AurovilleConsulting

Annual Sustainability Report

FY 2023-24

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Available at:

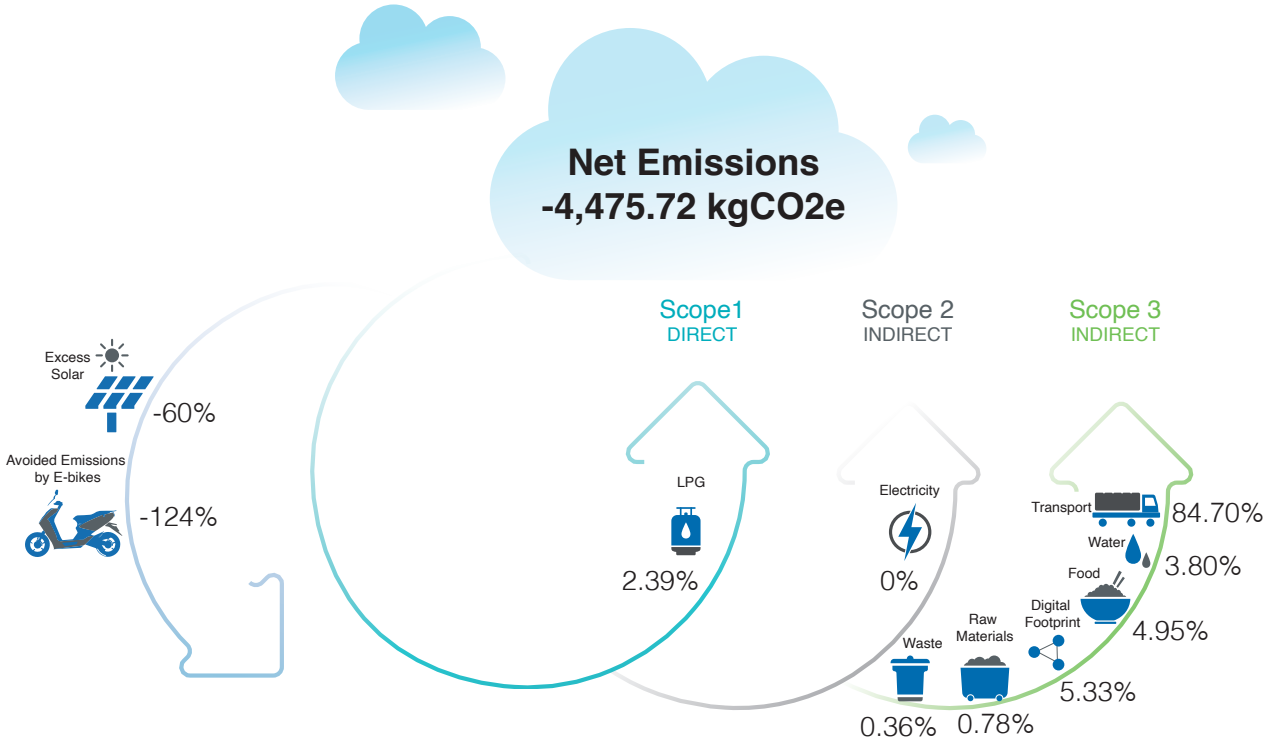
https://www.aurovilleconsulting.com/auroville-consulting-annual-sustainability-report/

Executive summary

Auroville Consulting (AVC) is a unit of the Auroville Foundation, dedicated to fostering ecological and socially responsible development to support a prosperous ecosystem. We lead by example, continually working to minimize our environmental impact while fostering inclusivity, growth, and leadership within our team.

Our Footprint

We are carbon negative



Total Emissions Offset
9,828.63 kgCO2e

Total Gross Emissions
5,352.91 kgCO2e

	Gross Emissions	Per Capita Emissions	Net Emissions
FY23-24	5,353 kg CO2e	198 kg CO2e	-4,476 kg CO2e
FY22-23	5,397 kg CO2e	180 kg CO2e	-4,102 kg CO2e

Our Impact

We are Energy Positive

19%

Excess share of solar generated beyond our direct consumption

3,959.13

kWh Excess solar exported to the public grid

We composted 100% of our food waste

144.14

kgCO2e was avoided due to composting our food waste

100%

of our waste was sent for recycling

We offset 124% of our total emissions

6,621.63

kgCO2e avoided due to switching to electric vehicles, charged through renewable sources

87%

Reduction in gross emission through the E-bike scheme

12%

water consumption reduced compared to the previous year

We re-used 100% of our grey water

20,700

Litres of grey water re-used in our office gardens

Our Culture

AVC conducted a team survey to identify the cultural dynamics and strengths that align our team with the organization's vision and mission.

95%

Of our team feel encouraged and supported by their stewards

95%

Of our team are receptive to feedback and actively seek it.

98%

Of our team feel flat culture enables teamwork and collaboration

95%

Of our team feel that they receive equal opportunities for advancement

95%

Of our team feel transparency in the working environment

100%

Of our team experience a sense of belonging.

Foreword

Environmental degradation and the rapid consumption of natural resources due to human activities have led to extreme changes in weather patterns, rising sea levels and life-threatening climate conditions. To curb the global temperature to below the pre-industrial era, the majority of the nations have collectively pledged to take urgent and transformative actions.

The journey to a sustainable future begins with a commitment to change and a willingness to adopt new solutions. Tackling climate change challenges requires data-based decision making. A greenhouse gas (GHG) emission inventory provides critical insights on the source and magnitude of an organization's emissions and it allows for measuring change and progress.

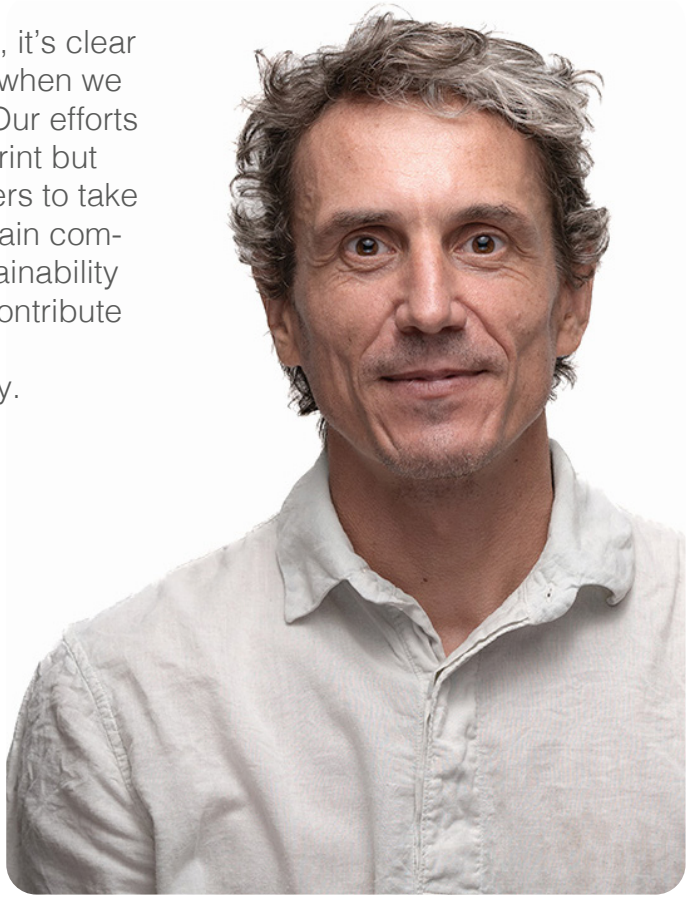
Auroville Consulting has been tracking its GHG emissions since 2013. This allowed us to gradually introduce programs and innovations that reduced our emission footprint and to manage the remaining emissions more responsibly through offsetting activities.

Looking back at the last fiscal year, our continued effort has helped us become energy-positive through the addition of a second rooftop solar plant. We also reduced our transport emissions by 86% by adopting E-bikes for our team. Apart from limiting the organizations emission footprint, we aspire to affect positive change through our work and initiatives. This year we engaged with state governments, cities and private sector organizations to help them embark on a net zero-emission journey, we supported awareness creation programs to accelerate the transition of MSMEs to clean energy solutions, developed modelling solutions to better integrate a higher share for renewable energy, and we undertook a series of land suitability assessment to unlock the potential of degraded lands for climate mitigation and adaptation.

