AurovilleConsulting

Annual Sustainability Report

FY 2024-25

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Available at:

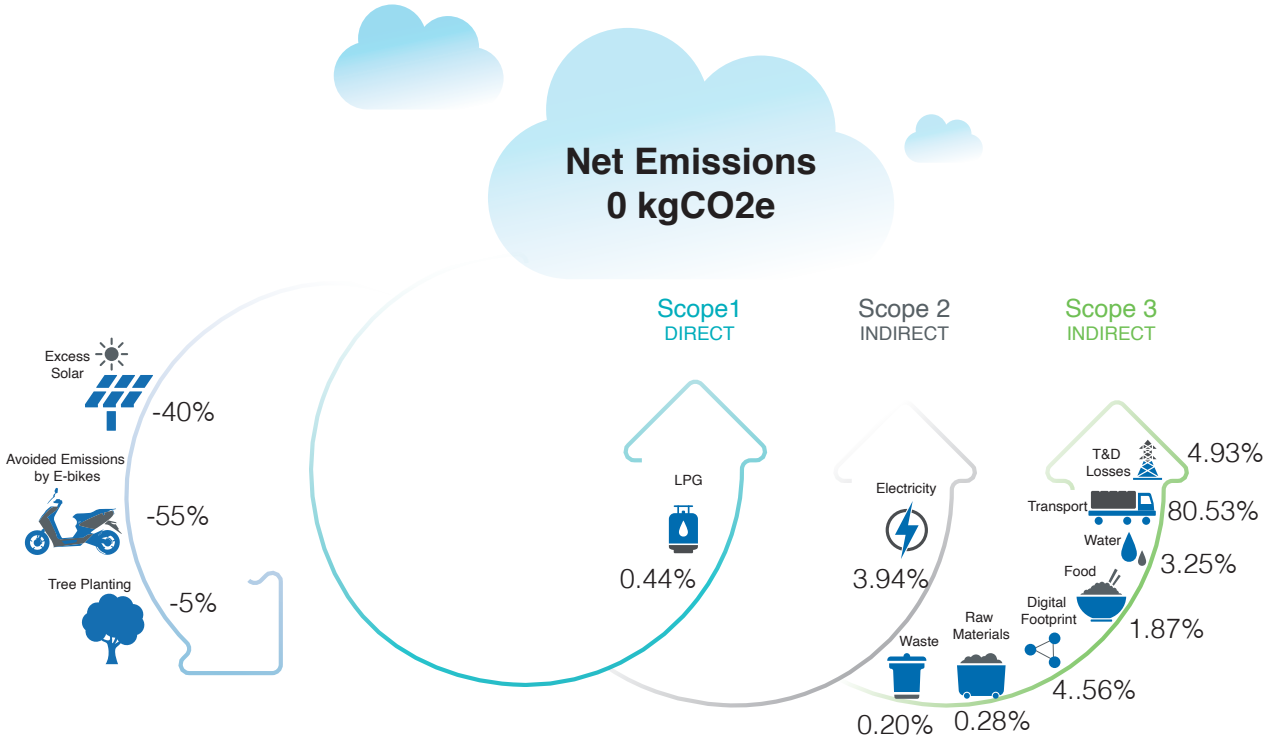
https://www.aurovilleconsulting.com/auroville-consulting-sustainability-report-annual/

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 minimise our environmental impact while fostering inclusivity, growth, and leadership within our team.

