakeholders' needs, including those of employees, customers, communities, and environment, priority alongside shareholders. Companies that embrace this concept and

demonstrate commitment to social responsibility will be in a strong position to draw in and maintain top talent, especially from younger generations that give equal weight to company's social effect and financial growth.

CSR will be essential for developing more sustainable and just corporate vision as a result of social and environmental issues. Continuous improvement and measurable outcomes will be essential for ensuring CSR initiatives deliver on their expected promises.

15. Recommendations:

Enhanced Awareness and Education among stakeholders: Companies should invest in educating their employees and stakeholders regarding significance of CSR and how to implement impactful initiatives.

Stronger Monitoring and Impact Evaluation of policies: To evaluate efficacy and social impact of CSR activities, efficient monitoring and evaluation systems should be established.

Collaboration with NGOs and Government Agencies: Companies should work with government agencies and NGOs to conduct CSR initiatives more efficiently and effectively.

Transparency in Reporting: Companies should ensure that their CSR activities and funds are transparently reported and monitored by independent bodies to prevent misuse.

By implementing these strategies, CSR has been transformed from duty based on compliance to a significant force that advances defence of fundamental human rights and general well-being of society.

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