As we reflect on the strides we've made, it's clear that a sustainable future is within reach when we work together towards common goals. Our efforts have not only reduced our carbon footprint but have also inspired and empowered others to take similar actions. Moving forward, we remain committed to advancing environmental sustainability and fostering innovative solutions that contribute to a healthier planet.

Thank you for being a part of our journey.

Warm regards,



Martin Scherfler
Co-Founder, Auroville Consulting

Who We Are

Our Mission

Auroville Consulting is dedicated to fostering ecological and socially responsible development to support a prosperous ecosystem. We collaborate with academic, private, and public sector partners globally, working together to advance sustainable development.

Exchange

To facilitate a two-way flow of knowledge exchange between Auroville and the outside world.

Nurture

To nurture young talented and skilled youth and support them in taking up challenging tasks.

Inspire

To inspire progress through innovation and research, with the long-term goal of sustainable development.

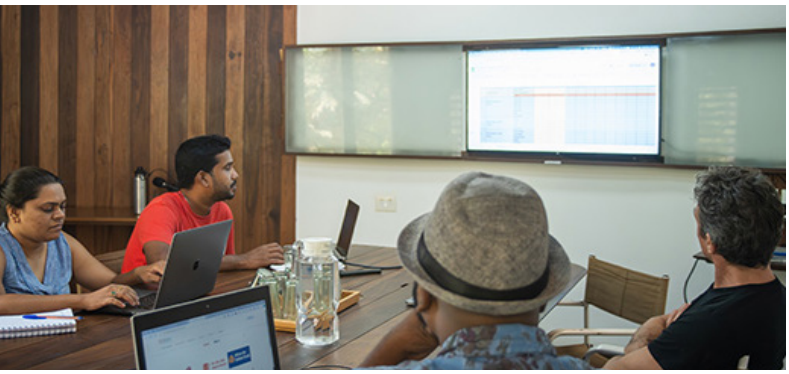
Meet Our Team

Learning

Learning in AVC integrates passion, commitment and academic rigour, harmonising in intentional and outcome focused work. Our team engages in various activities and workshops beyond work, supporting holistic individual development.

Work and Contribution

Our team often takes on multiple roles and responsibilities to contribute to the community's well-being. This is a testament to our belief that doing meaningful work is a vital contribution to individual development.



Connecting with our Vibrant Community

Auroville is an open book of knowledge, accessible for learning and development by members of our team. By engaging with experts, researchers, and practitioners within the Auroville community and beyond, we incorporate generations of knowledge into our work.

About Us

Auroville Consulting was founded and registered as a unit of the Auroville Foundation in 2010. Over the years, we have built a reputation for our commitment to sustainability and our innovative approaches towards handling environmental and social challenges. Auroville's environment inspires and supports our mission and initiatives, allowing us to integrate holistic and sustainable approaches into our work.

Our Journey

We started as a small team, facilitating training and capacity building programs in sustainable development. Gradually, consulting projects with a focus on sustainability and renewable energy were added. These have led to more collaborations with policymakers and government departments, both at the state and central government level. Over the years we have grown which has allowed us to diversify our activities and services. Today we live by our vision to be a knowledge-based enterprise that aims at effecting positive change.

Establishment

Auroville Consulting is a unit of the Auroville Foundation, an autonomous body established by an Act of Parliament, the Auroville Foundation Act, 1988. We are based in Auroville, Tamil Nadu, India . Auroville is dedicated to realising human unity and is a place for unending education and research. Auroville Foundation oversees and supports various units within Auroville, including Auroville Consulting. The unique set of resources in Auroville allow for collaboration with a diverse set of stakeholders both within and beyond the community.

Life at AVC

At AVC, our success is deeply intertwined with the vibrant and supportive culture we cultivate within our organisation. Our people are our greatest asset, and it is through their dedication, collaboration, and growth that we advance our mission of sustainable development.

Continuous Learning

We provide exposure to a diverse set of roles and opportunities that help in diversified skill enhancement for our teams.

Mentorship & Guidance

Our team thrives under the support and guidance of our stewards. 95% of our team feel that they are supported and encouraged to build their capability.

Autonomy

Our team receives autonomy at work that helps them take ownership and contribute with intent.

Feedback Loop

We promote an environment of continuous feedback, where 95% of our team feel that giving and receiving feedback is encouraged.

Collaboration

Our culture helps foster an environment of collaboration, knowledge sharing and innovation.

Psychological Safety

We believe in an open culture where feedback and opinions are shared without fear and received without bias.

Diversity And Inclusion

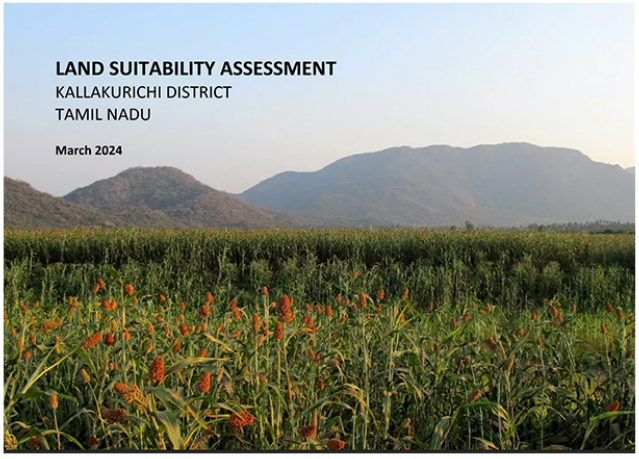
We celebrate gender, thought, and cultural diversity. More than 95% of our team feel that they receive equal opportunities for advancement in their roles.

Flat Culture

Our flat structure creates transparency and openness to exchange ideas. 95% of our team feel that the flat structure supports collaboration within the organisation.

What We Do

A Glimpse at our Projects – FY23-24



Land Suitability - Kallakurichi, Tamil Nadu

AVC in collaboration with the Tamil Nadu State Planning Commission conducted a study that offered critical insights for effective climate action and development planning in Kallakurichi district, Tamil Nadu. The project aimed to identify and evaluate degraded or unused lands for development potential, including forestation, agriculture, and solar energy. Integrating environmental and socio-economic factors, the findings were validated through ground verification, providing a robust foundation for future implementation.

Design Services

AVC has in house capacities to offer web design, graphic design, photo and video documentation. Explore our design capability below .

https://www.aurovilleconsulting.com

https://solsavi.in

https://www.agpworkshops.com

https://www.youtube.com/watch?v=TyykjvCpwUY

https://www.youtube.com/watch?v=JK7YET0Xreg

https://www.youtube.com/watch?v=UJmRHM5LuR0

Land Suitability Assessment For Forestation - Villupuram District

AVC conducted an assessment and generated a report aimed at identifying unused lands in Villupuram district and evaluating their potential to contribute to the state's goal of achieving 33% tree cover by 2030. The report offered critical insights and recommendations to district authorities for implementing forestation initiatives.

Smart Mini Grid Project

The Auroville Smart Mini Grid project seeks to develop a scalable and financially viable example of resilient, smart, and interconnected community mini-grids, to tackle issues of energy security, affordability, climate resilience and mitigation. It is foreseen that this approach can be adapted by campuses, urban centres and by electricity utilities at a wider scale and will serve as a case study to inform policy makers and urban decision makers. As of March 2024, 900 kW of grid interactive rooftop solar PV systems, 425 kWh of distributed battery energy storge system and 170 nos. of smart energy meters have been installed. Additionally, the Auroville internal electricity distribution system that provides interconnectivity for these systems has been enhanced and expanded.

SEEDS

Sustainable Environment and Ecological Development Society (SEEDs) partnered with AVC to assess the carbon stock of mangrove forest in the Patharpratima block, Sundarbans. Futher a land suitability assessment for mangrove restoration initiatives was undertaken. Additionally, an impact assessment tool was developed to measure the outcomes and, SEEDS' activities, including mangrove restoration, vetiver plantations, and water body restoration. The study supported climate resilience for local communities, provided recommendations for future interventions, and included training sessions to empower SEEDS in data collection and impact assessment.

Yali Energies

AVC provided advisory services to Yali Energies, a rooftop solar installer with a head office in Puducherry, for the development of a RESCO business model for rooftop solar PV systems. This included the development of a power purchase agreement and a tool to calculate the unit cost of solar energy.

