YES ACADEMY
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CS PROFESSIONAL

MODULE 1 | DEC 25/JUNE 26

ESG

summary notes

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CHAPTER 14

DEC 2025/JUNE 2026

Sejal Mandhare

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Ch 14 :- Corporate Social Responsibility

- CSR is also known as corporate citizenship is how a company manage its activities in a way which creates an overall positive impact on society.

- Milton Friedman stated that the 'Business of Business is Business' which means that the primary objective of the business is to earn profits for its stakeholders and if they fail in that, other social responsibility cannot be performed.

- Benefits of CSR are as follows:
  a) Reduced operating cost
  b) Boost Brand image
  c) Increased sales
  d) Easy access to capital

- As per section 185 of Companies Act, 2013 every co;
  → Having networth of 500 cr or more or,
  → Turnover of 1000 cr or more or,
  → Net profit of 5 cr or more
  in the preceeding financial year are required to do CSR.

- The composition of CSR committee is 3 directors out of which 1 should be an ID, however for those companies which are not req. to have an ID, CSR committee would be comprising 2 Directors.

- Even if the company appoints an ID then it is under no obligation to add ID in the CSR committee.

- Under the Companies Act, 2013 every listed co. must've 1/3rd of its Board as ID

- Rule 4 of Co. Act, 2013 compels following public cos. to have min 2 ID :
  (a) Public cos. having paid up cap of 10 cr or more
  (b) Public cos. having turnover of 100 cr or more
  (c) Public cos. having o/s loans / borrowings exceeding 50 crs.

- The applicability of Sec. 135 is individualistic i.e. it applies on company / subsidiary / holding as well as foreign cos. incl. its branch / project office.

- Every foreign co. further has to calculate their net profit as per Sec 198 (Ind. standards for calculating net profit).

- The CSR committee needs to be mandatorily formed when the CSR exp. of given year exceeds 50 L or the company has unspent CSR.

- Further, for foreign cos. the composition for CSR committee is 2 Directors out of which 1 should be a Resident Director.

- Functions of Committee:
  - Formulate and recc. CSR policy
  - Recc. amt of CSR.

• monitor / Review
• Annual action plan → implementation

• It is the responsibility of the Board to approve the CSR policy & disclose the content of the policy in its report & on co's website if any.

• Board should satisfy itself regarding utilization of prescribed CSR funds.

• The CSR committee shall formulate & reccomend an Annual action plan which contains the approved CSR projects / manner of implementation / time frame / monitoring & reporting mechanism.

• Committee shall also form a CSR policy which recomends the CSR activities / reccomended amt. of CSR expenditure / how it shall be monitered.

• The company must spend atleast 2% of avg net pt. made in 3 previous financial years.

• If theres is any unspent amount ~~at~~ the end of financial year & does not relate to any ongoing project the same should be trf. to any Schedule VII notified fund within a period of 6 month.

• If it does relate to any ongoing project the same shall be trf. to a separate bank A/c (the unspent CSR A/c) such amt. shall be utilized in that CSR project in next 3 years. failing which same should be trf. to sch. ~~VII~~ notified fund within 30 days.

- Any CSR amount spent for the creation of any capital asset shall be held by:
a) Co. established u/s 8
b) Reg. Trust / Reg. Society
c) In the name of the beneficiaries which maybe in the form of Self Help Group.
d) Any Public Authority.

- CSR expenditure can be through two modes
a) Activity Route -
where the company takes up a CSR project
b) Contribution to funds Route -
where the co. invests in the recognized funds.

- CSR Implementation :-
a. A company may opt to do a CSR expenditure either by its own or through a Sec. 8 co. / Reg. Trust / Reg. Society.

b. It can also implement the same with the help of Sec. 8 co. / Reg. Trust / Reg. Society created by Central / State Gov.

c. Any other entity established by the Act of Parliament or State legislature.

d. Any other Sec. 8 / Reg. Trust / Reg. Soc. which has track record of 3 years in undertaking similar activities.

- All those entities obligated / intending to undertake CSR activities must reg. itself with ROC by filing CSR 1 electronically.

- CSR 1 has to be signed and submitted electronically and shall be verified by PCA / PCS, upon which a CSR Reg. no. will be issued.

- Important Points:

1) A co. has the liberty to engage any international organization for the purpose of designing / monitoring and evaluating the CSR projects.

2) An alternate way of taking up CSR project can be to collaborate with other cos. who are taking up similar project, provided co. should be in a position to report separately on such project.

