

Application form – Excellence in Community Impact

The “Excellence in Community Impact” award recognizes HR initiatives that demonstrate outstanding commitment to fostering positive change across key pillars – community engagement, social responsibility, sustainability, and governance impact. Organisations will be evaluated based on their ability to engage with and support local communities, promote social inclusion and equity, implement sustainable practices, and uphold high standards of ethical governance. Organizations must showcase innovative strategies that not only address immediate community needs but also contribute to long-term social and environmental well-being, making a lasting impact on society through people-driven initiatives.

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Section 1 | Quantitative Section

All questions are mandatory, unless stated otherwise; your questionnaire may not be considered complete if these questions are left blank.

Generic Organization Information

1. Company Name	
2. Date of incorporation	
3. Details of award SPOC	
<i>Name:</i>	
<i>Designation:</i>	
<i>Contact number:</i>	
<i>Email ID:</i>	
4. Nature of Business	
5. Type of Entity	Public Sector Enterprise
6. Nature of ownership in India	Others
7. In case of other, please specify	
8. Revenues as of FY 2025-26	>= INR 1250 crores per year

HR Metrics

		FY 2023-24	FY 2024-25	FY 2025-26
Revenue Growth	%			
Profit Growth	%			
Total Employee Headcount – FTE/ Permanent Employees	Nos.			
Total Contractual Employee Headcount	Nos.			
Total HR Employee Strength	Nos.			
HR to Employee Ratio	%			
Gender Diversity Ratio [females to males]	%			
Average Employee Age	Years/Months			
Voluntary Attrition Rate (Annual)	%			
Employee Engagement Scores	On a scale of 1 to 10			

Category Metrics

	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Budget allocation for community initiatives				
Number of people impacted through Community initiatives				
Net results in key community/environment/ESG/CSR activities (minimum two) <i>(Share metrics/ success measures for two or more specific initiatives. Please define the metric and share its net result Feel free to add rows as you need them)</i>				

Section 2 | Qualitative Section

This segment captures the depth and breadth of the organization's practice. The evaluation criteria are a three-by-three matrix, each unique to the award category. The three pillars of evaluation are Innovation, Sustainability and Impact. Each evaluation criteria clearly defines the expectation. Please go through the definition for each and then share your response in the space provided. Please be sure to include, metrics, success stories, or stakeholder VOCs or anything else to substantiate your responses.

INNOVATION

This criterion recognizes HR practices that creatively revolutionize and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. Entries must showcase inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.

1. Social and environmental stewardship

*The organization showcases a framework/approach of sustainable practices with due consideration to environmental footprint.
The organization showcases a framework/approach of sustainable practices with due consideration to social causes.
The organization creates value (measurable impact) on account of its social and environmental best practices.
The organization showcases a robust process of identification of priority areas/projects for company involvement.*

Based on the definition provided, use this space to share your response.

2. Health and well-being initiatives

The organization **showcases** impactful initiatives in the area of health and well-being, aligned with its social responsibility objectives. These investments and initiatives **create measurable value** for the community at large.

Based on the definition provided, use this space to share your response.

3. Social collaborations and partnerships

The organization **showcases** value added to the community at large through a wide range of diverse (companies, non-profits, academia, government agencies etc.) and innovative partnerships in addressing environmental and social challenges. The organization also **demonstrates** capability in building and driving short-term as well as long-term impact through well-designed partnerships and collaborations.

Based on the definition provided, use this space to share your response.

SUSTAINABILITY

*This criterion recognizes HR practices that drive **operational excellence** in a way that minimizes the negative impacts on the environment and supports well-being of employees and communities at large. Entries must showcase future forward paradigms in **business sustainability** that foster long-term profitability and resilience.*

1. ESG alignment in business operations

*The organization integrates its business activities and decisions with ESG principles and objectives.
The organization also showcases a robust governance framework that prioritizes ethical organizational practices and accountability.
The organization also showcases high transparency and willingness and intent to work towards a sustainable future.*

Based on the definition provided, use this space to share your response.

2. Employee involvement

The organization **showcases** substantial impact (increase) and/or value in engaging employees across these community impact initiatives. The organization also **demonstrates** engagement in skill-based and employee-driven initiatives.

Based on the definition provided, use this space to share your response.

3. Stakeholder alignment and practice integration

The organization **showcases** transparent and timely communication and broadcast of relevant information to all - reports, disclosure of challenges, governance and adherence to global standards in ESG etc.
The organization **showcases** community involvement and connect embedded and integrated with its processes. (Very large community connect (300+), Major community connect (100- 300), Reasonable community connect (Less than 100))

Based on the definition provided, use this space to share your response.

IMPACT

This criteria honours HR practices that deliver measurable and substantial results in advancing organizational objectives, employee engagement and turnover larger community impact. Entries must showcase tangible outcomes such as enhanced operational efficiency, improved employee satisfaction, positive community impact, or any other measurable metric as an outcome of the transformative influence.

1. Dimensions of community impact

*The organization **showcases** assessment of the breadth and depth of the community impact effort and has clearly defined success metrics for geographical reach and scale of impact. (Very large community impact (300+), Major community impact (100- 300), Reasonable community impact (Less than 100)*

*In doing so, the organization **creates value**, in its desired domain, aligned with its mission and values.*

Based on the definition provided, use this space to share your response.

2. Measurable social impact

The organization **demonstrates** a robust process of execution of the project and evaluation of impact (company involvement).
The organization has **clear metrics and indicators** to measure the impact of initiatives taken for example lives impacted, economic empowerment created and environmental benefits etc.
The organization **demonstrates** a clear strategy and roadmap for long-term impact of its community impact or CSR efforts.

Based on the definition provided, use this space to share your response.

3. Thought Leadership

The organization **showcases** its role in promoting community impact/CSR activities/practices within and across the industry - impact on industry trends, recognition on social platforms, publication citations etc.
The **showcases** its influence, innovation, and expertise with respect to its CSR pillars.

Based on the definition provided, use this space to share your response.



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