Teddy Exports

AVC prepared a GHG emissions inventory report for Teddy Exports, a fair-trade export company based in Madurai. The report identifies and quantifies the organization's operational carbon emissions, with a strong focus on identifying opportunities to streamline and improve data collection and accuracy.

Solva

Evaluate the value of distributed solar and storage

Solva is a web application for simulating the economic and societal benefits of integrating distributed renewable energy resources into the modern power system. Solva allows users to:

Undertake a DT/Feeder/Substation level power flow analysis.

Evaluate the network benefits and social benefits for distributed solar and energy storage.

Identify system sizes and dispatch strategies to optimize the value of distributed solar and energy storage.

Who Is It For

Grid Operators Regulators	Regulators	Policymakers	Researchers
To assess the network value of integrating DER at the distributed network.	To inform the feed-in tariff setting process.	To assess the societal benefit from the DER integration.	To study and analyse the impact of integrating DER at the distribution network.

How Will It Benefit

Network benefits	Policymakers
Avoided cost of energy (INR/kWh)	Avoided CO2, NO2, SO2 & PM2.5 emission costs (INR/kWh)
Avoided distribution capacity cost (INR/kWh)	
Avoided transmission capacity cost (INR/kWh)	
Avoided generation capacity cost (INR/kWh)	

Auroville
Green Practices

Auroville Green Practices

Auroville Green Practices (AGP), under the umbrella of Auroville Consulting, has been at the forefront of promoting ecological and sustainable practices through its diverse range of workshops. These workshops have been instrumental in educating individuals in sustainable architecture practices, farming & forestry, environmental awareness, conscious living and art & crafts. Through these efforts, AGP continues to lead in fostering a deeper understanding of ecological and socially responsible development. Here are the highlights of AGP's journey in the current year.

Permaculture

AGP's Intensive Permaculture Workshop has been a significant contributor to its educational offerings. Totalling 7 sessions, these workshops covered permaculture principles, sustainable land use, and practical skills for ecological design.

Earth and Bamboo

The Earth and Bamboo workshops emphasized natural building techniques using sustainable materials. With 3 sessions in total, these workshops educated participants on constructing eco-friendly buildings using earth and bamboo.

Custom Workshops

AGP caters to corporations, educational institutions, and government entities, providing a range of workshops aimed at fostering environmental consciousness and sustainable living. AGP conducted 6 custom workshops through the year, bringing together a diverse set of facilitators from Auroville to share their experience and expertise.

Natural Building

Natural Building workshops focused on environmentally conscious construction methods. A total of 3 sessions were conducted, teaching sustainable architecture and building techniques.

Awareness and Capacity Building

Energy Transition Pathways for MSMEs in Tamil Nadu

Martin Scherfler, Co-Founder and Raghav Nandakumar, head of Climate Change and Sustainability Services at Auroville Consulting, participated in a panel discussion on Energy Transition Pathways for MSMEs in Tamil Nadu at the Energy Transition Conference 2024. While Martin addressed the importance of a clean energy transition for MSMEs, Raghav spoke about the impact of the Carbon Border Adjustment Mechanism on MSMEs and the need for government support in data collection, emissions disclosure, and decarbonisation planning.

Solva Shines at ISUW 2024: Illuminating Distributed Solar

We showcased Solva, an innovative web tool for estimating network and societal benefits of distributed solar and storage, at ISUW 2024. Solva, presented in the “Digital Tools for DER Management” session, aids in planning and managing Distributed Energy Resources (DERs).

Climate Resilience in Villupuram District

We contributed to a stakeholder engagement workshop by the Climate Action Cell in Villupuram, organized by Ministry of Environment Forestry and Climate Change (MOEFCC), Tamil Nadu.. Raghav Nandakumar showcased Auroville’s sustainability initiatives and our work on decarbonisation and land-suitability assessments as climate action tools.

Building a Carbon Neutral Puducherry

AVC hosted, facilitated and delivered a workshop on GHG accounting for Puducherry Government departments, invited by the Puducherry Climate Change Cell. This workshop covered climate change history and policies, GHG emissions standards, and training on a practical tool developed in-house for emissions calculation, aiming to support all individual government departments in calculating their emissions, supporting Puducherry in its journey towards carbon-neutrality.

Solsavi

Your rooftop solar guide

Solsavi - Your rooftop solar guide, developed by Auroville Consulting, focuses on connecting potential rooftop solar customers with registered solar installers throughout India. The platform simplifies marketing for solar installers, enabling consumers to easily find trustworthy installers and evaluates the long-term financial viability of rooftop solar projects through a comprehensive savings calculator.

Showcase your expertise

Share your offerings, showcase accreditations.

Generate Leads

Connect with consumers eager to become prosumers.

Calculate

Evaluate the savings, ROI, emission reduction and more.

Meet Consumers

Manage enquiries and schedule visits.

176	128	54
Total Registered Installers	Total Consumers	Scheduled site visit

Capability

Rooftop savings calculator

Solsavi - Rooftop Savings Calculator is a free online tool that performs a 25-year analysis to assist users in making informed investment decisions by evaluating the desired rooftop solar capacity and battery energy storage based on updated regulations and local electricity tariffs.

Connecting with Installers and Financiers

- Offers a list of reputable solar installers
- Informs on financing options from various lenders, banks, and NBFCs.
- Enables users to easily schedule visits and connect with solar installers.

Comprehensive Marketplace

Brings all essential services for rooftop solar under one platform

LiLa

Earth Intelligence for Climate Action

LifeLands (Lila) tool identifies and analyses the potential of degraded lands in terms of regenerative use for solar, sustainable water management and ecological restoration. Our innovation uses state-of-the-art solutions that combine satellite imagery, various public data-sets and AI based modelling for development of a digital planning tool.

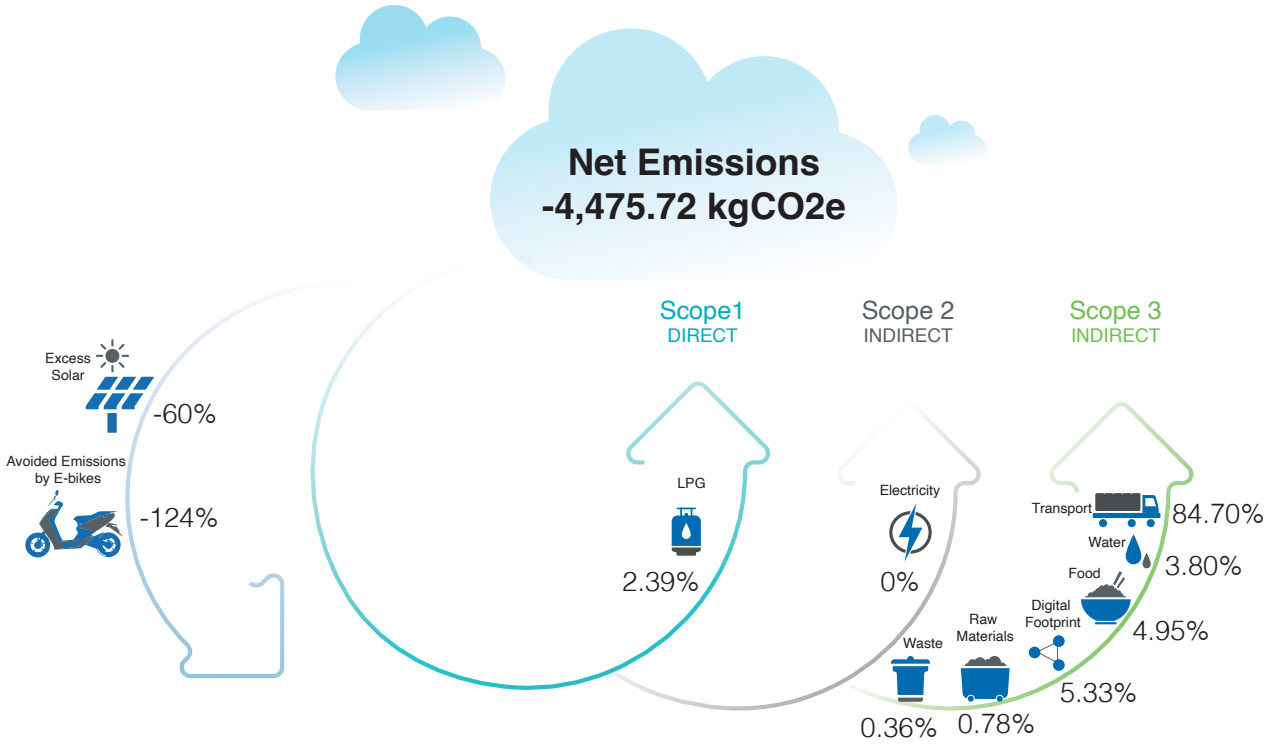
The tool enables decision-making with several integrated technology layers, including environmental and socio-economic parameters, for extracting key performance indicators in order to optimise the selection to recommendation process.