3) The Board has to provide assurance as to the utilization of funds as per the approved manner and the CFO shall certify the same.

4) If CSR relates to an ongoing project the Board may at its discretion modify the policy but only for the purpose of smooth implementation of the project.

- 5) All those cos. which have avg. CSR exp of 10 cr or more in 3 preceding f.y. shall mandatorily take up impact assessment for those projects which have outlay of 1 cr or above & which have been completed not less than 1 yr before undertaking IA.

- Impact assesment is to be mandatorily done through an independent agency which measures effectiveness of org's activities of CSR & how it impacts the society and possible benefits out of those activities.

- The ceiling limit on expenditure of IA has been capped to 2% of total CSR expenditure of the current financial year or 50 lakh w.e. higher

- The Independent agencies in India which provide services relating to IA are KPMG & EY.

- If the company has unspent CSR amount which does not relate to an ongoing project the same must be trf within a period of 6 month to a notified fund mentioned under Schedule VII

- If incase it relates to an ongoing project it should be kept in separate bank A/C created in name of unspent CSR A/C & funds should be trf in that A/C within 30 days & utilized in ongoing project within a period of 3 years., failing which same should be trf within next 30 days in Sch VII notified fund.

- If a company defaults in complying with the provision of CSR expenditure, penalty will be twice the amount of unspent CSR funds or 1 crore whichever is less. & for those who are officers in default penalty is 10% of unspent CSR funds or 2 lakh whichever is less.

Schedule VII permited activities	Non permitted activities.
a) Eradicating hunger, poverty.	a) Activities which are undertaken under normal course of business. shall not qualify for CSR exp the only exception being investment into R&D for the purpose of making vaccine related to covid-19. that to only upto the year of 22-23.
b) Promoting education (which also includes special education for differently abled / vocational skills enhancing courses.	
note : Har Ghar Tiranga movement was permitted for CSR activities as the aim was to invoke the feeling of patriotism.	
c) Promoting Gender Equality.	b) Activities undertaken outside India except for the training of Indian Sports Personnel representing India at National / International level.
d) Protecting National Heritage.	
e) All measures for benefit of armed forces veterans. (also includes any such measures for their dependents).	c) Contribution to any political party.
f) Promotion of rural sports.	d) Activities for the benefit of employees of the co.
g) Contributing to PM's National Relief Fund. (includes relief funds for emergency situations)	e) Activities in nature of marketing of the business.

(and also those funds for welfare of SC / ST / OBC minors & women.

f) Activities which are done pursuant to statutory obligations.

h) Contribution to R&D projects which also includes contribution to public funded universities like the IIT.

i) Slum area development

j) Disaster management

- United Nations SDGs:

1) No Poverty
2) Zero Hunger
3) Gender Equality
4) Good Health
5) Reduce inequality
6) Clean water & sanitation
7) Clean Energy

- SDG India Index:

1) India through NITI Aayog has established SDG India Index to measure & showcase how the states & UTs are performing against the SDGs

2) Currently SDG India Index deals with 13 out of 17 goals based upon 62 national indicators

3) Aim is to provide a holistic picture on the social/economic/ environmental status of the country

→

4) A score is generated based upon all the above parameters, which can be helpful in the following ways:

a) Helps in Benchmarking the progress against the national targets as well as the performance of the other states & UTs.

b) Supports States & UTs to identify priority areas and also enables them to improve by providing the data of other states.

c) Highlights the data gaps which India needs work upon including maternal mortality ratio.

5) In India Kerela has been one amongst the highest perfoming state because of their exceptional performance in Health / education / Gender Equality as well as making a transition towards clean energy.

- Technicolor India Ltd. v/s Registrar of Companies

→ The issue in this case was that whether a report which has been adopted in the general meeting and which has also been approved by the CA be altered.

→ The NCLT allowed such alteration provided the company may have to face any other action by statutory authorities.

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(Q) The paid up cap of co. XYZ Ltd. is 410 cr / Free reserves 103 cr / T/O 1250 cr / NP 6.75cr. The co. constituted CSR comm. comprising of an exe chairman & ~~not~~ 2 non-exe, non-independent directors, currently co. has 6 directors on ~~its~~ its BOD incl. 2 Ind. Directors. Based on the above state whether CSR committee is validly formed, also will your ans change if co. was a pvt co. not req. to appoint ID.

⇒ In the given case XYZ has constituted a CSR comm. w/o an ID, in order to ascertain whether the committee is a validly constituted comm. requires the consideration of certain factors.

