



“ Andhra Chamber - FSSC Summit -

“Building Global Trust with Social Management System Standards”



**Chief Guest Shri R Selvam
IAS – Executive Director,
Council for Leather Exports**



**Guest of Honour - Ms Roop
Rashi Mahapatra – Textiles
Commissioner, Ministry of
Textiles, Government of India**



**Guest of Honour -
Padmabhushan Dr Nalli
Kuppaswami Chetti
Textile Industrialist and
Philanthropist, Nalli Silks**

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Unit-1

Chamber at a Glance

I worry that business leaders are more interested in material gain than they are in having the patience to build up a strong organization, and a strong organization starts with caring for their people.

- John Wooden



From the President's Desk

Dear Members,

Greetings from Andhra Chamber of Commerce!

It is a dynamic start to the new financial year, with key developments across multiple sectors. The Indian manufacturing sector continued its robust performance, as reflected in the Manufacturing PMI, which remained well in the expansion zone, driven by strong domestic demand and rising export orders. The government's focus on "Make in India" and production-linked incentive (PLI) schemes continued to boost investor confidence.

In the automotive industry, sales showed a healthy uptick across segments, signalling steady consumer sentiment. The energy sector saw significant movement, especially in renewables, with new solar and wind capacity announcements aligning with India's clean energy transition goals.

Meanwhile, the digital and tech sectors witnessed steady hiring and innovation momentum, particularly in AI and FinTech. MSMEs continued to adapt to evolving market conditions, with growing interest in e-commerce platforms and digital transformation tools.

Policy developments during April included consultations on labour codes, tariff revisions, and new initiatives to ease compliance for startups and exporters. Trade bodies and industry associations actively engaged with ministries to shape a more competitive and resilient business environment.

As we move forward, collaboration, innovation, and adaptability will be key to sustaining growth across sectors.

Dr. V L Indira Dutt
President

CHAMBER NEWS



“Andhra Chamber - FSSC Summit - “Building Global Trust with Social Management System Standards”

25, April 2025; Hyatt Regency, Chennai



In association with



**Andhra
Chamber of
Commerce**



FSSC Summit “Building Global Trust with Social Management System Standards”

📅 25 April 2025 (Friday) ⌚ 10.00am - 5.30pm 📍 Hotel Hyatt Regency, Chennai

Fee :

Andhra Chamber Members & Other Association Members: Rs 590 incl. GST

Non-members: Rs 1180 incl. GST



[Click Here to Register](#)

Supporting Organisations



Council for Leather Exports



National Accreditation Board for
Certification Bodies



Consultants Consortium of Chennai



Regulatory Representatives and
Managers Association



Association of Food Scientists & Technologists
(INDIA)



**Andhra
Chamber of
Commerce**

Program Outline

09.30 am -10.30 am	Delegate Registration
Inaugural Session Time : 10.30 am -11.15 am	
10 .30 am – 10 40 am	Lamp Lighting Guest Felicitation
Context setting & welcome 10 40 am – 10 50 am	Shri Colin Morgan FSSC Market Development Director
Knowledge Dissemination ACC collaborating with FSSC on Social Management Standards 10 50 am – 11 00 am	Dr V L Indira Dutt President Andhra Chamber of Commerce
Key Note Address by Chief Guest New World Order : Building Global Trust 11 00 am – 11 20 am	Shri R Selvam IAS Executive Director Council for Leather Exports Export Promotion Council Ministry of Commerce and Industry Government of India
Special Address by Guest of Honour Indian Textiles for the World - Building Resilient Supply Chain 11 20 am – 11 40 am	Ms Roop Rashi Textiles Commissioner Government of India Ministry of Textiles
11 40 am – 11 45 am	Vote of Thanks



**Andhra
Chamber of
Commerce**

Program Outline

Technical Session 1	
Time – 11 45 am – 01 00 pm	
Introduction to FSSC 22000 & 24000 11 45 am – 12 15 pm	Shri Colin Morgan FSSC Market Development Director
New Regulations & FSSC 24000 12 15 pm – 12 35 pm	Shri Ante Batinic FSSC Technical Manager Social Sustainability
Power of Management Systems 12 35 pm – 12 55 pm	Shri Anil Jauhri Co-chair RRMA - Regulatory Representatives and Managers Association
LUNCH 01 00 pm – 02 00 pm	

Technical Session 2	
Time – 02 00 pm – 03 00 pm	
Evolution of Social Compliance into Social Sustainability, India and Global perspective 02 00 pm – 02 20 pm	Shri Gangaa C Sharma Managing Director & CEO Cetizion Verifica



**Andhra
Chamber of
Commerce**

Program Outline

<p>Panel Discussion : Implementation, Certification and challenges with Social Management Systems</p> <p>02 20 pm – 03 00 pm</p>	<p>Moderator : Ms Smita Murthy FSSC India Representative</p> <p>Panelists: Shri Ante Batinic FSSC Technical Manager Social Sustainability</p> <p>Shri Swapnil Shinde SGS Global Circularity and Sustainability Certification Manager</p> <p>Shri Constancio Fernandes Senior Manager - Social Schemes TUV India</p> <p>Shri Anurag Mishra General Manager, Quality Assurance & Food Safety Shree Renuka Sugars</p> <p>Shri Chinnasami Anbumalar Vice Chair P A Footwear P Ltd , India</p>
<p>Role of Consultants & Resources available to them</p> <p>03 00 pm – 03 20 pm</p>	<p>Shri Colin Morgan FSSC Market Development Director</p>
<p>Coffee Break</p> <p>03 20 pm – 03 45 pm</p>	



**Andhra
Chamber of
Commerce**

Program Outline

Valedictory Session 3:45 pm to 5:30 pm Guest of Honour : Padmabhushan Dr Nalli Kuppaswami Chetti	
Accredited certifications supporting global business 03 45 pm - 04 05 pm	Shri Rajesh Maheswari CEO NABCB – National Accreditation Board for Certification Bodies
SDGs and how social systems helped in taking the company global 04 05 pm – 04 25 pm	Shri Chinnasami Anbumalar Vice Chair P A Footwear P Ltd , India
New and upcoming Regulations, Labour Codes, Social Management and its effects on industry 04 25 pm – 04 45 pm	Shri Kartikay Dhanda Secretary Textiles Committee
Valedictory Address by Guest of Honour : Nalli Silks : Indian Ethnic Wear, Building a Heritage Brand - Harvard Case Study. How the Brand has achieved it ? 04 45 pm – 05 05 pm	Padmabhushan Dr Nalli Kuppaswami Chetti Textile Industrialist and Philanthropist Chairman Nalli Silks
Closing Remarks 05 05 pm - 05 15 pm	Shri Colin Morgan FSSC Market Development Director
Vote of Thanks 05 15 pm - 05 25 pm	Ms Rama Venugopal Chairperson, ACC Committee on Standards, Certifications and Regulations

ACC and FSSC Successfully Host National Summit on Social Responsibility Standards in Chennai

In a significant move to champion ethical business practices and social sustainability, the Andhra Chamber of Commerce (ACC), in a valued collaboration with the Foundation FSSC (Netherlands), recently hosted a **National Summit on FSSC 24000** in Chennai.