1. Customisable and comprehensive data insights for informed decision making
2. Rapid assessment of lands for best environmental use case scenarios.
3. Expansion of clean energy
4. Rejuvenation of ground water resources
5. Carbon sequestration & biodiversity protection
6. Identification of lands for deployment of solar energy parks
7. Identification of lands for creation of watersheds
8. Identification of lands for targeting reforestation

Our Footprint

Annual GHG Inventory

We are carbon negative



Total Emissions Offset
9,828.63 kgCO2e

Total Gross Emissions
5,352.91 kgCO2e

FY23-24	5,353 kg CO2e Gross Emissions	198 kg CO2e Per Capita Emissions	-4,476 kg CO2e Net Emissions
FY22-23	5,397 kg CO2e Gross Emissions	180 kg CO2e Per Capita Emissions	-4,102 kg CO2e Net Emissions

Gross Emissions

Our gross emissions for FY 23-24 have decreased by 1% compared to the previous financial year, with Scope 1 emissions decreasing by 50% and Scope 3 emissions increasing by 1.5%. The methodology for the calculation of emissions has been detailed in Annexure 1. The detailed calculation of our emissions has been represented in Annexure 2.

Scope		FY23-24 kg CO2e	FY22-23 kg CO2e	
1	▼ - 50% Y-o-Y Comparison	125	250	Decreased due to integration of efficient cooking practices.
2	0% Y-o-Y Comparison	0	0	We are energy positive. Our renewable energy generation within our operational boundary exceeds consumption.
3	▲ 1.55% Y-o-Y Comparison	5,228	5,148	Increase in transport related emissions is due to increase in business travel and office commute. Increase in waste related emissions due to increased quantity of composted waste. All remaining categories show a decrease in comparative emissions.

Annual GHG Emissions Comparison

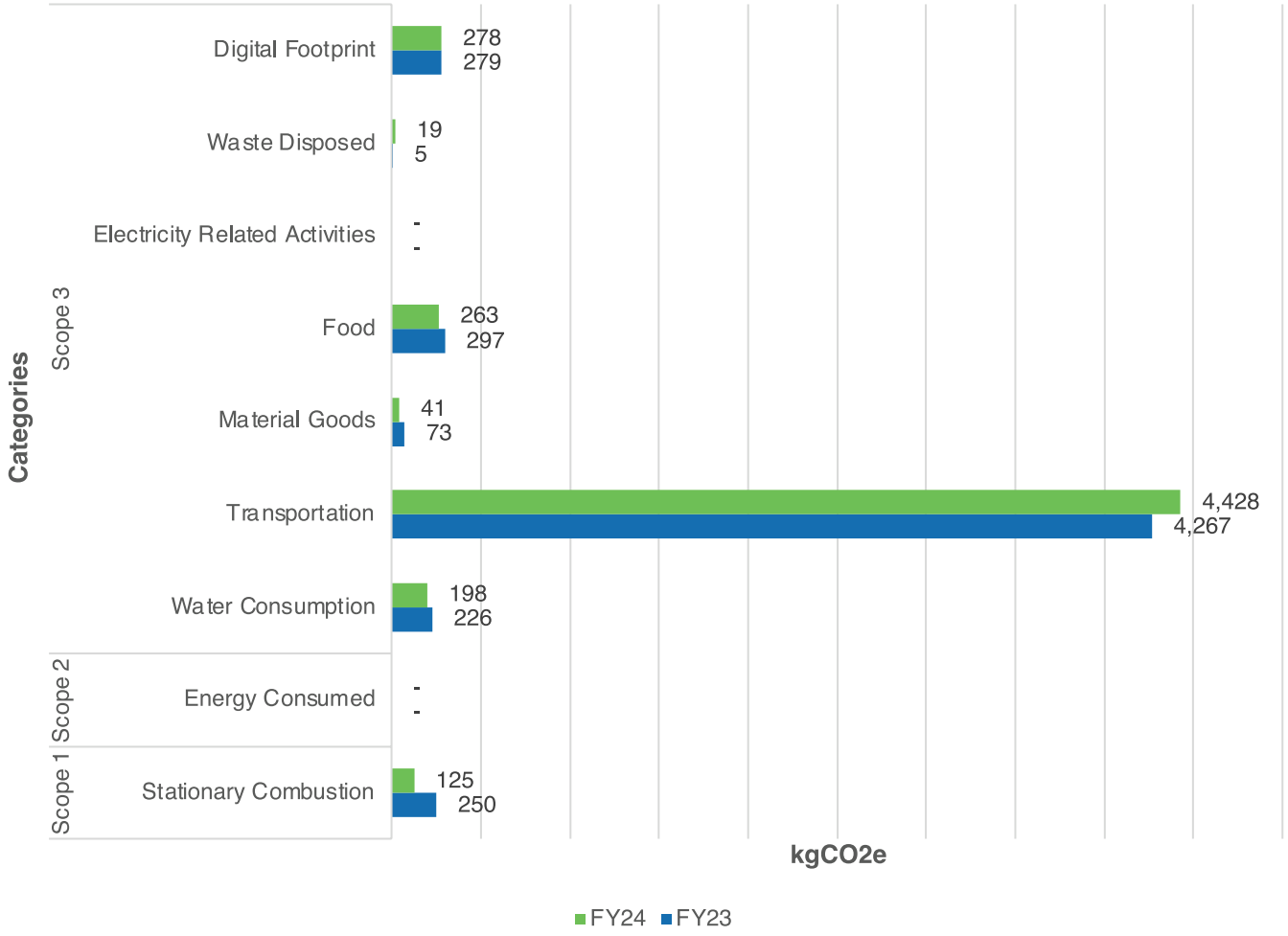
- Since our baseline of 2018-19, we have reduced our gross GHG emissions by 54%.
- We have also reduced our gross GHG emissions by 71% from the 2019-20 peak.
- Our year-on-year emissions have consistently decreased over the last three years, with a decrease of 1% in gross emissions of 45.17 kgCO2e compared to the previous year.

Graph 1: Comparison of annual gross emissions (kgCO2e)

Distribution of Annual Gross Emissions

We observed a decrease in annual emissions for all categories except waste generation, office commute and business travel. The largest emission source, transportation, saw an increase of 4%, from 4,267.10 kgCO2e in FY22-23 to 4,427.93 kgCO2e in FY23-24.

Graph 2: Comparison of annual emissions for FY24 in kgCO2e as per categories



Corrective Measures:

More than 100% of our gross emissions were offset by providing E-bikes to our team for their office commute and personal use. We fulfilled 100% of our energy needs through rooftop solar energy, generating an excess of 3,959 kWh, this making us an energy-positive organisation.

Water Footprint

Water Management

In our ongoing commitment to sustainability, we recognise the critical importance of managing our water resources responsibly. This section outlines our efforts to measure, manage, and reduce our water footprint, ensuring a sustainable future for our community.

Reduced Water Consumption

All our faucets are fitted with aerators, reducing wastage in splash and regular usage. Our fittings have 50% air in the mix leading to a 50% saving in water consumption. Our flushes are vacuum on demand, significantly reducing waste of water from the conventional gravity-based flushing systems.

Recycling and Reuse

All our greywater along with the grey water of the community is processed at a decentralised wastewater treatment plant with natural filtration and aeration, preparing it for re-use in the community gardens.

Total Water Withdrawal	Reduction in Water Consumption	Treated Greywater-use
2,03,670	12%	20,700
Litres	Compared to last FY	Litres

Waste Footprint

Collaboration with Auroville Eco Service

Food Waste

We composted 100% of our food waste

We send 100% of our wet waste for composting reducing the amount of waste disposed, and creating nutrient-rich compost that nourishes the garden of the local garden where AVC is located.

Reduction

We have a ‘zero plastic policy’ to enforce reduction of plastic use. All products purchased for the office from local businesses are sourced without packaging or with sustainable packaging material.