Our Footprint

We are carbon neutral



Total Emissions Offset
9,398.89 kgCO2e

Total Gross Emissions
9,398.89 kgCO2e

FY24-25	9,398 kg CO2e	336 kg CO2e	0 kg CO2e
	Gross Emissions	Per Capita Emissions	Net Emissions
FY23-24	5,353 kg CO2e	198 kg CO2e	-4,476 kg CO2e
	Gross Emissions	Per Capita Emissions	Net Emissions

Our Impact

We are Energy Positive

29%

Excess share of solar generated beyond our direct consumption

4,697.91

kWh Excess solar exported to the public grid

We composted 100% of our food waste

118.70

kgCO2e was avoided due to composting our food waste

100%

of our waste was sent for recycling

We offset 84% of our total emissions

8,019.24

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

84%

Reduction in gross emission through the E-bike scheme

54%

water consumption increased compared to the previous year

We re-used 100 % of our grey water

14,175

Litres of grey water re-used in our office gardens

Our Team Pulse

AVC conducted a team survey to identify the cultural dynamics and strengths that align our team with the organization's vision and mission on a scale of 100.

Diversity,Index Equity, & Inclusion	88	Working Environment	82
Work-Life Balance	84	Collaboration	79
Autonomy	84	Learning and Progress	78
Job and Career Satisfaction	83	Stress Balance Index	77
Psychological Safety	82	Feedback Culture	76

Number of questions — • • • •
Score — ##

Poor — ○
Not Satisfactory — •
Satisfactory — •
Excellent — •

Foreword

When I joined Auroville Consulting in 2019, I was drawn by the organisation's vision to merge systemic sustainability with actionable, data-driven impact. Today, I'm proud to reflect on a year that not only affirmed that vision but expanded it—in its scale, scope, and significance.

This past year was pivotal, not just for our team but for the broader ecosystem we serve. As climate risks become more tangible, we've seen a growing openness among governments, cities, and businesses to accelerate their transition to sustainability. Our role has been to support and co-create this momentum through practical tools, rigorous analytics, and participatory approaches rooted in local context.

We believe that sustainability is not a static milestone, it is a dynamic process of iteration, reflection, and renewal. This ethos guided our cross-sectoral work throughout the year. Among our key initiatives was the GHG Inventory for the Chennai Metropolitan Area, an exercise in collaborative, data-centric governance. We also launched a state-wide climate roadshow, engaging MSMEs at the district level to promote clean energy adoption and localise climate action.

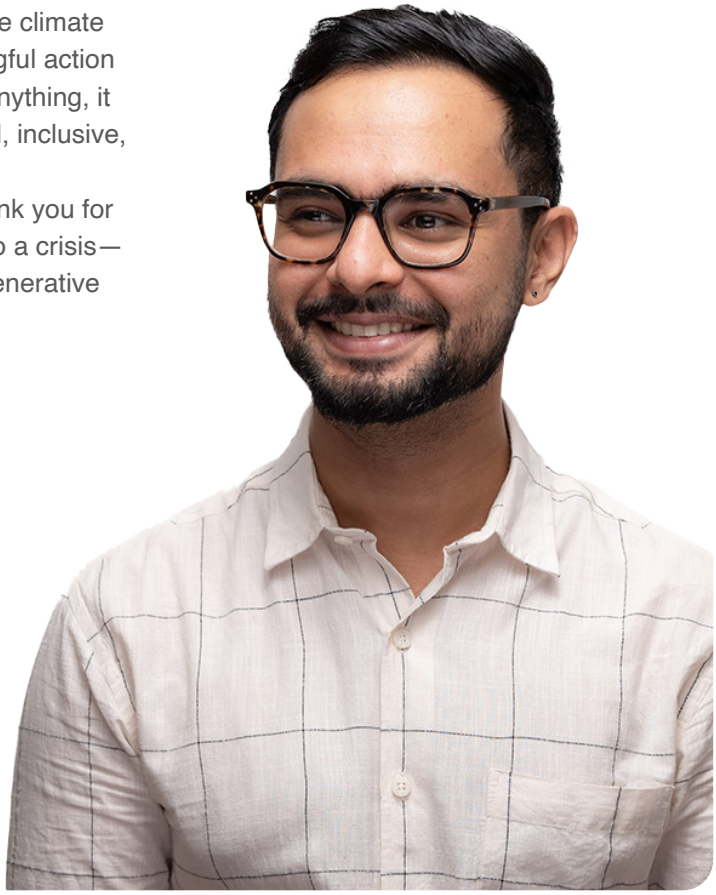
From supporting state-level energy transitions to designing organisational decarbonisation strategies, our work remained anchored in both environmental and economic value. In parallel, we advanced land-use solutions for climate adaptation, using geospatial tools and community engagement to unlock degraded lands for nature-based solutions. Although varied in scope, these projects were unified by our approach: integrated, inclusive, and impact-driven.