Held on 25th April 2025 at Hyatt Regency Hotel, Chennai, the summit, themed **“Building Global Trust with Social Management System Standards,”** brought together a diverse group of industry leaders, policymakers, experts, consultants, and businesses. The event was strongly supported by key organizations including the Council for Leather Exports (CLE), National Accreditation Board for Certification Bodies (NABCB), Consultants Consortium of Chennai, Regulatory Representatives & Managers Association (RRMA), and the Association of Food Scientists and Technologists (India) [AFSTI], highlighting the collaborative commitment to advancing social standards in India.

The session was attended by 160 participants from diverse stakeholders pool.

The summit addressed the rapidly evolving global landscape where social responsibility and ethical conduct are becoming non-

negotiable aspects of international trade and domestic operations. With increasing pressure from consumers, brands, and regulators worldwide, particularly in labour-intensive sectors, implementing robust social management systems is crucial for ensuring market access, attracting talent, and fostering sustainable growth.

The day's proceedings unfolded with a series of insightful sessions, setting a clear agenda for action:

Inaugural Session: Setting the Stage for Social Responsibility

The summit was formally opened with a welcome address by **Mr. S Narasimhan, Vice President of the Andhra Chamber of Commerce**. Mr. Narasimhan underscored the critical relevance of Social Management Systems in enabling businesses to meet global requirements, particularly EU directives, navigate environmental concerns, and align with the UN Sustainable Development Goals (SDGs). He emphasized that compliance is no longer optional but a mandatory prerequisite for sustainable market access, crucial for avoiding costly business rejections. He also highlighted ACC's commitment to keeping the industry updated on crucial compliance trends as the Chamber approaches its centenary. He extended a warm welcome to all dignitaries, including Chief Guest Mr. R. Selvam IAS, Guests of Honour Ms. Roop Rashi and Dr.

Rafiq Ahmad, and the international FSSC team, appreciating the collaborative effort.

Shri Colin Morgan, Market Development Director at Foundation FSSC, delivered the opening address, setting the context for the summit. He articulated that FSSC's presence was to shed light on initiatives and the FSSC 24000 scheme, ultimately aimed at cultivating great and healthy workplaces. Explaining the strategic choice of venue, he noted India's stature as one of the fastest-growing major economies and a global powerhouse, while specifically identifying Tamil Nadu/Chennai as an "incredible powerhouse" for the textile, leather, and non-leather goods sectors – key industries for the FSSC 24000 scheme. Shri Morgan conveyed FSSC's excitement to collaborate with Indian partners to support the scheme's adoption, seeing it as a means to enhance workplaces and contribute to India's economic strength.

Chief Guest, Shri R Selvam IAS, Executive Director of the Council for Leather Exports, provided a compelling keynote address. He passionately argued for the necessity of applying the same rigorous quality standards demanded for exports to products available for Indian consumers, highlighting the need for consumer-driven demand to improve domestic quality. Shri Selvam expanded the definition of sustainability to include every business aspect, such as labour

standards and sustainable wages, making it the mandatory "DNA" of an organization. He positioned standards and certification bodies as vital "third-party eyes" that drive continuous improvement and efficiency, crucial for meeting global demands and achieving SDGs.

Guest of Honour, Dr. Rafiq Ahmed, Executive Chairman of Kothari Industrial Corporation Ltd., delivered an inspiring special address. He recounted his journey into footwear manufacturing driven by a vision for social change, particularly empowering women through large-scale employment in underdeveloped districts like Perambalur. Dr. Ahmed emphasized the profound community benefits of women's economic empowerment, leading to improved family welfare and social dynamics. He expressed unwavering confidence in India as a prime global manufacturing destination, citing its ability to attract investment and provide a trustworthy workforce, urging businesses to contribute to societal value and seek international partnerships.

Joining the summit online as Guest of Honour, **Ms. Roop Rashi, then new CEO of KVIC (Khadi and Village Industries Commission) and Former Textile Commissioner**, focused on "responsible production for sustainable development". She highlighted the significant burden international standards place on MSMEs and strongly advocated for developing

robust, criteria-based Indian standards aligned with global benchmarks as a more effective approach than simply adopting costly external ones. Ms. Rashi stressed the critical need for effective advocacy, comprehensive capacity building for MSMEs, and systemic incentives to encourage widespread standards adoption, suggesting technology could simplify compliance. She urged delegates to provide concrete recommendations for standards strategy and incentive models.

Concluding the inaugural session, Mrs. **Rama Venugopal, Chairperson, ACC Committee - Standards, Certifications and Regulations**, delivered a vote of thanks. She reiterated the summit's core purpose of enhancing awareness on social responsibility standards, a focus gaining global momentum, particularly post-COVID in labour-intensive sectors. Mrs. Venugopal highlighted Chennai's strategic importance as the location chosen by FSSC for their first program outside the Netherlands, given Tamil Nadu's status as a major hub for textiles, garments, leather, and manufacturing. She also summarized key points from the speakers, emphasizing that standards are for all businesses and the importance of women inclusivity, resilient supply chains, advocacy, capacity building, and strengthening domestic standards.

Technical Sessions: Deep Dive into Standards and Implementation

Shri Colin Morgan returned to provide a detailed introduction to FSSC 22000 and the new FSSC 24000 schemes. He explained that FSSC is a not-for-profit organization focused on building global trust in food safety (FSSC 22000) and social sustainability (FSSC 24000). Shri Morgan presented FSSC 24000 as a unique, ISO-aligned social management system developed with BSI, designed to fill a "missing piece" for organizations already certified in other ISO standards. He highlighted its global recognition and value in helping companies align with SDGs, showcase a dignified workplace, and attract talent.

Shri Ante Batinic, FSSC's Technical Manager for Social Sustainability, elaborated on "New Regulations & FSSC 24000". He provided a technical overview, emphasizing the standard's unique ISO-aligned structure that enables integration with existing management systems and promotes robust human rights due diligence. Shri Batinic detailed that FSSC 24000 is grounded in global frameworks like ILO conventions, UNGPs, and OECD guidelines, embedding a comprehensive human rights due diligence process following a Plan-Do-Check-Act (PDCA) cycle. Crucially, he underscored the standard's role in helping organizations meet stringent upcoming laws like the EU Corporate Sustainability Due

Diligence Directive (CSDDD), which impacts global supply chains and Indian exporters.

Shri Anil Jauhri, Co-Chair, RRMA, presented on the “Power of Management Systems”. Drawing from his extensive experience, including with BIS, he traced the evolution of management system standards from high-stakes sectors to essential tools for business excellence, particularly ISO 9001. Shri Jauhri stressed the tangible business benefits of well-implemented systems, including improved credibility, efficiency, and compliance. He pointed out that FSSC 24000 uniquely addresses social compliance, filling a gap in traditional ISO standards. Discussing the challenges for Indian MSMEs with international standards, he advocated for a phased adoption approach and ensuring Indian standards are internationally benchmarked. He also cautioned against unauthentic certifications, emphasizing credible systems.