Segregation At AVC

We also ensure that our waste is segregated at source. 100% of the wet waste generated by food is composted and the rest is sent is sent for recycling.

Sorting At Ecoservice

The waste sent to Auroville’s EcoService, is sorted into 72 different categories in a sorting shed at Kottakarai, Tamil Nadu. This is either sold to recycling dealers, repurposed for other uses and a minimal amount is landfilled at the Auroville landfill.

Food Waste Generated Annually	Emission by Food Composting	Emission Avoided by Composting
295.26 kg	2.63 kgCO2e	144.14 kgCO2e

Waste Disposal

We have a ‘zero plastic policy’ to enforce reduction of plastic use. All products purchased for the office from local businesses are sourced without packaging or with sustainable packaging material. All waste generated at AVC is sent to Eco Services for further processing.

Total Waste Disposed	Emissions from Waste Disposed	Emission Avoided by Composting	Plastic Waste	Sanitary Waste
295.26 kg	2.63 kgco2e	144.14 kgco2e	17% of total waste	17% of total waste

Waste Disposal

We recycled 100% of our waste

Auroville Eco Service

Auroville Eco Services is dedicated to managing waste sustainably and promoting environmental responsibility within and around the Auroville community. Their primary goal is to minimize the environmental impact of waste and to foster a zero-waste culture through comprehensive waste management solutions and educational outreach.

Key Activities and Services

Composting Initiatives

- Facilities and guidance for composting organic waste.
- Production of nutrient-rich compost for local gardens and agriculture

Waste Collection and Segregation

- Waste collection ensuring proper segregation at the source.
- Facilitation of separating organic waste, recyclables, and non-recyclables for efficient recycling.

Recycling Programs

- Recycling centres processing plastics, paper, glass, and metals.
- Significant reduction in landfill waste through recycling.

Educational Outreach and Community Engagement

- Workshops, seminars, and campaigns on waste reduction, recycling, and sustainable living.
- Outreach efforts to raise awareness and encourage participation.

Infrastructure Support

- Provision of waste bins, composting units, and recycling facilities.
- Ensuring access to necessary tools and resources for proper waste management.

Sustainable Practices Advocacy

- Promotion of sustainable practices and policies within the community.
- Alignment with broader environmental goals for overall sustainability.

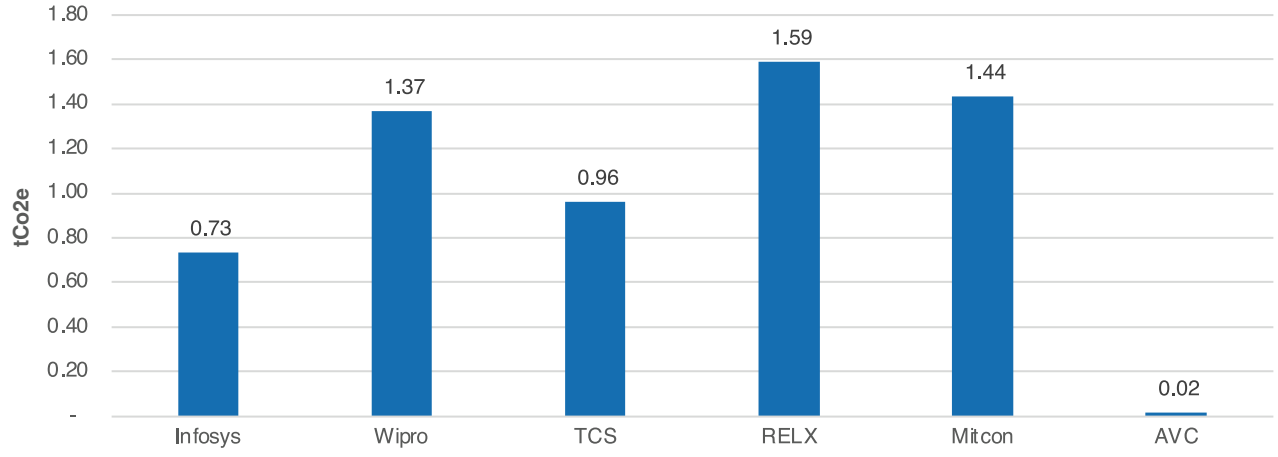
Benchmarking

GHG emissions tCO2e Per Capita

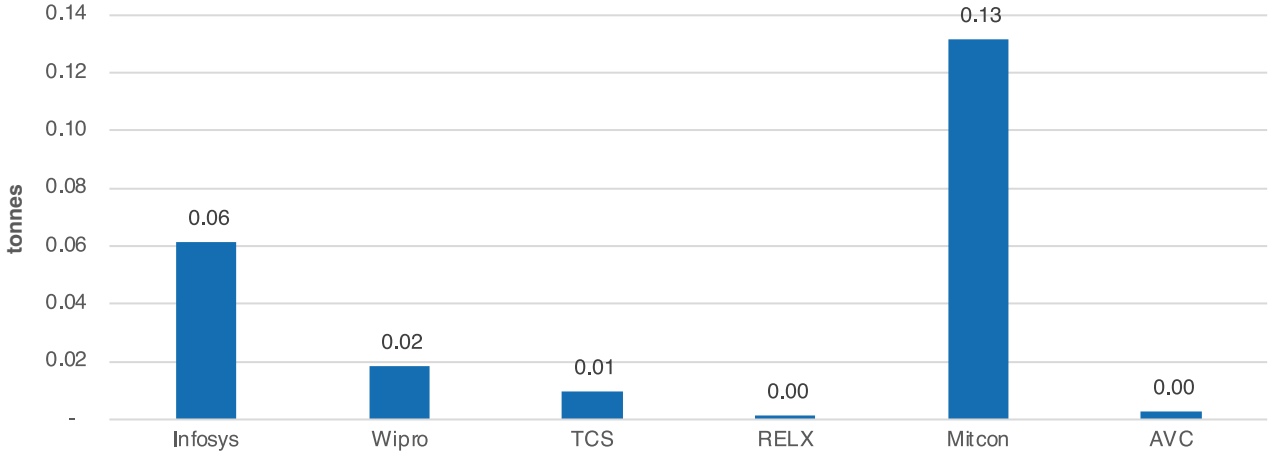
For this year, we looked at benchmarking our emissions with relevant companies in the same field to understand and showcase our efforts. As there were no other Indian organisations of a similar scale reporting on their GHG emissions, we benchmarked ourselves with larger scale organisations.

The per capita GHG emissions at AVC were 85% lower than Mitcon and 98% lower than RELX. This can be attributed to the long-standing effort to calculate and reduce our emissions over the past 9 years. Details of the per capita emissions, waste generation and water consumption have been highlighted in Annexure 1.

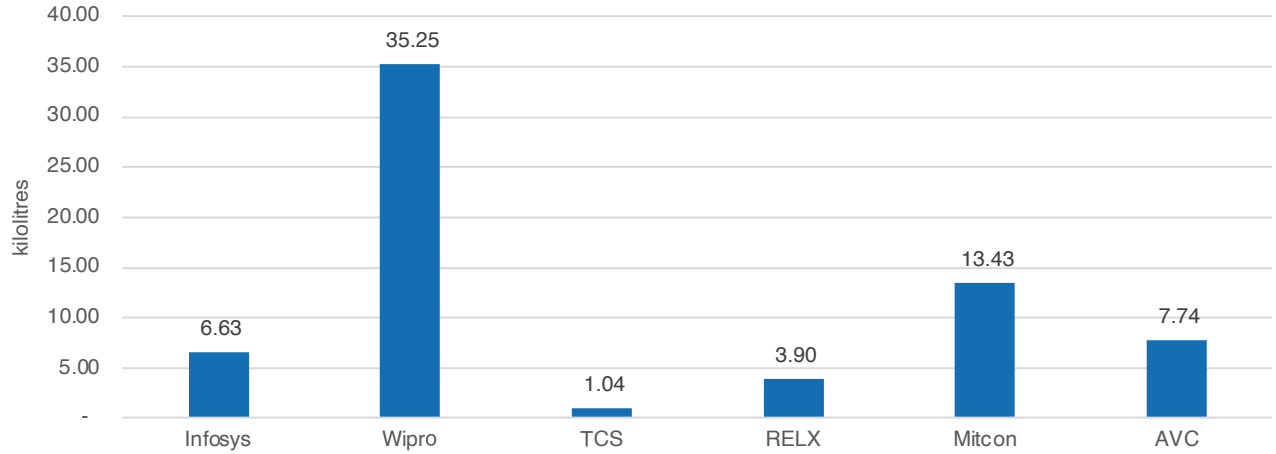
Graph 3: Comparison of annual per capita emissions (tCO2e) for FY22-23



Graph 4: Comparison of annual per capita waste to landfill generated in kilotons for FY22-23



Graph 5: Comparison of annual per capita water consumption in litres for FY22-23



Source:

Infosys ESG Databook 2022-23
Wipro ESG Dashboard 2022-23
TCS Annual Report 2023-24
RELX 2022-23 Annual Report
MITCON Annual Report 2022-23
Auroville Consulting Annual Sustainability Report (FY 2022-2023)

Our Impact

Rooftop solar

We are energy positive

In FY 23-24, our rooftop solar PV system generated more electricity than we consumed, avoiding an additional 3,206.90 kgCO2e, and making us energy positive. Additionally, our energy consumption per square meter was 42.25 kWh/m2/yr, which is 77% lower than the Bureau of Energy Efficiency (BEE) benchmark for similar office buildings. We plan to continue reducing our per capita electricity consumption through additional efficiency measures and awareness programs.