We also recognise that sustainability must be reflected internally. This year, we maintained our carbon-negative status, driven by our expanded rooftop solar capacity and adoption of e-mobility solutions. Beyond operational improvements, we continued to support the Auroville community through pro-bono work on sustainability initiatives, deepening our commitment to shared growth and ecological stewardship.

Equally important was our focus on strengthening organisational culture. We worked to build a more diverse, inclusive, and supportive workplace. Through our team pulse: a structured dialogue between organisational priorities and individual experiences, we gathered insights to continually evolve how we work together.

Looking ahead, the path remains challenging. The climate crisis is accelerating, and the window for meaningful action is narrowing. But if this past year has taught us anything, it is that progress is possible—when it is intentional, inclusive, and informed.

To all our partners, clients, and collaborators: thank you for your trust. Together, we are not just responding to a crisis—we are co-creating a resilient, equitable, and regenerative future.



Raghav Nandakumar
Head – Climate Change and Sustainability Services, Auroville Consulting

Governance

Auroville

Located in Tamil Nadu, north of Puducherry along India's east coast, Auroville is a universal township under development, as an experiment in human unity. Auroville was founded in February 1968 with a charter given by the Mother of the Sri Aurobindo Ashram. Auroville is dedicated to realising the ideal of human unity and serves as a space for unending education and research.

Legal Structure

Auroville Foundation

Auroville Foundation was established by the Auroville Foundation Act, 1988, as an autonomous body under the Ministry of Education, Government of India, for the further development of Auroville in accordance with the Charter. The legal structure of the Auroville Foundationincludes a **Governing Board, an International Advisory Council, and a Residents' Assembly.**

The activities of Auroville are organised under various units, which are grouped into various Trusts based on their area of activity under the Auroville Foundation. Auroville units are managed by unit executives.

Auroville Consulting

Auroville Consulting (AVC), established in 2010, is a Unit of the Auroville Foundation. AVC has, in addition to two unit executives, stewards for each vertical who lead the respective vertical and two mentors. As of March 2025, we had a total of 29 team members.

For better internal management, we have six verticals under which different projects and activities are organised:

1. **Energy**
2. **Carbon Management and ESG Reporting**
3. **Design and Communication**
4. **Accounts**
5. **Admin**
6. **IT**

Who We Are

Our Vision

To create a knowledge-based enterprise of excellence in Auroville.

Our Values

The fundamental values for the basis of work and collaboration are equality, goodwill, passion, and commitment. Every team member fully subscribes to and demonstrates these values at all times.

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. AVC's mission is:

- To facilitate a two-way flow of exchange between Auroville and the outside world.
- To undertake commercial activities wherein the values, skills, experiences, and know-how of Auroville can be expressed and utilised.
- To groom and nurture young talented and skilled Aurovillians to take up challenging developmental tasks while taking care of most of their economic needs.
- To undertake activities that will generate surplus funds for Auroville.

Our Journey

We started as a small team facilitating training and capacity-building programs in sustainability Over the years, we gradually diversified our activities and services on sustainable development, eventually developing a keen focus on climate change and renewable energy. We collaborate with the civil society, the private sector, as well as state and central-level policymakers and government departments. AVC has built a strong reputation for its commitment to sustainability and its innovative approaches to addressing environmental and social challenges.

Meet Our Team

Life at AVC

Our people are our greatest asset. We strive to cultivate a vibrant and supportive culture that fosters dedication, collaboration, and growth.