An engaging Q&A Session followed, allowing attendees to interact with the FSSC team (Mr. Colin Morgan, Mr. Ante Batinic) and Mr. Anil Jauhri. Questions covered the applicability of FSSC 24000 to specific industries like footwear/leather (clarifying its management system approach versus the snapshot verification of SMETA), its benefits for various organizations including a culinary academy, auditor qualification requirements (aligned with APSCA- Association of Professional Social Compliance Auditors),

and certification timelines and scope (emphasizing it depends on readiness and typically covers the entire defined scope). A key discussion revolved around the motivation to choose FSSC 24000 over existing standards like SA8000, with panelists highlighting FSSC 24000's ISO-aligned harmonized structure allowing for more efficient Integrated Management Systems.

Shri Gangaa C Sharma, Managing Director & CEO of Cetizion Verifica, presented on the “Evolution of Social Compliance into Social Sustainability”. He distinguished between basic compliance (often focused on legal adherence) and the broader concept of Social Sustainability, which includes inclusivity, materiality, and comprehensive stakeholder engagement, aligning with India's NGRBC framework. Mr. Sharma critiqued many existing social audit schemes for their narrow focus and lack of mutual recognition, leading to audit duplication. He advocated for moving towards maturity models that credit progressive improvement, focusing on systemic corrective actions, and emphasized the importance of public disclosure (like India's BRSR). Highlighting the global trend from voluntary to mandatory sustainability regulations, he outlined opportunities for Indian businesses to adopt comprehensive standards like FSSC 24000, invest in stakeholder engagement, and leverage technology to avoid audit duplication.

An insightful Panel Discussion, moderated by Ms. Smita Murthy, India Representative, FSSC, explored the “Implementation, Certification and challenges with Social Management Systems”. Panelists included **Shri Swapnil Shinde (SGS), Shri Anurag Mishra (Shree Renuka Sugars), Dr Manisha Karale (RRMA), and Shri Chinnasami Anbumalar (P A Footwear P Ltd)**. The discussion reinforced that social responsibility is fundamental for long-term business success and a moral duty. Panelists discussed how standards provide data for ESG reporting, the crucial role of social systems in industries like chemicals for worker safety and environmental protection, and argued for viewing social/quality systems as “profit centers” that differentiate businesses and build buyer confidence. Challenges like managing hazardous chemicals, training young workers, and the significant burden of multiple buyer audits were debated, with optimism that a widely accepted standard like FSSC 24000 could alleviate this. Panelists concluded by urging companies to proactively adopt FSSC 24000 and start implementing systems to ensure market presence and expansion.

Valedictory Session: Inspiring Future Commitment

The summit culminated in a motivating valedictory session. **Padmabhushan Dr. Nalli Kuppaswami Chetti, Chairman of Nalli Silks**, delivered an inspiring address, sharing timeless principles from the heritage

brand’s journey. He emphasized the foundational ethos of focusing on quality goods, timely delivery, and affordable prices, ensuring quality without compromise. Dr. Chetti highlighted Nalli’s deep-rooted commitment to standards, noting how their meticulous practices even exceeded ISO requirements decades ago. He passionately advocated that standards should be followed voluntarily out of a sense of service to society, urging organizations like FSSC to instill this consciousness in businesses.

Shri V Ponnusamy, Assistant Director from the Textiles Committee, provided an informative overview of the committee’s evolving role and services. He detailed how the statutory body has transformed from a purely regulatory entity to a facilitator, offering services like quality inspection, testing (with 14 NABL accredited labs), certification, consultancy (TQM, cluster development), market research, and capacity building through schemes like ‘Samarth’. Shri Ponnusamy also explained the growing importance of Quality Control Orders (QCOs) issued by BIS to ensure product quality and safety in the domestic market.

Shri Chinnasami Anbumalar, Vice Chair, P A Footwear P Ltd., shared a compelling industry case study, focusing on “SDGs and how Social Management Systems helped in taking the company global”. He detailed his company’s journey of integrating sustainability through concrete

initiatives like using renewable energy, replacing fossil fuels with agro-waste, achieving high water recycling rates, and developing innovative new materials from waste (e.g., biodegradable vegan sheet from sugarcane bagasse, PETA approved) through extensive research partnerships. Shri Anbumalar highlighted the philosophical foundation of his approach, guided by “Vasudeva Kudumbakam” – treating workers, buyers, and competitors as family – driving ethical practices and shared growth.

In his final remarks, **Shri Colin Morgan** reinforced key messages from the day, emphasizing the long-term value of management systems and the crucial shift in perspective from viewing workers as a cost center to recognizing them as a profit center. He concluded with a direct call to action for businesses to “crack on” and implement the FSSC 24000 scheme, given the compelling reasons presented throughout the summit.

Finally, **Mrs. Rama Venugopal** delivered the vote of thanks for the valedictory session, summarizing the day’s “rich & diverse discussions” which provided “rich insights” and were characterized as an “unlearn and relearn” session for stakeholders. She reiterated the summit’s core purpose and Chennai’s strategic importance, expressing deep gratitude to the Andhra Chamber

of Commerce, all partner organizations, speakers, delegates, and support teams for their instrumental contributions to the event’s significant success. Mrs. Venugopal announced the ACC Committee’s commitment to continuing these vital conversations by rolling out multiple future programs on standards, certifications, and regulations relevant to the business growth of various sectors.

Conclusion:

The FSSC 24000 Summit in Chennai successfully illuminated the critical importance of social management systems and standards in the current global business environment. The discussions underscored that embracing social responsibility is not just about compliance but is a strategic imperative for building trust, ensuring market access, attracting and retaining talent, fostering innovation, and driving sustainable, profitable growth. The collaborative spirit of the event, bringing together international and Indian stakeholders, set a strong foundation for accelerating the adoption of robust social sustainability practices, paving the way for Indian industries to thrive as trusted global players. The Andhra Chamber of Commerce remains committed to leading initiatives that equip businesses with the knowledge and tools needed to navigate this evolving landscape effectively. The Summit was attended by 167 Delegates and invitees.

129 Joint Session of ACC and MMA

“Managing Vendors and Suppliers - Selection, Performance Rating and Improvement”

30 April 2025; Dr V.L. Dutt Hall, Chennai

Andhra Chamber of Commerce along with MMA, Chennai has been organising programmes for more than a decade. Mr B. Gautham, Chairman, Skill Development Sub-Committee, ACC began the proceedings with an introduction to the Chamber Services. Ln T R Sriram, Director, Niile Technical skill & Consulting Pvt Ltd.

The following aspects were highlighted and elaborated by Ln T R Sriram focused on vendor management and selection, covering topics such as supplier evaluation criteria, financial stability, quality parameters, and the importance of building strong relationships with vendors. Discussions included the need for strategic approaches to vendor management, continuous monitoring, and the significance of sustainability in software selection. The meeting also touched on the challenges of government regulation, the importance of ethics in business, and the need for knowledge acquisition on ESG.

- Vendors to maintain minimum stock levels of raw materials to ensure smooth supply.
- Purchasing team to implement a vendor rating system based on delivery performance, quality, and other key criteria.

- Quality department to conduct regular audits of suppliers based on part criticality.
- Management to recognize and reward top-performing vendors annually.
- Procurement team to share long-term business plans with key suppliers to enable their capacity planning.
- HR to organize periodic training sessions for suppliers on quality improvement methodologies.
- Finance team to resolve any pending vendor payments or issues within 15 days.
- Multidisciplinary team to evaluate new suppliers using a comprehensive checklist covering technical, financial, and operational aspects.
- Legal team to update supplier contracts to include environmental and safety requirements.
- Purchasing team to diversify supplier base to reduce dependency on single sources for critical components.