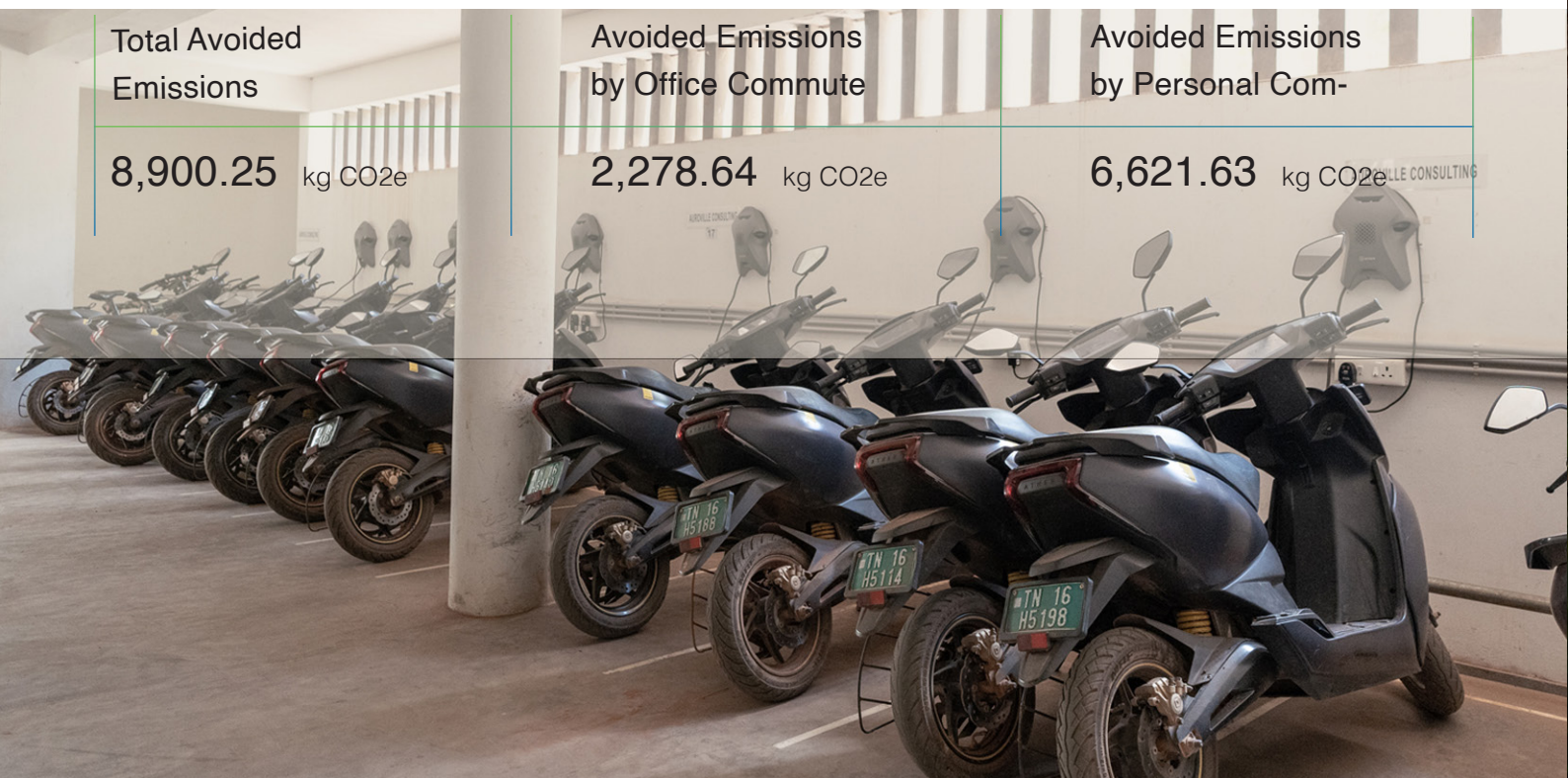
Total electricity consumption	Total rooftop solar generation	Surplus rooftop solar Energy	Emissions avoided through surplus solar energy
16,710.17 kWh	20,669.30kWh	3,959.13 kWh	3,206.90 KgCO2e

E-Bikes

Our fleet offset 124% of total company emissions

Since 2022, AVC has provided electric two- wheelers to its team members, with a supporting rooftop solar-powered charging station to reduce team members' daily commute emissions resulting in an 84% reduction since its inception in FY21-22. We also installed additional e-bike chargers in FY24 to increase the convenience of use. Details of the e-bike emissions reduction calculation have been highlighted in Annexure 1.

Total Avoided Emissions	Avoided Emissions by Office Commute	Avoided Emissions by Personal Com-
8,900.25 kg CO2e	2,278.64 kg CO2e	6,621.63 kg CO2e



Tree Planting

Auroville Consulting's contribution to tree planting offsets the emissions generated by its operational activities. To offset the gross emissions for FY 2022-23, including our digital footprint, we have contributed to the planting of 342 trees this year. Tree sequestration has been calculated based on the Tropical Dry Evergreen Forest (TDEF) specific to the Auroville bioregion. Since parts of the Auroville Green Belt and city area green corridors are designated for long-term tree growth, we have assumed lifetime sequestration.

To offset total gross emissions	To offset emissions from HVAC system	Offset Achieved
342 Trees Planted	167 Trees Planted	5,566 kg CO_2e

Sequestration Rates and Long-term Planning

- Sequestration Rate (TDEF): 1 tonne of CO_2 sequestered per 33.33 trees over their lifetime.
- Long-term growth plans: Sustained sequestration by trees planted in the Auroville Green Belt and city area green corridors.

Along with an insightful session and walk covering how re-forestation and ecological restoration is carried out, we also planted the saplings that will eventually offset our annual emissions.

The intention of this session was to look at offsetting as an activity beyond its financial implications and create active participation in emission reduction and offsetting activities.

Canteen

We source our meals from the Solar Kitchen, Auroville's community kitchen that uses direct capture heat from the sun to cook its food. Solar Kitchen emphasises the use of locally grown, organic ingredients, ensuring that our meals are not only nutritious but also environmentally friendly. By partnering with Solar Kitchen, we support local agriculture and reduce our carbon footprint associated with food transportation. Food is transported and served in stainless-steel containers that are washed and sent back for re-use the following day, preventing any form of waste generation from packaging material.

Energy Usage in the Office Canteen

This year, we achieved a significant milestone in our sustainability efforts by reducing LPG usage in our office canteen by 50%. This reduction was made possible by transitioning to electricity as the primary energy source for our tea kitchen. This shift not only decreases our reliance on fossil fuels but also aligns with our commitment to utilising cleaner and more sustainable energy sources.

Geo Referencing: Supporting the local economy

We have been tracking our financial transactions by geographically defined areas since 2013 and aim at executing at least 80% of our transactions within the local areas of Auroville and Pondicherry in an attempt to reduce transportation-linked emissions made during the acquisition of products and services. In addition to the reduction in emissions, this exercise also helps stimulate the local economy.