Being located within Auroville gives us the unique opportunity to engage with an open book of generational expertise held within the community of researchers and practitioners. Auroville's values and environment inspire us to integrate holistic practices into our work and reciprocally contribute to the well-being of the community.

Team Pulse

AVC conducts an annual team pulse to identify our cultural dynamics and strengths that contribute to the team's alignment with AVC's mission. We assess our organisational strengths and identify areas of potential growth through the experience and perspectives of our team members.

The survey was designed to assess the ten pillars of our cultural ethos. The survey questions, with a 100% response rate which were answered largely on a 4-Likert scale, and further were converted into scores.

An overview of the findings is discussed below. A detailed description of the survey design and results is discussed in the Annexure 1

Strengths (High Scores & Positive Interpretation)

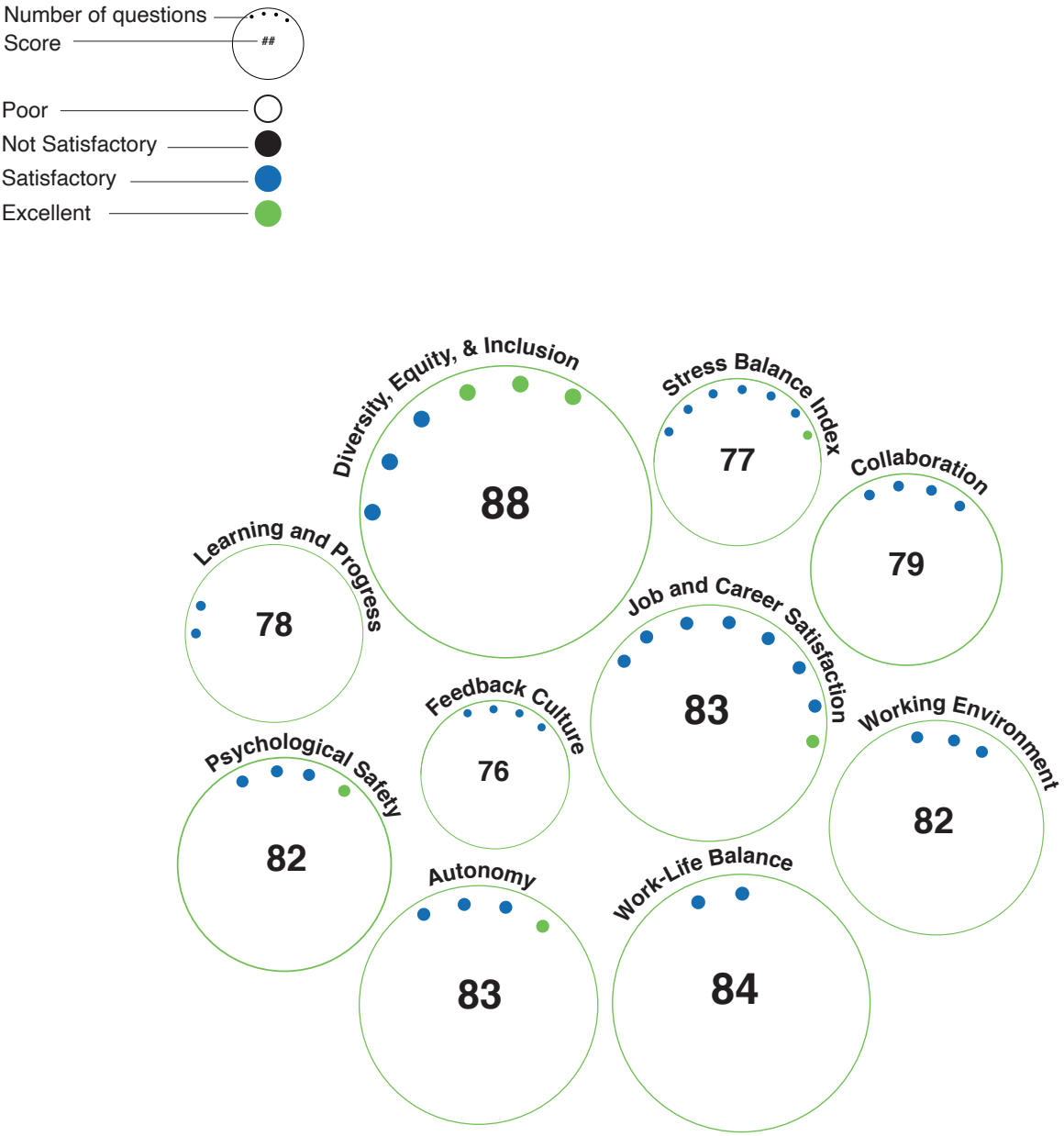
1. Psychological Safety – Openness and Expression
   - Strong sense of belonging and open expression; team members feel psychologically safe.
2. Diversity, Equity & Inclusion – Bias and Barriers
   - Low levels of perceived or witnessed bias in the workplace.
3. Job and Career Satisfaction – Job Clarity
   - Clarity about roles and expectations is a clear positive.
4. Diversity, Equity & Inclusion – Fair Opportunities
   - Perception of fair opportunity is generally good.