After the Q& A Session Mr N Ravi Kumar, Joint Secretary, ACC proposed the Vote of Thanks. The Meeting was attended by 33 members and invitees



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Memories to Cherish

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25, April 2025; Hyatt Regency, Chennai





“129 Joint Session of ACC and MMA

“Managing Vendors and Suppliers - Selection, Performance Rating and Improvement”

30 April 2025; Dr V.L. Dutt Hall, Chennai



Unit-2

Nation First

**Books are the
treasured wealth
of the world and
the fit inheritance
of generations
and nations.**

- Henry David Thoreau

INDIAN ECONOMY

Overview

The Performance of Indian Banks: Focus on Credit and Deposit Trends



Indian banks and financial institutions have demonstrated resilience amid global strains, maintaining adequate capital buffers. The banking sector's gross non-performing assets (GNPA) ratio declined to 2.6 per cent in September 2024, suggesting scope for expansion in banking assets. Stress tests confirm banks' capacity to maintain capital adequacy ratios above regulatory minima under severe scenarios

Throughout FY25, deposit growth continued to lag behind credit growth. As of March 21, 2025, scheduled commercial banks (SCBs) reported a credit growth of 11 per cent, with deposit growth (excluding the effects of the merger) at 10.3 per cent for the same period. This trend was also evident in the banking system's credit-deposit ratio (CD

ratio), which stood at 79.2.10 As of March 21, 2025, non-food bank credit from SCBs increased at a slower rate of 12.0 per cent YoY, compared to 16.3 per cent a year earlier.

The April meeting of the RBI's Monetary Policy Committee (MPC) led to a unanimous dovish stance, with the repo rate being cut by 25 basis points to 6 per cent. The rate cut came amidst rising uncertainty globally and tepid inflation levels on the domestic front. The combination of domestic and global factors provided adequate room for the RBI to stimulate growth without overheating the economy

Source: <https://dea.gov.in/>

India Success Story

The Rupee showed relative strength and stability despite global volatility in Q4 FY25

India's economic narrative in Q4 FY25 stands out as a beacon of resilience in a world grappling with financial uncertainty. While global markets faced heightened volatility driven by geopolitical tensions, inflationary pressures, and fluctuating commodity prices, the Indian Rupee demonstrated remarkable strength and stability—signaling a broader success story for the Indian economy.

This performance is a testament to the strong macroeconomic fundamentals and prudent policy measures undertaken by the Reserve Bank of India (RBI) and the central government. The Rupee's relative stability not only boosted investor confidence but also helped moderate imported inflation, creating a more favorable environment for growth.

Key factors contributing to this success include a robust foreign exchange reserve position, sustained FDI inflows, and a well-managed current account deficit. The government's continued focus on fiscal consolidation, infrastructure development, and digitization of financial systems further supported the economic framework, making India an attractive destination for global investors.

Moreover, India's strong services sector, a resilient manufacturing base, and a



growing digital economy have added to the momentum. The rupee's performance has also underscored India's increasing integration with global supply chains while retaining autonomy in monetary policy.

In a global landscape where many emerging economies struggled with currency depreciation and capital flight, India has managed to strike a delicate balance between growth and stability. The currency's resilience is not just a financial milestone—it reflects the confidence in India's long-term economic vision and its ability to weather global headwinds.

The story of Q4 FY25 is not just about numbers—it's about India's emergence as a stable and reliable economy in an unpredictable world. With the right mix of reforms, innovation, and policy discipline, India is not only surviving the turbulence but setting a benchmark for success.

Source: Internet.

EMPLOYEE DEVELOPMENT



Mr M.L. Narendra Kumar
Director, Instivate Learning Solutions Pvt. Ltd

HR Article *How to Sell a New Process to the Employees*

1. Communicate the “Why” Clearly

- **Explain the Problem:** Start by highlighting the pain points the new process solves (e.g., inefficiency, errors, delays).
- **Show the Benefits:** Emphasise how it will make their work easier, faster, or more rewarding (e.g., less rework, better collaboration).
- **Align with Goals:** Connect the change to company objectives (e.g., growth, customer satisfaction).

2. Involve Employees Early

- **Seek Input Before Rollout:** Ask for feedback during the design phase to make them feel ownership.
- **Pilot with a Test Group:** Let a small team try it first and share success stories.
- **Assign Process Champions:** Identify influential employees to advocate for the change.

3. Provide Training & Support

- **Hands-On Training:** Offer workshops, simulations, or shadowing opportunities.
- **Create Simple Guides:** Use checklists, videos, or FAQs to make adoption easier.
- **Offer Ongoing Support:** Have a help desk or mentors for questions during transition.

4. Address Resistance Proactively

- **Acknowledge Concerns:** Listen to objections and validate emotions (e.g., “I understand this feels like extra steps”).
- **Highlight Quick Wins:** Show early successes to build confidence.
- **Clarify Misconceptions:** Correct myths (e.g., “This won’t create more work—it automates X”).

5. Reinforce with Incentives & Recognition

- **Gamify Adoption:** Use rewards (e.g., badges, bonuses) for early adopters.
- **Public Praise:** Recognise teams/individuals who embrace the change in meetings or newsletters.
- **Link to Performance:** Tie process adherence to evaluations (if appropriate).

6. Lead by Example

- **Managers Must Use It First:** Leadership should visibly follow the new process.
- **Show Commitment:** Address non-compliance consistently (e.g., “We’re all using this now”).

7. Monitor & Adapt

- **Gather Feedback:** Use surveys or focus groups to identify friction points.
- **Iterate quickly:** Adjust the process based on employee input.
- **Celebrate Progress:** Share metrics proving the process works (e.g., “Errors dropped by 30%”).

Example Script for Introducing a Process:

“Team, we’ve heard frustrations about [problem, e.g., missed deadlines]. After reviewing, we’re introducing [new process] to simplify how we [task]. It’ll reduce [pain point] and help us [benefit]. We’ll train everyone next week, and [Champion’s Name] will share their positive trial experience. Let’s discuss concerns—we’re here to support you.”