Our total expenditure in FY23-24 was INR 2.31 crore, out of which 71.38% was spent inside Auroville and 25.16% in local areas around Auroville, amounting to 96.54% of expenditure, stimulating the local economy. The primary transactions incurred outside Auroville were taxes paid to the Government of India, and equipment cost. As shown in the table below, we have exceeded our objective by consistently spending over 80% of our expenditure within the city's boundary.

Total Expenditure	Expenditure within Auroville	Expenditure around Auroville	Total Local Expenditure
231 (INR Lakh)	71.38%	25.16%	96.54%

Area	Amount (INR)	% of Total
Auroville Payments	17,244,329	71.38%
Non-local Payments (outside Auroville)	8,34,487	3.45%
Local Payment (Pondicherry, TN payments)	6,078,883	25.16%
Total Expenditure	24,157,699	100.00%

Additional performance indicators

In addition, AVC supports and works with the community in line with Auroville's vision. Listed below are some indicators:

1	Auroville maintenances given (in months per year)	119
2	Unspecified contributions (Pro-bono work for community-linked projects; in person days per year)	367.50

Annexure 1

Methodology - GHG Emissions Accounting

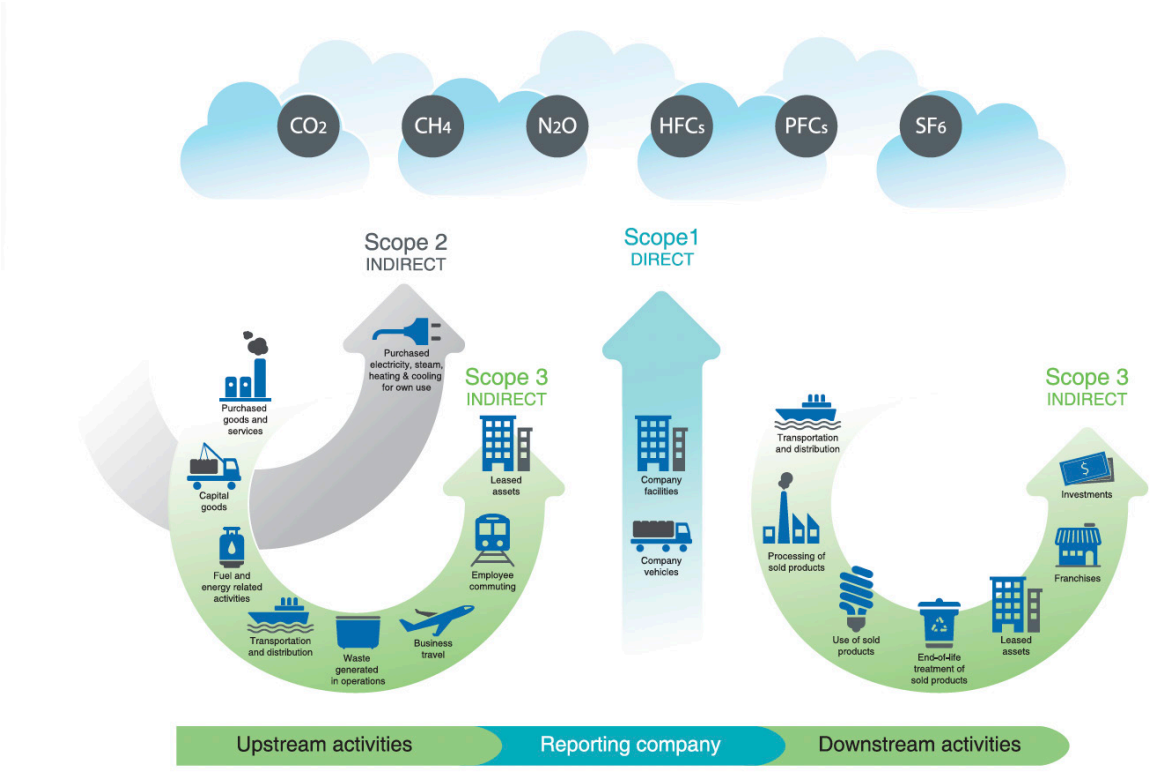
For the inventory of our greenhouse gas emissions, we refer to the guidelines of the globally recognised GHG Protocol: Corporate Accounting and Reporting Standard. The standard helps organisations identify, calculate, and report their GHG emissions in an accurate, consistent, and transparent manner. The standard incorporates national emission factors where available or default global values to convert different organisational activities into the respective greenhouse gases emitted. The seven greenhouse gases reported under this standard are carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbon (HFCs), perfluorocarbons (PFCs), nitrogen trifluoride (NF3) and sulphur hexafluoride (SF6). The combined emissions are also expressed in kilograms of carbon dioxide equivalent (CO2e), which compares all the greenhouses to carbon dioxide. The use of CO2e helps simplify the accounting process and analysis, as the emissions are represented by a single value.

The GHG Protocol mandates that the activities of organisations be split into three categories or scopes for a more transparent accounting structure. The activities covered under each scope are shown below in Table 2:

Table 2: Definition of scopes for corporate accounting

Scope 1	Direct emissions from sources owned and controlled by the company, e.g., emissions from equipment and vehicles owned by the company.
Scope 2	Indirect emissions from the generation of purchased electricity consumed at company facilities.
Scope 3	Other indirect emissions that occur as a consequence of the company's activities, but from sources not owned by the company, e.g., transport of purchased goods, work-related travel.

Figure 1: Overview of scopes and emissions across a company's value chain



Source: GHG Protocol

Benchmarking

Per Capita Footprint Comparison

For this year, we looked at benchmarking our emissions with relevant companies in the same field to understand and showcase our efforts. As there were no other Indian organisations of a similar scale reporting on their GHG emissions, we benchmarked ourselves with larger scale organisations.

Table 3: Per Capita Footprint Comparison

Organisation	Headcount	Total	Scope 1	Scope 2	Scope 3	Waste Generation	Water Consumption
Infosys	3,43,234	0.62	0.03	0.18	0.42	0.62	0.03
Wipro	2,49,095	0.62	0.03	0.18	0.42	0.62	0.03
TCS	5,23,842	1.37	0.04	0.24	1.09	1.37	0.04
RELX	36,500	0.84	0.03	0.19	0.61	0.84	0.03
Mitcon	165	1.59	0.12	1.00	0.47	1.59	0.12
AVC	27	1.32	0.24	0.81	0.27	1.32	0.24

Calculation of Net Emissions:

Avoided Emission by EV personal commute was calculated based on avoided emissions from fuel consumption due to switching over to E bikes.

Emissions due to EV charging at home was calculated based on the electricity consumed by grid for charging EV for personal commute.

Excess solar energy (D) is the total surplus supplied to the grid, post office consumption.

Table 4: Calculation of Net Emissions

Category	FY24	FY23	Unit
Avoided Emissions by EV Personal Commute (A)*	8,766.00	6,309.00	kgCO2e
Emission due to EV Charging at Home (B)**	2,144.37	2,207.27	kgCO2e
Aggregate Avoided Emissions due to EV personal commute (C) = (B-A)	6,621.63	4,101.73	kgCO2e

Category	FY24	FY23	Unit
Aggregate Avoided Emissions due to EV personal commute (C) = (B-A)	6,621.63	4,101.73	kgCO2e
Excess Solar Energy Generated (D)	3,207	440	kgCO2e
Emission Offset by Trees (E)	0	4,958	kgCO2e
Total Offset (F = C+D+E)	9,828.63	9,499.73	kgCO2e
Gross Emission (G)	5,352.91	5,397.88	kgCO2e
Net Emission (G-F)	-4,475.72	-4,101.85	kgCO2e