Moderate Areas (Satisfactory Scores with Room for Improvement)

5. Home-Work Interface – Work-Life Balance
   - Team members seem reasonably happy, but there could be pressures impacting balance.
6. Stress at Work – Impact on Life
   - Some impact of work stress on personal lives is evident.
7. Job and Career Satisfaction – Recognition & Growth Opportunities
   - Team members value recognition and growth, but see room for more.

Concerns (Lower Scores & Concentrated Satisfactory Responses)

8. Stress Balance Index – Workload and Pressure
   - Workload may be high or Stress Balance Index.
9. Psychological Safety – Decision Inclusivity
   - Inclusion in decision-making may be limited.
10. Feedback Culture – Leadership Engagement
    - Room to strengthen engagement and feedback from leadership.
11. Collaboration & Team Dynamics
    - Opportunities exist to build stronger team relationships and flatter structures.
12. Learning and Progress – Mentorship
    - Mentorship and development pathways could be enhanced.
13. Autonomy and Control – Decision-Making Involvement
    - Team members may desire more voice in decisions.


Number of questions
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Poor
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Job and Career Satisfaction
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Working Environment
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Psychological Safety
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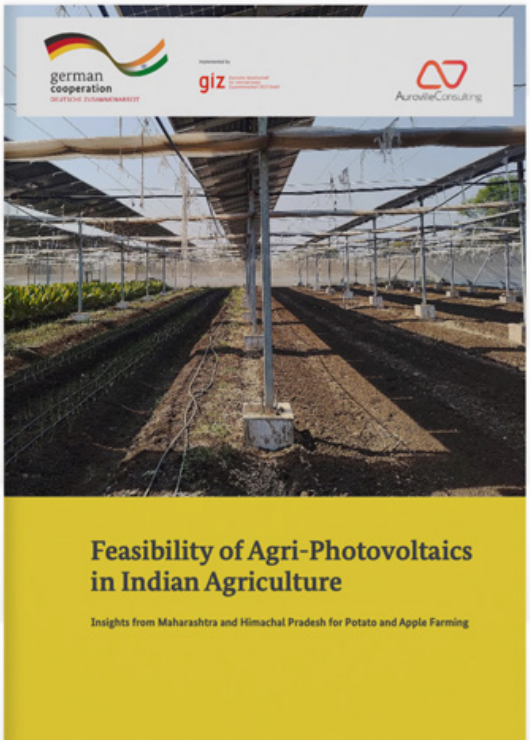
Autonomy
83
Work-Life Balance
84