Disclaimer: The views expressed in this article are solely those of the author



Unit-3

Kaizen Corner

**If you are not
willing to risk the
unusual, you will
have to settle for
the ordinary**

- Jim Rohn

Madras High Court Judgments in

VAT CST GST



Shri. V.V. Sampathkumar

Treasurer and Chairman, Indirect Taxes Sub - Committee,
Andhra Chamber of Commerce

Claim of Input Tax Credit: Petitioner submitted that one of the issues involved is with regard to the ITC claim made, which is barred by limitation in terms of Section 16 (4) of the CGST Act, 2017. Ld counsel for the petitioner, the said issue was already dealt with by this Court in W.P.Nos.25081 of 2023, etc. considering the extension of time vide Finance Act 2024. This Court quashed the impugned order only the aspect pertaining to Section 16(4). As far as other issues are concerned, this Court is inclined to set aside the impugned order and remanded the matter back to AO with certain directions. **Arumugam Rajagopal Vs.1. AC, Tirupur, 2. Branch Manager, Axis Bank Ltd, Veerapandi, W.P.No.4668 of 2025 Dated: 28.03.2025**

Order of Revision : Proper officer passed the impugned order dt.23.01.2023 and a rectification order. The petitioner submitted that the original order and rectification order were set aside by the second respondent and the matter was sent back to the 1st respondent. Subsequently, the 1st respondent called for some documents and the same was duly produced. However,

till date, the 1st respondent had neither provided the opportunity of personal hearing nor passed the revisional order. Considering the order dated 23.11.2023 passed by the 2nd respondent, this Court directs the 1st respondent to pass the revisional order, after providing the opportunity of personal hearing to the petitioner, within 6 weeks from the date of receipt of copy of this order with other directions. **M/s. Shree Agencies Vs.1.AC (ST), Peddunaickenpet Assessment Circle, 2. DC (ST), GST Appeal, Chennai I W.P. No. 10823 of 2025 Dated: 27.03.2025**

Cancellation of Registration: Respondent issued a SCN, proposing the cancellation of the GST registration for non-filing of returns and later passed an order of cancellation on 08.05.2024. Petitioner came to know about it only in December 2024.Ld Government Advocate (Taxes) submitted that the petitioner did not file returns for a continuous 6 months, which led to the passing of the impugned order and also that the petitioner has not paid the tax dues and that revocation of the cancellation of registration will be considered only upon payment of all dues and filing of all returns. The Court

issued orders for the restoration of the GST registration subject to fulfilling the conditions which includes that the respondent shall take suitable steps by instructing GSTN, New Delhi to make suitable changes in the architecture of the GST Web portal to allow the petitioner to file the returns and to pay the tax/penalty/fine, within 4 weeks from the date of receipt of a copy of this order and the petitioner is directed to file returns till date if not filed, together with tax dues with interest and the late fee fixed within 4 weeks from the date of restoration of GST Registration of the petitioner etc. **M/s.Carrywings Lines P Ltd, Vs.AC, Kilpauk Assessment Circle-Zone II, W.P.No.10839 of 2025 Dated: 26.03.2025.**

Opportunity: The respondent passed the impugned order without affording any opportunity of hearing to the petitioner, which is nothing but an ex parte order, as the same suffers from violation of principles of natural justice, this Court set aside the proceedings and issued certain other orders/directions. **M/s.SKS India Engineering, Vs. DSTO, Oragadam Assessment Circle, Chennai – 123. W.P.No. 10305 of 2025 DATED: 26.03.2025**

Order without Application of Mind: Ld Government Advocate submitted that in the present case, initially a SCN was issued on 13.10.2023, for which a reply was filed by the petitioner. However, the said reply was not at all considered by the respondent while passing the impugned order. No opportunity of personal hearing was provided prior to the passing of impugned order The Court

held that the said impugned assessment order was passed, in non-application of mind, without considering the reply filed by the petitioner and set aside the orders with certain directions to both parties. **M/s. Smart Shapers Vs. DSTO II, Arumbakkam Assessment Circle, W.P.No.10517 of 2025 Dated : 27.03.2025**

Returns filing: Present issue is pertaining to the Financial Year 2023-2024 and the period of 5 years to make the best judgement assessment order will end on 31.12.2029. Therefore, if the best judgement order is passed on 31.12.2029, the time limit, for filing the returns, will be available up to 30.01.2030. Hence, counsel contended that since the assessment orders were made by the respondent at the earliest point of time, the legal right of the petitioner to file the returns cannot be taken away from them. In view of the order passed by this Court in W.P.No.34770 of 2023, dated 14.12.2023, under similar circumstances, if the Assessee was not able to file the returns for reasons beyond his control, certainly the delay can be condoned and thereafter, the Assessee can be permitted to file the returns after payment of interest, penalty and other charges. The Court, stating so, condoned the delay in filing the returns and issued other directions. **M/s. Solutions Online Vs. AC (ST), Velandiyapalayam Assessment Circle, Coimbatore W.P.Nos.10766, 10816, 10831 & 10834 of 2025 Dated: 27.03.2025**

Principles of Natural Justice: Impugned order dated 13.08.2024 came to be

passed in violation of principles of natural justice. Petitioner is willing to pay 25% of the disputed tax amount. Ld Government advocate has fairly admitted that no opportunity of personal hearing was provided to the petitioner subsequent to the filing of reply. The Court set aside the impugned order dated 13.08.2024 with certain directions. **Venkatesan Padma Vs. CTO, Kancheepuram Assessment Circle, W.P.No.10763 of 2025 Dated :27.03.2025**

Filing of appeal: First appeal filed came to be returned by the first respondent on the ground that the Appeal has not been filed through online but has been filed manually. Ld counsel submitted that the since the disputed order passed was not reflected on the GST Portal, the petitioner was not in a position to file Appeal through Online and prayed for setting aside the impugned proceedings. The respondents fairly submitted that following the direction of this Court in W.P.No.24785 of 2024 dated 29.08.2024, the present WP could be disposed of. Considering this, the WP was allowed and the Impugned order was set aside with directions. **M/s. Laya Tech Pvt. Ltd., Vs. 1. DC (ST) (GST) (Appeal), Erode & Salem, 2. STO (INT), RS III, Tiruppur. W.P.No.9759 of 2025 DATED: 28.03.2025**

Fake Invoices: SCNs issued alleging that the petitioner was in receipt of the Inward supplies from the non-existent taxpayer (were in issuance of fake invoices/without actual supply). Reply filed by petitioner. Ld Government Advocate (Taxes) submitted that since the Petitioners have dealt with

fake invoices, the respondent authority have blocked the ITC. Hon'ble Court issued directions: (i) Respondents are directed to consider the reply filed by the petitioner and issue a 7 days' clear notice by fixing the date for personal hearing. (ii) If the respondent comes to the conclusion that the petitioner's case is not pertaining to fake invoices, the respondents are directed to consider the request of the petitioner, for unblocking of ITC. (iii) Above said exercise shall be completed within 5 weeks from the date of receipt of a copy of this order. **P. Murugan Vs 1. CTO & 2.STO, Poonamallee Assessment Circle, WP Nos.10525 & 10531 of 2025 dt: 09.04.2025**

Opportunity, Personal hearing: If any order is passed against the petitioner with demand, that order has to be passed after giving an opportunity of personal hearing to the petitioner otherwise, it will amount to depriving the interest of the petitioner and the same amounts to violation of principles of natural justice. In the case on hand, the impugned order came to be passed without hearing the petitioner. Hence, this Court held that the impugned order passed is in violation of principles of natural justice and set-aside the said orders with certain directions. **M/s.Vino Construction Vs STO, Sathyamangalam Jurisdiction, Erode. W.P.No.11313 of 2025 Dated: 28.03.2025**

STANDARDS, CERTIFICATIONS & REGULATIONS UPDATES



Rama Venugopal

Chairman – S.C.R. Sub - Committee,
Andhra Chamber of Commerce

Renewable Energy : Green Hydrogen Certification Scheme of India

The Green Hydrogen Certification Scheme of India (GHCI), launched as part of the National Green Hydrogen Mission, is a framework designed to standardize and verify the origin and carbon intensity of hydrogen produced in India. The Ministry of New and Renewable Energy (MNRE) is the nodal ministry overseeing this scheme.