- In India following cos. are mandatorily required to appoint atleast 2 IDs:
  a) Public cos. having paid up cap of 10 cr or more or
  b) Public cos. having T/o of 100 cr or more or
  c) Public cos. having o/s loans / borrowings exceeding 50 crores.
- If any company falls in the above threshold limit they should appoint a minimum of 2 IDs & for cos. who are required to appoint ID their CSR comm. must have atleast 1 ID.
- In the present case the paidup cap of co. is 410 crores, their o/s liab amounts to 1~~78~~ cr (out of which current liab amt. to 112.75 cr) & its T/o is 1250 crs. which means that the co. is liable to appoint atleast 2 ID on the board.
- Since the p/p of the co. as well as its n/w & T/o exceeds the threshold given u/s 135, co. is obligated to form CSR comm which must comprise of atleast 1 ID & total of atleast 3 directors.

- So the constitution of CSR committee is not valid & co. must add one ID in the committee and the answer will change if it is a private company not req. to appoint ID in which case the CSR comm. shall comprise of 2 Directors

* ~~Administrative Expenses~~

* NMACC is Reliance Industries commitment towards art and culture but not strictly a CSR initiative, however few initiatives of NMACC which are covered under Sch VII can qualify as CSR initiatives but certain activities which are limited to art and culture does not qualify for CSR, while preserving national heritage does qualify as CSR.

(BCVRNew)

Features of Business Ethics includes :-

a) Generally in the form of Code of Conduct

b) Business ethics are based on morals and social values

c) Ethics are always meant to be voluntary

d) Relative term as it changes from one business to another

e) New concept

(ACAchaiLageRaho)

Principles of Business Ethics :-

a) Accountability - Every business must set responsibility for individuals and the individuals must hold themselves accountable for any unethical practice.

b) Care and Respect - The co-workers should be respectful and at the same time responsible.

c) Avoid Conflicts - The business should avoid excessive competition within the workforce which in turn minimizes conflict of interest

d) Compliance.

e) Honesty - The more transparent the communication is the more trust the employees have, which inturn brings the better version of employees.

f) Loyalty -

g) Relevent information - Both positive as well as negative information must be disclosed.

Standard Ethical Practices :-

These are certain basic ethical practices which are expected from a business from the ethical point of view.

a) Social Responsibility - If the business earns profits from the society they should also work for the benefit of the society for instance CSR.

b) Corporate Responsibility - Every entity must safeguard the interest of all its stakeholders whether internal or external.

c) Technology Ethics - Certain ethics must be looked upon by the corporates while dealing with the customer information and while making privacy policy.

d) Fairness - while bias is pretty normal the same should not be at the workplace as it affects the decision making of the firm.

- Benefits of Business Ethics includes:
a) Increased Productivity
b) Customer loyalty
c) Positive Brand Image
d) Avoiding Negative Publicity

Q. How does business ethics affects the bottom line of a business? (SHEEE)

=> Bottom line is nothing but the goals which every business must attain, it includes:

a) Economic
b) Human
c) Social
d) Environmental
e) Evolutionary.

(a) Economic Bottomline - The first bottomline refers to the wealth creation of a company, which states that the first thing about an ethical organization is that it must create wealth else, it is considered unethical.

(b) Human Bottomline - The second bottomline about an ethical business is how it makes a better quality of workforce, which could be effected through leadership, motivation and teamwork

(c) Social Bottomline - The business is part of society and as such is dependent on the well-being of society. Hence, it should take steps towards well being of society.
For ex - CSR

(d) Environmental Bottomline - The business is just not part of the society but also the part of the nature and any human group using the nature, must use it responsibly and prudently.

(e) Evolutionary Bottomline - lastly, we humans are considered as an unfinished project which yet are seeking psychological, moral as well as spiritual development.
The worklife should be so provided, that it allows evolution of the human at the spiritual, professional and personal level.

* The four fundamental Ethical Principles :-

1) Autonomy → self role, which means one must respect the autonomy of other person and its puts a negative duty as to not to interfere with decisions of other.

2) Principle of beneficence → To bring good in all the actions.

3) Principle of non malfiecense → The rule simply implies that while opting for any action which should not harm anyone's interest

'do not harm' if harm can be avoided or atleast minimize such harm.

4) The principle of justice → We have an obligation to provide others with what they deserve.