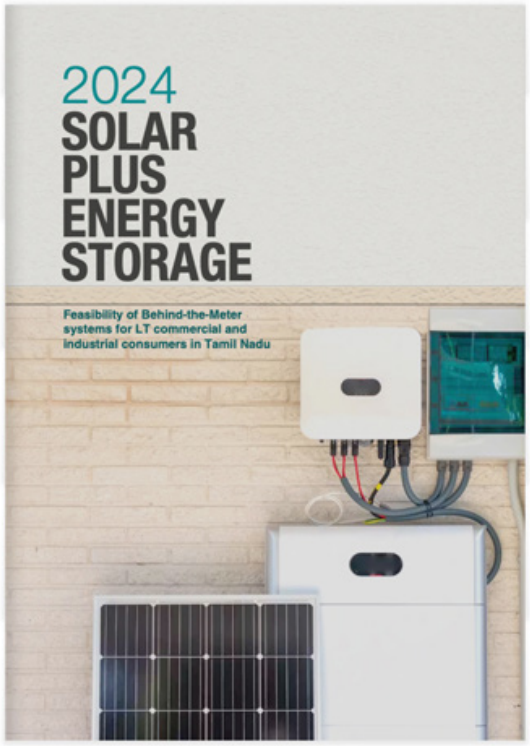
What We Do

A Glimpse at our Projects – FY24-25



Feasibility of Agri PV in Indian Agriculture

This study explored the feasibility of Agrivoltaic (AgriPV) systems for small farmers, focusing on potatoes in Maharashtra and apples in Himachal Pradesh. It involved site visits, expert interviews, and impact assessments, including SWOT and business model analyses. The report identifies opportunities and challenges in scaling AgriPV, highlighting its dual benefit for energy generation and agriculture.



Solar Plus Energy Storage

The project developed techno-economic scenarios for combining solar PV with battery storage to enhance grid reliability and reduce emissions. It assessed system-level benefits, including improved load management and reduced fossil fuel dependence, supporting the state's clean energy transition strategy.

Solsavi

Your rooftop solar guide

Solsavi, a flagship initiative of Auroville Consulting, specializes in generating solar leads and connecting potential customers with registered solar installers across India. The platform aims to streamline the marketing efforts of solar installers, making it easier for consumers to find trustworthy solar installers and help users evaluate the long-term financial feasibility of their rooftop solar projects.

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

- Provides a list of trusted solar installers.
- Offers financing options from listed lenders, banks, and NBFCs.
- Allows users to schedule visits and connect with solar installers easily.

Comprehensive Marketplace

Brings all essential services for rooftop solar under one platform

Objectives of Solsavi

Accelerate the Growth of Rooftop Solar

Promote the adoption of rooftop solar in India to enhance the transition to renewable energy.

Combat Global Warming and Climate Change

Support the shift towards renewable energy-based electricity generation.

Streamline the Rooftop Solar Journey

Make the process of choosing, financing, and maintaining rooftop solar systems convenient and accessible.

Empower Consumers and Businesses

Provide tools and resources to help users make informed decisions regarding their rooftop solar installations.

326	154	65,899
Total Registered Installers	Total Bookings	Total website visit

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	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 ?

The Solva tool supports planning the integration of distributed solar energy at DT, HT feeder, and substation levels, by providing insights on network benefits and societal benefits.

Network benefits	Societal Benefits
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)	

Carbon Management & Decarbonisation

STRAIVE - GHG Inventory

This project created a tailored GHG accounting tool for STRAIVE, along with training to establish inventory boundaries and ensure high-quality data. The tool enables ongoing emissions tracking and supports STRAIVE's sustainability management through reliable data-driven insights.

STRAIVE - Decarbonisation Strategy and Investment Planning

A decarbonisation planning tool was developed for STRAIVE, a content technology company with offices across 5 countries enabling emissions projections and budget planning. It aligns financial investments with emissions reduction strategies, offering flexibility for future updates. The tool supports evidence-based decision-making toward net-zero goals.

Chennai GHG Emissions Inventory FY 2023-24

In collaboration with Chennai Metropolitan Development Authority and C40 Cities, Auroville Consulting developed a comprehensive GHG inventory for the Chennai Metropolitan Area and Greater Chennai Corporation. The project included training workshops for local departments, ensuring institutional capacity to maintain annual inventories and inform city-wide climate action.