Objective

The primary objective of the GHCI is to facilitate the development of a green hydrogen market in India. It aims to ensure that hydrogen produced is genuinely 'green' and contributes to reducing carbon emissions. This transparent framework is intended to enhance investor confidence and industry engagement.

The scheme also aims to:

- Outline the governance structure and define the roles and responsibilities of stakeholders in the certification process.
- Provide details on the scope and system boundaries for certification.
- Offer clear guidelines for calculating Greenhouse Gas (GHG) emission intensity during production.
- Define monitoring requirements for continuous assessment and improvement.
- Establish a robust verification approach and designate a nodal authority for issuing certificates.
- Develop a mechanism for reporting production and a system for continuous

data tracking to ensure transparency and accountability.

- Establish the certification procedure as a 'Guarantee of Origin' (GO).

Key Highlights

Here are some key highlights of the scheme:

Key Definitions:

- **Accredited Carbon Verification (ACV) Agency:** An agency accredited by the Bureau of Energy Efficiency (BEE) for validation and verification activities under the carbon credit trading scheme.
- **Greenhouse Gas (GHG):** Gaseous constituents of the atmosphere that absorb and emit infrared radiation. GHCI currently includes Carbon Dioxide (CO₂), Methane (CH₄), and Nitrous Oxide (N₂O).
- **Indirect GHG emissions:** Emissions that are a consequence of the producer's activities but occur at sources outside the project, such as emissions from imported electricity and heat.
- **Verification:** An independent process by an ACV agency to assess GHG emission intensity during the evaluation cycle.

Certification Scope:

The GHCI operates at the project level, covering all stages up to compression,

purification, and onsite storage. Excluded processes include transport and storage outside plant boundaries, conversion into carriers, reconversions, and utilization. The reporting metric for GHG emission intensity is kg CO₂eq/kg H₂. Producers must comply with all national and local regulations.

Eligible Pathways:

Currently, the eligible pathways for hydrogen production are Electrolysis and Conversion of Biomass. New pathways can be proposed to MNRE with relevant evidence for consideration by the Technical Committee.

Certification Process for Production Facility:

Two types of certificates are issued for production facilities:

- **Concept Certificate:** A voluntary certificate issued after design/concept/FEED approval, certifying that the design meets the requirements for producing according to the standard.
- **Facility Level Certificate:** Mandatory for applying for a provisional or final certificate, issued after obtaining "consent to operate." It certifies that the facility meets the requirements to produce according to the standard.

Two types of certificates are issued for the quantity of hydrogen produced:

- **Provisional Certificate:** An auto-generated voluntary certificate

based on actual production details, guaranteeing compliance with the standard subject to final verification.

- **Final Certificate:** Mandatory in certain cases (receiving incentives, selling/using in India, receiving exemptions, having a consumer in India for partial quantity). It is issued annually after verification by an ACV and guarantees that the hydrogen produced in the evaluation cycle is 'Green' as per GHCI.

Non-Compliance of Standard:

Certificates may be withdrawn if the annual emissions exceed the threshold after verification or if a producer fails to apply for the final certificate after being issued provisional certificates. Consequences can include withdrawal of provisional certificates and in case of repeated non-compliance, barring the producer from applying for certificates for a specific period.

Certificate Details:

The final certificate will have a unique identification for each 100 Kg produced, specifying project details, production year, and emission intensity. Certification is conditional on the average emission intensity being at or below 2.0 kgCO₂eq/kg H₂. The certificate serves as a Guarantee of Origin (GO) and is transferable. It can be used for claiming carbon credits under India's Carbon Credit Trading Scheme (CCTS),

subject to additional CCTS requirements. A certification fee of Rs. 5 per 100 kg of certified hydrogen is charged for the final certificate.

The standard sets a threshold for non-biogenic GHG emissions at 2.0 kgCO₂eq/kg H₂.

Accreditation of ACVs by Bureau of Energy Efficiency:

ACV agencies, accredited by BEE, play a crucial role in independently verifying emission reductions under the CCTS. For the GHCI, ACVs verify that the hydrogen produced meets the required emission intensity thresholds, ensuring only genuinely 'Green' Hydrogen is certified. This promotes market credibility and stakeholder confidence.

The GHCI is a comprehensive framework aligning with India's energy transition and climate goals, aiming to establish India as a global hub for green hydrogen production and export.

Source :

<https://mnre.gov.in/en/notice/green-hydrogen-certification-scheme-of-india/>

EXPORT AND IMPORT



Shri R R Padmanabhan

Chairman, Foreign Trade Sub-Committee
Andhra Chamber of Commerce

Product – Global Market Fit

Finding niche in export market is essential, otherwise, the product one of those many things in the market. If you want to find niche market for your product, you should do some homework. Once you decide on the product find its

- a) Uniqueness and
- b) The specific needs, preferences, regulations and economic realities of the largest global market.

A caution here, what is true in a country need not be true in another country. That is why, exporters should look beyond generic demand and consider five key dimensions:

The 5 Dimensions of Product-Market Fit

1. Demand Fit

Is there an existing or growing need for your product?

2. Cultural Fit

Will the product be acceptable or appealing to the target country's customs, tastes, and lifestyle?

3. Economic Fit

Can the product be sold at a price point that local customers can afford, while still being profitable?

4. Regulatory Fit

Does the product meet packaging, labeling, health, and customs regulations in the importing country?

5. Competitive Fit

Can it stand out amidst global and local competitors?

These five pillars form the basis of a Product-Market Fit Matrix, which every exporter must evaluate before entering a new market.

A Case Study: Jackfruit Flour from India

Let's take the example of a jackfruit flour exporter from Kerala—a farmer-led FPO producing flour rich in fiber and with low glycemic index. Here's how they found their product-market fit:

- **Demand Fit:** Rising global demand for gluten-free, diabetic-friendly foods
- **Cultural Fit:** Western consumers are open to natural health supplements
- **Economic Fit:** Premium pricing supported by health claims and story
- **Regulatory Fit:** Required U.S. FDA food registration for export

- **Competitive Fit:** Differentiated by clinical backing and organic certification

Today, this product has found buyers in the U.S., UAE, and Germany, all starting from a small pilot batch sent via air courier.

Closing Thoughts

In a world where “Make in India” is now backed by “Sell to the World,” our focus should not just be on volume but value and fit. Niche exporters, particularly from Andhra Pradesh and Tamil Nadu, have a tremendous opportunity to scale global heights if they identify their product's true international fit.

Let us help our entrepreneurs reflect, research, and reach the markets that are waiting.



Disclaimer: The views expressed in this article are solely those of the author

INFORMATION TECHNOLOGY UPDATES



Shri Ramesh Bhashyam
Chairman, I.C.T. Sub-Committee
Andhra Chamber of Commerce

Cloud Computing

Cloud computing refers to the on-demand provisioning of computing resources—including virtualized servers, scalable storage systems, managed databases, networking infrastructure, software platforms, and analytical tools—via the internet.

Key Components of Cloud Computing

At its heart, cloud computing relies on a network of remote servers hosted in data centers around the globe. These servers house the hardware and software necessary to deliver computing services. When a user accesses a cloud service, user device connects to these servers via the internet, allowing them to utilize the required resources without needing to manage the underlying infrastructure.