Table 3: Detailed scope-wise emissions

Category	Sub- Category	Unit	2019-20	2020-21	2021-22	2022-23	2023-24
Scope 1							
Stationary Combustion	LPG	Kgs	72.00	72.00	72.00	72.00	36.00
	Total Emissions	**Kgs CO2e**	**249.84**	**211.65**	**211.65**	**249.84**	**124.92**
Scope 2							
Energy	kWh consumed from Grid	kWh	577.40	293.80	93.80	-	-
	Total Emissions	**Kgs CO2e**	**413.42**	**210.36**	**74.10**	**-**	**-**
Scope 3							
Water	Water consumed	Litre	448,210.00	200,165.00	2,15,370	232,245.0	203,670.0
	Total Emissions	**Kgs CO2e**	**436.63**	**194.99**	**209.80**	**226.24**	**198.41**
Transportation	Two-wheeler	km	66,641.0	49,400.5	44,289.0	5,630.0	6894.5
	Four-wheeler	km	51,629.0	5,502.0	9,024.0	19,093.0	17,311.0
	Bus	km	5,800.0	-	1,435.0	2,263.0	854.0
	Rail	km	6,436.0	-	632.0		-
	Autorickshaw	Km	-	-	-	10.0	-
	Domestic Flight	Km	43,560.4	3,514.0	3,520.0	8,646.0	11,482.0
	International Flight	Km	-	-	-		-
	Electric Two-wheelers	Km	163.0	508.0	2,965.0		-
	Total Emissions	**Kgs CO2e**	**17,030.7**	**3,951.1**	**4,624.3**	**4,267.1**	**4,427.9**
Materials – Soft Goods	Cardboard and Paper	Kg	29.70	57.50	56.80	37.60	-
	Plastics	Kg	-	-	-		-
	Metal cans and Foil	Kg	-	-	-		-
	Books	Kg	10.55	21.25	1.40	10.75	8.10
	Small electrical items	Kg	3.47	17.90	30.43	4.35	4.97
	Ink cartridges	No.	7.50	1.20	-	0.60	4.00
	Total Emissions	**Kgs CO2e**	**67.41**	**151.06**	**109.00**	**56.63**	**40.88**
Food							
	Veg meals	No	2,898	2,692	2,871.60	3063	2715
	Total Emissions	**Kgs CO2e**	**281.11**	**261.20**	**278.55**	**297.11**	**263.41**
Electricity related activities							
	T&D Losses	kWh	-	-	-	-	-
	Total Emissions	**Kgs CO2e**	**-**	**-**	**-**	**-**	**-**
Waste Disposal	Waste disposed in Landfill	Kg	-		16.73	9.48	32.37
	Waste composted	Kg	-		120.83	84.70	295.27
	Total Emissions	**Kgs CO2e**	**-**	**-**	**8.53**	**5.47**	**18.72**
Total gross emissions		**Kgs CO2e**	**18,579.48**	**4,990.90**	**5,519.11**	**5,397.88**	**5,352.91**

Category	Sub- Category	Unit	2019-20	2020-21	2021-22	2022-23	2023-24
Trees planted		No	44	118	258	175	-
Offsetting through tree planting		Kgs CO2e	1,247	3,343	7,309	4,958	-
Total net emissions		**Kgs CO2e**	**18,072**	**1,791**	**-1,790**	**-4,101.85**	**-4475.72**
Full-time team members		No	28	38	35	30	27
Per team member emissions		**Kgs CO2e**	**661.58**	**147.88**	**172.47**	**179.92**	**198.25**

Annexure 2

Team Engagement Survey

About the Survey

To capture team member perceptions and identify the pillars of our culture, we conducted a team survey which consisted of 50 objective questions. The survey was built based on a review of the existing AON employee engagement framework and publicly available survey measures related to employee engagement.

The survey was administered to all current team members. 22 team members took the survey, yielding 85% response rate. Each survey question addressed a unique factor that is crucial to create a highly engaged team and assessed. These were namely: basics, performance, work, leadership, company policies and brand.

Table 4 : Definitions and References for Engagement Survey Questionnaire

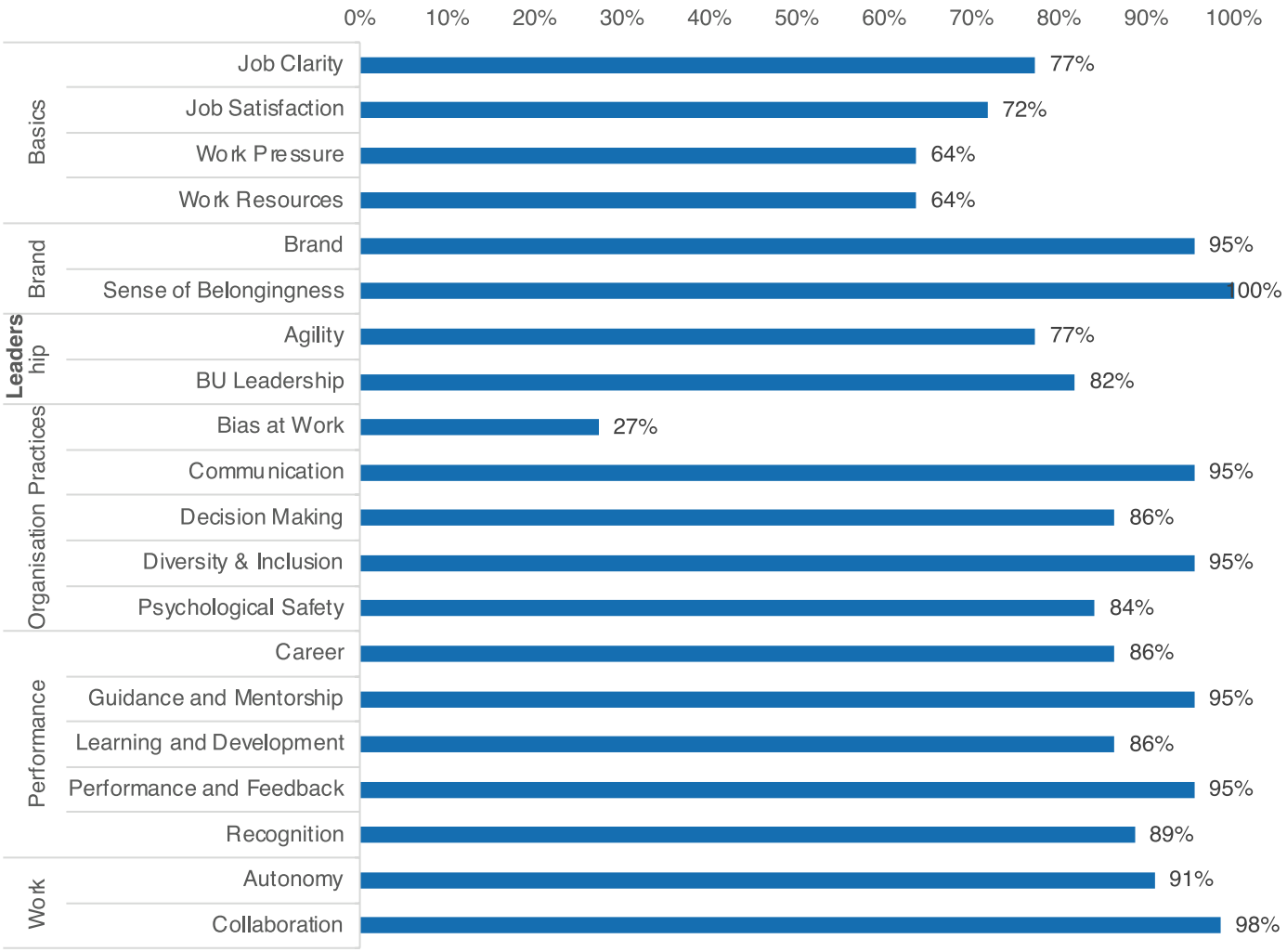
Engagement Drivers	No of Questions	Definition
Basics	16	Basics encompass the fundamental elements of the team member's work that must be met to ensure job satisfaction and engagement.
Brand	2	Refers to the reputation and image of the organization as perceived. This includes the alignment between the company's public image and internal practices
Leadership	3	Includes senior leaders' ability to inspire, support and develop their team members that guides the organization towards its goals.
Organisation Practices	9	Overarching policies, processes, and cultural norms that shape the team member experience within the company.
Performance	16	Performance refers to how the organization manages and evaluates team member performance and development.
Work	4	Work pertains to the nature of the work team members do and their day-to-day experiences such as autonomy and empowerment

Interpretation of Results

For all engagement, satisfaction, and drivers of engagement items and dimensions, scores are provided on 2 scales:

1) Dichotomous Scale: assessment questions with direct response as yes/no
2) 5 Likert Scale: All response on 5 Likert scales is interpreted within the report.

Graph 6: Dichotomous Survey Scores



5 Likert Scale Survey Responses

- **Flat Culture**: 67% feel that having a flat organisation helps quality of work
- **Inclusion**: 69% feel executive team efforts promote inclusivity
- **Work Pressure**: 96% feel they never or sometimes chase deadlines
- **Work Stress**: 100% feel that they are either moderately or highly stressed at work

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