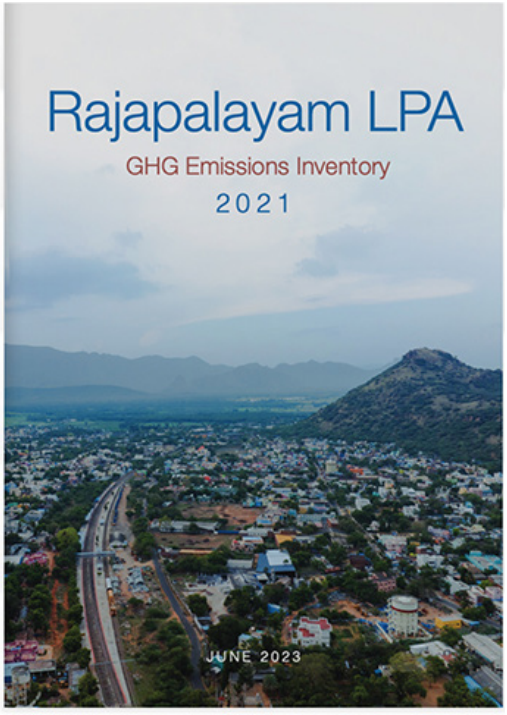
Jet Set Go – Emissions Tracking Tool

A custom tool was created to track GHG emissions from Jet Set Go's aviation operations. The solution included training and documentation, enabling the company to monitor, report, and reduce its emissions while gaining control over its environmental footprint.

Noteworthy Mentions

Rajapalayam GHG Inventory Included in City Master Plan

The GHG inventory for Rajapalayam developed by Auroville Consulting in the previous year, was integrated into the towns 20-year Gazetted Master Plan, marking the first instance of emissions inclusion in a statutory document within the state. This sets a precedent for embedding climate data in urban planning frameworks across the state.



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.

Capabilities

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

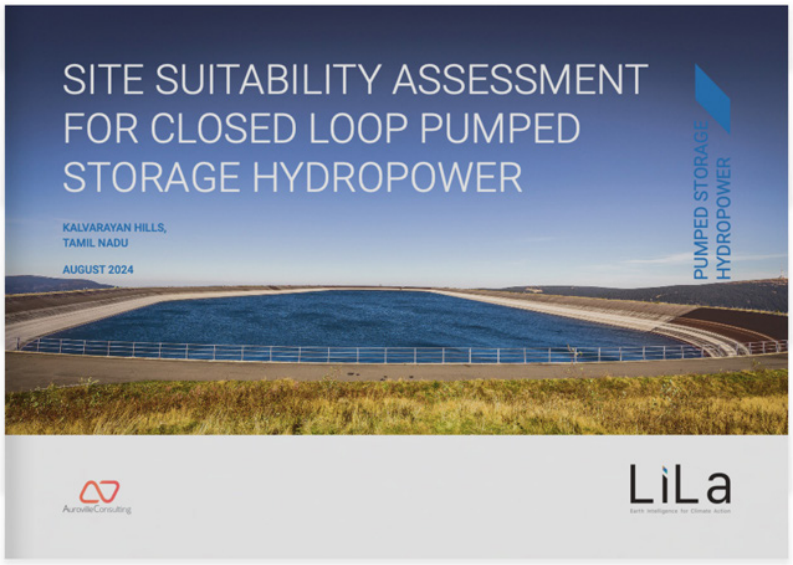
6 Identification of lands for deployment of solar energy parks

7 Identification of lands for creation of watersheds

8 Identification of lands for targeting reforestation

Site Suitability Assessment for Closed Loop Pumped Storage Hydropower – Kalvarayan Hills

This report identifies off-river reservoirs in the Kalvarayan Hills suitable for pumped storage hydropower (PSH), a key solution for integrating variable renewables like solar and wind. PSH stores excess energy by pumping water to an upper reservoir and releases it to generate power when demand is high. The study located 311 potential reservoir pairs, revealing 14,159 GWh of potential capacity. Off-river systems minimize environmental impact by avoiding river ecosystems. Many sites overlap with unused land, ensuring sustainable development. PSH can play a vital role in grid stability and Tamil Nadu's energy transition.