Cloud computing relies on several core components to function like **Servers /**

Storage / Databases / Middleware / Networking etc.,

These components work together to deliver computing services over the internet, enabling users to access applications and data remotely.

Cloud Service Models

Cloud computing services are typically categorized into three main models, often referred to as the “Cloud Computing Stack”:

- **Infrastructure as a Service (IaaS) :** IaaS works by providing virtualized computing resources such as servers, storage, and networking—online. Cloud providers host and manage the underlying infrastructure in their data centers, while users access and configure these resources and businesses can scale resources up or down as needed, paying only for what they use.

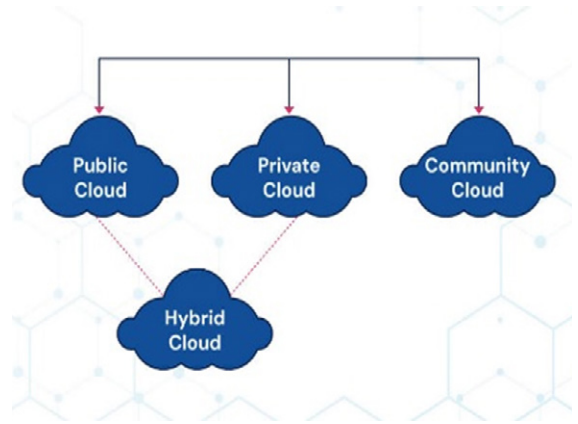
- **Platform as a Service (PaaS):** Platform as a service (PaaS) is a cloud computing model that provides developers with a platform to build, deploy, and manage applications without worrying about the underlying infrastructure. It allows developers to focus on writing code, while the cloud provider handles the infrastructure, maintenance, and scalability.
- **Software as a Service (SaaS):** SaaS is a cloud-based software delivery model where individuals or organizations subscribe to applications rather than purchasing and installing them locally. Customers access software over the internet, typically through a web browser, while the cloud service provider handles all the underlying infrastructure, including servers, storage, and software maintenance.

Cloud Deployment Models

Cloud services can be deployed in various models, each catering to different needs and requirements:

- **Public Cloud:** It is a cloud computing model where services like computing power, storage, and databases are owned and managed by third party service providers like AWS, Azure, and Google Cloud Platform. Public clouds offer high scalability and cost-effectiveness.

Cloud provider manages the Infrastructure like Physical servers, networking, and data centers; Security mainly on Updates, patches, and compliance;



Scalability like ensuring resources can expand or shrink based on demand.

- **Private Cloud:** A Private Cloud is a cloud computing model where all resources—such as servers, storage, networking, and security controls—are dedicated to a single organization. Private cloud ensures that businesses have full control over their environment and it can be deployed in two ways either an On-Premises Private Cloud (or) a Hosted Private Cloud
- **Hybrid Cloud:** This is a composition of two or more distinct cloud infrastructures (public, private, or community) that remain unique entities but are bound together by standardized or proprietary technology that enables data and application portability.
- **Community Cloud:** The cloud infrastructure is provisioned for exclusive use by a specific community of consumers from organizations that have shared concerns (e.g., mission, security requirements, policy, and compliance considerations).

Advantages of Cloud Computing

Adoption of cloud computing is driven by numerous advantages:

- **Cost Savings:** Organizations can avoid the capital expenditure of purchasing and maintaining their own hardware and software mainly to invest in hardware, facilities, utilities, or building out a large data centre to grow your business. This drastically reduces CAPEX costs and Total Cost of Ownership (TCO).
- **Scalability and Elasticity:** Scalability is probably the greatest advantage of the cloud. Cloud-based solutions are ideal for businesses with growing or fluctuating bandwidth demands.
- **Flexibility and Agility:** Cloud computing enables faster deployment of applications and services, giving businesses greater agility to respond to market changes and innovate more quickly.
- **Accessibility:** Cloud services can be accessed from anywhere with an internet connection, facilitating remote work and collaboration.
- **Reliability and Availability:** Cloud providers typically offer high levels of service availability and implement robust disaster recovery mechanisms, ensuring business continuity.
- **Latest Technology:** Cloud providers constantly update their infrastructure and services, giving users access to

the latest technologies without the need for manual upgrades.

- **Global Reach:** Cloud providers have data centers located globally, allowing businesses to easily deploy applications and services closer to their users, improving performance and reducing latency.

Disadvantages of Cloud Computing

Cloud computing has several disadvantages, including security risks, reliance on internet connectivity, potential for vendor lock-in, and concerns about data privacy and compliance. Downtime, cost overruns, and the potential for breaches are also significant drawbacks.

Conclusion

Cloud computing has transformed the IT industry by providing scalable, flexible, and cost-effective solutions. It allows businesses to focus on innovation rather than managing physical infrastructure. Despite concerns like security and vendor lock-in, its benefits drive widespread adoption, and it will continue to shape the future of data and application management.

Source: Images: <https://www.boardinfinity.com/blog/cloud-based-services/>

Disclaimer: The views expressed in this article are solely those of the Author



Unit-4

Self Development Corner

**If you have no
confidence in self,
you are twice
defeated in the race
of life.**

- Marcus Garvey

Business Stories - Inspiration Matters

A Startup Is Earning while Tackling Plastic Waste in Food Packaging



You run a food business — whether it's a café, cloud kitchen, or restaurant chain — and when it comes to packaging, a few things matter most: It should retain heat, not leak, and reach your customer intact.

That's why plastic has become the go-to. It's cheap, it works, and it's everywhere.

But have you paused to consider the environmental cost of every plastic lid, bowl, and box you send out the door?

These durable and biodegradable product is preferred by brands like Milano ice creams and MTR.

India generates an estimated 3.5 lakh tonnes of single-use plastic waste every year, a large chunk of which comes from the food and beverage sector. These containers, often used for just 20 minutes, can take hundreds of years to break down, clogging drains, piling up in landfills, and shedding microplastics into our soil and water.



But what if there was an alternative? One that's just as tough, leak-proof, and heat-resistant, but also biodegrades within six months?

That's where 'Aecoz', a Bengaluru-based startup, steps in. Founded in 2020 by siblings Dhanvita Sathyanand and Bharath Sathyanand, along with Dhanvita's husband Srinidhi Rajaram, Aecoz creates durable, food-safe packaging made from paper, designed to replace single-use plastic without compromising on quality.

Solution

Food-grade paper bowls, cups, boxes, and lids, made from ITC-sourced paper reels coated with a water-based barrier. This makes the packaging 98% biodegradable in 180 days, and fully degradable soon after — a claim verified by the Central Institute of Petrochemicals Engineering and Technology (CIPET).

Unlike regular paper, these containers can handle everything from boiling rasam and sambar to rich gravies. The team's earliest test was with MTR, one of their first big clients. They filled the paper bowls with

rasam and sent them on delivery runs called dogfooding. "It wasn't just about holding liquid; it had to withstand the heat and retain its structure," Srinidhi explains.

For small restaurants, this isn't just a shift in material, it's a commitment to public health. "Plastic packaging can release microplastics into hot food. Studies link these to long-term health risks, including cancer," warns Srinidhi, highlighting how this switch is also a healthier choice.