• Ethical Dilemma :

Also known as 'Ethical paradox' is a problem faced by a business when they are stuck between two equally undesirable alternatives, neither of which is acceptable from an ethical point of view.

Steps in Resolving Ethical Dilemma:

- considering the options available
- considering consequences - Positives & Negatives of ~~bo~~ each option.
- Analyzing actions
- Decision making and commitment
- Evaluate the system

Aspect	Code of Conduct	Code of Ethics
Definition/ Meaning	These are specific set of rules which outlines the specific expected behaviour from the employees & the organization.	These are guiding principles that outlines values which help in the decision making.
Flexibility	They are generally more rigid as they are clear cut rules.	These are generally more flexible.
Scope	It has narrower scope as it only contains the dos & don'ts	It has a wider scope as it has general principles.
Users	The target audience is primarily the employees & management.	The target audience is the stakeholders at large.
Mandatory	In many cases code of conduct is mandatorily required to be published on the website of co. For instance in India every	It is purely voluntary in nature however code of ethics help in →

	listed company & the CPSEs are bound to publish their code of conduct.	Better formation of code of conduct.
Penalty	Non compliance of provision of code of conduct may carry penalty.	Generally carries no penalties as it is voluntary in nature.
example	A co. has a policy that the employees cannot accept gifts above 2000Rs. from any person with whom the company is transacting business.	Every employee should work with integrity, honesty & avoid conflict of interest.

- Code of Ethics generally carries 6 values
  - Trustworthiness
  - Respect
  - Responsibility
  - Fairness
  - Caring
  - Citizenship.

- An ideal ethical organization must have: ~~ethical~~
  a) Ethical Code of Conduct
  b) Not to discriminate unless there is a solid reason.
  c) Reward those employees who have a track record of integrity, honesty, loyalty.
  d) Co. must have vigil mechanism.

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* Code of Conduct.

- Also known as the code of business conduct which are well written code, which guides the BOD & senior management as to the desired behaviour.

- It helps in day to day decision making and helps in resolving ethical dilemmas.

- Typically Code of Conduct includes following:
  1) Company's values
  2) Applicable laws as well as the rules which organization need to adhere
  3) Standards of business conduct
  4) Rules as to how to avoid conflict of interest
  5) Declaration that code of conduct is mandatorily followed & cannot be waived off.

* Advantages of Business Ethics.

1. Attracting and retaining talent
2. Investor loyalty
3. Customer Satisfaction
4. Regulators.

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* Anti Corruption Laws :

- US FCPA :- it is an act which prohibits businesses from bribing the US officials and public figures. It's main aim is to prohibit companies and individuals from influencing foreign officials through any gratification.

  · The applicability has extraterritorial jurisdiction which applies to every person which has certain degree of connection with US and does any corrupt practice abroad or in the US.

- UK Bribery Act, 2010 :- The act carries stringent punishments in the event of any person indulging into the offence of bribery, the punishment being imprisonment upto 10 years and unlimited fine. (Also known as toughest anti corruption legislation in the world.)

- Anti bribery laws in India :-

1) PCA 1988 :- The act criminalizes gratification accepted by pub. authorities, other than any legal remuneration.
It further also punishes the person indulged into giving the bribe.
It further does not apply in case of bribing in private businesses.

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Public Servant

State
- Employees of ublic sector
- Employees of ocal authorities
- Employees of lectoral commission
- r any person esponsible for ondocting elections

Judiciary
- Courts - people working in courts
- Judges
- Arbitrators

Education
- Boards conducting exams
- Universities

- Undue Advantage here means gratification other than legal remuneration.

- Offences and Punishments :-

• whoever accepts or attempts to obtain any undue advantage from any person with the intent to perform his public duty improperly or to induce any ~~pu~~ other public official to do his duty improperly shall be liable to be punished with imprisonment as well as with fine.

Punishments :-

1) Pub. servant → min 3 years max 7 years & fine.
2) Pvt. Ind. giving / attempting bribe.
   - upto 7 years or fine or both. (compoundable)

Provided he reports the same within 7 days of giving gratification.

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Provided further, nothing shall apply if he reports before giving gratification to authority.

- Habitual offender :- (within 3 years)
  ↳ minimum 5 years max 10 years and fine.

- Criminal misconduct :-
  Whenever a public servant who has been entrusted with any property misappropriates the property for his own use or intentionally enriches himself illicitly has said to commit a criminal misconduct which carries punishment of min 4 yrs of imp. which may extend upto 10yrs and fine.

