**Business Ethics, Governance & Risk**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for April 2025 Examination**

**Q1. Prepare and submit an Executive Summary of the Code of Conduct of a listed company selected from the BSE database of ‘Top 100 companies by market capitalization’. Ensure that you include all the key parameters covered in the code of conduct policy document. You must mention the name of the company in the introduction. Conclude the summary by explaining in your own words how and why the Code of Conduct is an important ethical guideline/tool for all the stakeholders of the company. DO NOT copy paste.**

**Answer:**

**Introduction:**

Tata Consultancy Services Ltd. (TCS), one of the leading global IT services companies, has established a comprehensive Code of Conduct that provides the ethical framework and behavioral guidelines for its employees, executives, and stakeholders. This document, aligned with TCS’s core values, promotes ethical decision-making, transparency, and accountability within the organization.

**Key Parameters Covered in the Code of Conduct**

**1. Integrity and Transparency**

**This is partially solved sample answer**

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**Q2. Prepare a concise report in your own words showcasing how the listed company you have selected (same as in Q1) is respecting and promoting the wellbeing of all employees including those in its value chain with a special focus on diversity & inclusion related issues and their management/mitigation. Scan the complete Business Responsibility & Sustainability Report 2023-24 to compile and collate information required for your report. Remember to mention the name of the selected company in introduction. DO NOT copy paste.**

**Answer:**

**Introduction:**

Tata Consultancy Services Ltd. (TCS), a leading global IT services company, has consistently demonstrated a strong commitment to the wellbeing of its employees and those within its value chain. This report examines TCS's initiatives focusing on employee welfare, with a particular emphasis on diversity and inclusion, as outlined in its Business Responsibility & Sustainability Report for 2023-24.

**Employee Wellbeing Initiatives**

TCS prioritizes the health and safety of its workforce through comprehensive programs:

**1. Health and Safety Programs:**

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**Q3. You have just completed learning Business: Ethics, Corporate Governance & Risk in a structured format for the first time.**

**a. What do you think is the fundamental role of ethics in business and why do you think it is important for managers, professionals and leaders to understand business ethics?**

**Answer:**

**Introduction:**

Ethics in business refers to the set of moral principles and standards that guide the behavior of individuals and organizations in the business world. The fundamental role of ethics in business is to ensure that business operations are conducted in a fair, transparent, and responsible manner. It shapes the decisions made by individuals and organizations, influencing their relationships with stakeholders such as employees, customers, suppliers, investors, and society at large.

Ethics in business plays a critical role in the following ways:

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**b. Share five practical key learnings that you have acquired through the study of this subject that you think will help you better understand your role and thus contribute to your responsibilities more meaningfully, irrespective of the type of your business, department and designation.**

**Answer:**

**Introduction:**

Here are five practical key learnings that I have acquired through the study of Business: Ethics, Corporate Governance & Risk, which will help me better understand my role and contribute to my responsibilities more meaningfully, regardless of the type of business, department, or designation:

**1. Importance of Ethical Decision-Making**

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