The startup believes that better policy enforcement, especially in cities like Bengaluru, along with awareness among food businesses, can significantly curb the plastic crisis. "Every restaurant, no matter the size, can be part of the solution," says Dhanvita. "Even one switch in packaging is a step towards a cleaner future."

As India grapples with the mountain of plastic it produces daily, durable and biodegradable packaging offers hope and a practical way forward. If you own a food business and are looking to reduce your waste footprint, this isn't just a good idea. It's a responsibility.

Source: Internet

TRAVEL -

RELAXATION
MATTERS

Tyda, Andhra Pradesh Overview



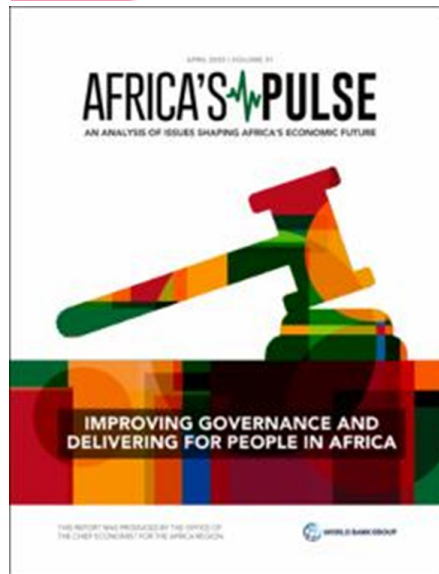
This small village has been made famous by the Jungle Bells Camp an ecotourism resort run by AP Tourism and the Forest Department. The area has a natural bounty of flora and fauna and has several waterfalls. The camp offers great views of the Eastern Ghats. You can indulge in various activities such as trekking, hiking and bird watching here. Log huts, tree huts and igloo huts are the accommodation options offered to give visitors an experience that is close to nature, along with the convenience of modern amenities.

Tyda is the perfect escape for those who want to get away from the stress of city life. There are no televisions or mobile networks in the area! About four kilometres from Jungle Bells is Mountain View Resorts in Sivalingapuram, with cottages and suites. They have restaurants, a swimming pool, spa and organise trekking activities.

Source and Image <https://aptourism.gov.in/destinations/10/tyda>

BOOK REVIEW

Improving Governance and Delivering for People in Africa



Amid global economic uncertainty and limited fiscal space in the region, Sub-Saharan Africa's economic activity is showing some resilience, with projected growth gradually increasing over 2025-2027 period. This growth is driven primarily by a rise in private demand, alongside a reduction in inflation rates and stable currencies. However, growth has been unable to reduce poverty and meet people's aspirations. The region is also grappling with persistent challenges, including political unrest and escalating demands for adequate economic opportunities, as reflected in a surge in protests over the past decade and a notable rise in coups since 2000.

These dynamics highlight the urgent need for a renewed social contract between governments and citizens, emphasizing efficient public spending, better governance, and transparent market regulations to foster job creation and sustainable economic growth. African governments must prioritize governance reforms to maintain growth momentum and restore public trust. The report underscores the importance of strategic investments and complementary policies that bolster human capital, improve public services, and create a fair tax system, thereby fostering a business environment that supports growth and job creation.

Source: <https://openknowledge.worldbank.org/entities/publication/fc8a525b-a30d-43e1-b6e2-03fbc06e6b6>

Unit-5

Bulletin Corner

**It's all about people. It's
about networking and
being nice to people and
not burning any bridges.**

**Your book is going to
impress, but in the end it
is people that are going
to hire you.**

- Mike Davidson

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For Further Details Please Contact:

Life Membership Details

Categories	Life Membership Fees (20 Years)	GST@18%	Total Rs.
Public Ltd Co	45,000	8100	53,100
Private Ltd Co	45,000	8100	53,100
Firms	20,000	3600	23,600
Associations	20,000	3600	23,600
Individuals	20,000	3600	23,600

ANNUAL MEMBERSHIP FEES DETAILS

Categories	One time Admission Fee for the first year only	Annual Subscription	GST @18%	Total
Public Ltd Co	5000	5000	1800	11,800
Private Ltd Co	5000	5000	1800	11,800
Firms	2500	2500	900	5,900
Associations	2500	2500	900	5,900
Individuals	2500	2500	900	5,900

SECUNDERABAD CONFERENCE HALL - TARIFF



	Members	Non-Members
Conference Hall	Rs.	Rs.
First 4 hours	1,650.00	2,000.00
Every additional hour	200.00	300.00
Meeting Hall - First Floor		
First 4 hours	700.00	900.00
Every additional hour	100.00	150.00
Hire Charges for LCD Projector & Laptop		
LCD Projector (Per DAY)	700.00	700.00
Laptop (Per Day)	700.00	700.00

**FOR BOOKING MEETING AND CONFERENCE HALL
- PLEASE CONTACT SECUNDERABAD OFFICE : 040 2784 0844**

ACC FACILITIES



Andhra Chamber has an air-conditioned, well-furnished Conference Hall with a seating capacity of 50 people. This hall is given for hire on a rental basis.

DR V.L. DUTT AC HALL, CHENNAI RENTAL TARIFF

	Members	Non-Members
Meeting Hall – First Floor (Capacity 50 persons)	Rs.	Rs.
First 4 hours	3500.00	5000.00
Every additional hour	750.00	1000.00
Hire Charges for LCD Projector & Laptop		
LCD Projector (Per Day)	800.00	800.00
Laptop (Per Day)	600.00	600.00
*Electricity charges applicable Rs. 100/- for every additional hour after 4 hrs & GST 18% EXTRA		

**FOR BOOKING MEETING AND CONFERENCE HALL
- PLEASE CONTACT SECRETARIAT AT CHENNAI : 044 2431 5277**

CHENNAI



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ANDHRA CHAMBER OF COMMERCE SERVICES AT A GLANCE

The Chamber functions through 18 Sub-Committees, Industry / Trade Panels under the overall supervision of the Executive Committee.



Issue of Certificate of Origin and Attestation / Certification of documents for export shipment.



Organize Business Delegations to foreign countries for development of two-way trade between Indian and respective countries



Issue of introductory letters to Members proceeding Abroad on Business



Assistance through sister Chambers of Commerce in India and Abroad in establishing trade contacts



Issue of recommendation letters to Foreign Embassies / Consulates in India for grant of visa to Member Businessmen proceeding Abroad on Business.



Special focus on MSMEs and Entrepreneurship Development



Representations of the Chamber on Government Policy Framework and Implementation



Statistical data regarding Industries, Exports, Imports etc. Information on Trade prospects, Business and Economic conditions in India and Abroad



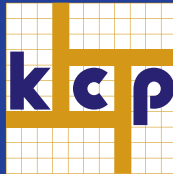
Provision of Free Consultancy Service on GST, Labour, Income Tax, Customs, Import & Export, Banking & Finance, Patents, Trademarks & IPR, Company Law & Civil Laws, Technical Standards, Inspection & Testing and Startups – Business Consultancy, by a Panel of Experts between 11 am and 12.00pm on the Second Saturday of every month at Chennai and Secunderabad offices of the Chamber. Online participation is enabled.

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