Note : In case of attempt the punishment is 2 years which may extend upto 5 years & fine.

- No enquiry / investigation shall be commenced by police officer / asst. commissioner (for metropolitan cities) unless previous consent has been obtained from union / state govt. / local authority as the case may be.

- mutatis mutandis in case of court proceedings.

- Accused person shall be given OOBH before accepting the requisition made by police officer / court.

- The concerned authorities generally replies within 3 months + 1 month (sufficient cause)

- Any person other than above is not allowed to approach govt unless court has directed him.

- Accused person is a competent witness for his defence, however he can be made witness only at his own choice and ~~he~~ if he opts to remain silent, his silence can't be taken against him.

- No such questions / evidences which relates to any previous offence or conviction or bad character shall be allowed unless the character is in question / it is relevent for the judgement

* Lokpal and Lokyukta Act, 2013.

- There shall be a 'Lokpal for the union' and 'Lokyukta for state' to inquire into allegations of corruption against public functionaries for matters punishable under the PCA, 1988.

- Under the act the Lokpal has the power to receive complaints against the prime minister as well.

- Establishment of Lokpal

a) Chairperson → who is / has been CJI or Judge of Supreme Court.

b) Such no. of members not exceeding 8.
· In the above case not less than 50% members shall be judicial members. &
· Not less than 50% of members shall be from SC / ST / OBC / Minority / Women.

· In order to qualify as Judicial Member he can be a Judge of SC / CJ of High Court.

· For member other than Judicial member
↳ Not less than 25 yrs of exp in law, anti corruption, finance, etc.

· Chairperson / member shall not be :
a) member of Parliament / State Legislature.
b) Person convicted by offence of moral turpitude
c) Less than 45 yrs of age.
d) Panchayat / Municipality member.
e) Any person who:
↳ Has been dismissed ~~by~~ from serivice of Union / State.
↳ Holds any office of trust / profit.
↳ Affiliated with any political party.
↳ Practicing any profession / carrying on business

Note: In above cases person can be appointed if :- a) He resigns from office where he holds any office of trust / profit.
b) Carrying on any business seven himself from business.
c) Practicing any profession ceases to practice such profession.

- Appointment is done on recommedation of Selection Committee by Selection Committee.
  comprises of

a) Prime minister → Chairperson
b) speaker of House of people → member
c) leader of opposition → member
d) CJI
e) Jurist → reccommended by above.

- Selection Committee for purpose of searching appropriate candidates forms Search Committee consisting of atleast seven persons who have knowledge in anti corruption, law, finance, etc.
  → 50% from SC/ST/OBC/minority/women.

- Inquiry Wing
The Lokpal has two wings through which it operates ~~obtain~~ of which one is the inquiry wing headed by director of inquiry which is responsible for the purpose of conducting preliminary inquiry committed by any person under PCA.

- Prosecution Wing
The other wing is headed by director of prosecution which has been created for the purpose of prosecuting public servants.
This wing on the command of the Lokpal files the investigation report before the special court and further takes all the necessary steps for the purpose of prosecution under the PCA 1988.

- Jurisdiction

- The Lokpal has the power to move against PM / MPs / Group A/B/C/D officers.
- Further the jurisdiction can be summed up by the below mentioned :-

A. The Prime minister including previous PM
↳ Provided for allegations relating to international relations / internal / external security / public order / atomic energy / space, the case can only be initiated if a full bench of Lokpal alongwith 2/3rd majority approves it.

B. Any minister of the Union

C. Any member of Parliament

D. Group A/B officer amongst public servant defined under PCA

E. Group C/D officer amongst pub. servant defined under PCA connected with affairs of Union.

F. Any person who is connected with any body / corporation which is established under the Act of Parliament / financed by CG / controlled by it.
↳ Note :- in case of officers of grp A/B or in case of person working under body / corporation is connected with affairs of state then consent of SG is necessary prerequisite.

6. Any person connected with any soc./trust which is in receipt of donation in excess of 10 L Rupees in a year from any foreign source under FCRA.

- The Lokpal will not proceed with any complaint which alleges an offence, provided which has been immunity under art. 105(2) of Const.

- Provision regarding complaint, preliminary inquiry, investigation :-

1. The Lokpal before proceeding with preliminary inquiry against any public servant has to decide upon material provided in the complaint as to whether their exist prima facie case or not

2. If Lokpal decides to proceed with preliminary inquiry it may direct case to its inquiry wing and in case of public servants belonging to grp A, B, C, D the inquiry is transfered to the CVC.

3. Of the above CVC submits its preliminery inquiry report to the Lokpal for Grp A & B officers but can proceed with group C & D under provisions of the CVC Act.

4. The preliminery inquiry referred above whether it was done by inquiry wing or any agency like CVC must be complete & report for same should be submitted to Lokpal within 60 days of reference.

5. Based upon the above report the Lokpal decides whether there is a need for investigation. However, before ordering investigation OOBH to pub. servant has to be given.

This report is considered by not less than 3 members of Lokpal & based upon these they take following actions:

a) Order Investigation
b) Closure of the proceedings &
~~c)~~ Proceed against complainant
c) Initiate any departmental proceeding against public servant.

6. Where the CVC is required to submit its report within 60 days, ordinary time allowed for submission of preliminery report is 90 days which may further be extended for another 90 days for reasons to be recorded.

7. If the Lokpal decides for investigation then it shall order its own agency or any other specialized agency to conduct the same, and the same should completed within a period of six months which may further be extended for another 6 months for reasons to be recorded.

8. Further, a bench consisting of not less than 3 members shall consider every report and further it may order:

a) Sanction to its prosecution wing to proceed, or any other agency to file charge sheet.

b) To submit closure report in front of the Special Court

c) Alternatively, it may also direct the competent authority to initiate departmental proceeding against the public servant.

9. Lastly, the Lokpal has to maintain a website for the display to the public, number of complaints disposed off and which are pending.

- Powers of Lokpal :-

1. There are multiple powers given under act to Lokpal, which amongst many includes the following:

a) Supervisory power :
The Lokpal has the power of suprintendence and the power to give directions to the DSPE as well as the CVC to conduct preliminary inquiry as well as investigation.

b) Search and Seizure :
- If the Lokpal is of the opinion that any document which is relevent has been secreted then it may order the search for such document by its own agency as well as any independent agency including DSPE.

- Further, if required for the purpose of further prosecution it may also authorize seizure & retention of the same.

c) It has the powers of Civil court:
1. Summonning and enforcing attendance
2. Requiring discovery of any document
3. Receiving evidence on affidavit
4. Issuing commissions
5. Requiring any other authority for any record or copy.

* Provisional Attachment of Assets

- If the Lokpal or his authorized officer has reason to believe that any person is in possesion of proceeds of corruption or is accused of the offence of corruption and the property maybe concealed or transferred or be dealt in such a way that it may result into frustration of the proceedings for confiscation.

- If the Lokpal wants it can provisionally attach the property for period of 90 days & immediately after the attachment within 30 days of the same direct its prosecution wing to apply in front of the special court praying for confirmation of attachment.

- If the court feels that the attachment is necessary it may order confirmation of attachment.

- If the public servant is subsequently acquitted the property shall be returned alongwith all the benefits & incase he is convicted the property shall be confiscated free from any encumbrance in central Government.

- The Lokpal has the power to recommend the Central Government accused person shall be suspended or transferred during pendency of inquiry and it is upto CG to accept the recommendation or reject the same for admin reasons.

* Complaints against chairperson / members of Lokpal.

1. The Lokpal cannot investigate into complaints against chairperson and its members.

2. Any suspension or removal of chairperson or member can only be ordered by President, who is also depended on report of the Supreme Court.

3. Supreme Court initiates inquiry only when a reference is made by the President & which is signed by hundred members of the Parliament.

4. ~~3~~ misbehaviour within its ambit includes:
a. The act of indulging with other corporates or becoming interested in any contract or arrangement with the government.

5. ~~b~~ Apart from above other grounds on which the President may remove chairperson or member are as follows:

a. Insolvency
b. Engages in paid employment
c. As per opinion of President he is infirm by body or by mind.

6. Suspension order may also be ordered on the basis of interim report passed by the Supreme Court.

* Offences & Penalties.

- whoever makes any false complaint shall on conviction be punishable with imprisonment which may extend to 1 year and fine which may extend upto 1 Lakh

~~Report of Lokpal~~

* ICSI Anti bribery Code:-

- The anti bribery code is to be applied on voluntary basis and its scope is applicable to all of its BOD / employees / associates / contractors

- The code contains the following clauses:
  1. Adherence to anti corruption laws
  2. Bribery in Private sector
  3. Facilitation Payments
  4. Bribery to foreign public officials
  5. Policy of Gifts / Hospitality & Expenses
  6. Whistle Blower Mechanism
  7. Sanctions on non compliance.