Land Suitability Assessment for Forestation - Villupuram District

This report identifies unused lands in Villupuram district that can support Tamil Nadu's goal of increasing tree cover from 23% to 33% by 2030. Technically, suitable lands can fulfil 85% of Villupuram's afforestation target, with high-potential sites spread across 95 plots. If used, these lands could add 6.52 MtC to the carbon stock. The study highlights the importance of land suitability assessments for guiding sustainable forest expansion and climate resilience.

Design Services

Our in-house design team plays a central role in shaping AVC's visual identity and outreach. From photography and video production to web design and IT support, we offer high-quality creative services for both internal needs and external projects. We design all our internal reports, publications, and communication material, ensuring consistency, clarity, and visual appeal. Creative communication and marketing continue to be one of our core strengths, driven by a thoughtful and impactful design approach.

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.

Themes

Environment

Participants are introduced to key environmental challenges and solutions through Auroville's lived experience and sucessful practices. They learn how Auroville recycles, upcycles, treats wastewater using natural systems. They gain practical knowledge on clean energy and tools for achieving net-zero. It is ideal for individuals and organizations working towards sustainability and resilience.

Sustainable Architecture

Workshops focused on green, climate-responsive building methods—especially natural and cost-effective materials like earth, lime, mud, and bamboo. Includes design, construction, wastewater, energy, and rainwater strategies, blending tradition with innovation.

Farm and Forest

Programs centre on regenerative agriculture, permaculture, and agroforestry. Participants engage with soil health, circular water systems, forest ecosystems, and sustainable food production—learning to nurture productive land in harmony with nature.

Conscious Living

Immersive experiences in mindful, community-centric lifestyles inspired by Auroville. Covers zero-waste, communal living, alternative healthcare, personal well-being, and fast-paced life unplugging. Builds awareness of socially and environmentally conscious daily choices.

Arts and Crafts

Creative workshops that celebrate sustainable artistry—transforming recycled or natural materials into meaningful crafts. Highlights traditional practices and contemporary eco-design, promoting local artisan skills and culturally rooted creativity

Snapshot of the previous year

23	Units
25	Facilitators
16	Workshops
317	Participants
47	Days of Workshops Conducted

Awareness and Capacity Building

Exports to Europe and CBAM The Challenges and Way Forward & Rooftop Solar for MSMEs – A Path To Decarbonisation

The event brought together experts to discuss the dual challenges and opportunities for Indian MSMEs and exporters in the transition to a low-carbon economy. Key sessions explored the implications of the EU's Carbon Border Adjustment Mechanism (CBAM) and highlighted rooftop solar as a practical decarbonisation path for MSMEs. Industry leaders shared insights on compliance strategies, financing options, and how clean energy adoption can boost competitiveness and climate resilience in global markets. The event was attended by MSME representatives, export associations, clean energy developers, financial institutions, and sustainability consultants looking to navigate global climate regulations.

ESG Compliance National Level Training Program

This national-level program provided practical training on ESG frameworks, disclosure requirements, and regulatory developments in India. Sessions covered sector-specific strategies and tools for ESG integration. The training was attended by corporate sustainability officers, CSR heads, compliance professionals, investors, and business leaders from across industries, seeking to align operations with evolving ESG expectations and reporting norms.

Wind Repowering in Tamil Nadu

The session highlighted the opportunity to upgrade ageing wind assets with newer, high-efficiency turbines to enhance capacity and land use. Discussions addressed policy gaps, financial models, and regulatory needs. The event was attended by wind developers, IPPs, state nodal agencies, financial institutions, and energy regulators, all interested in scaling repowering projects across Tamil Nadu's ageing wind farms.

Decarbonising the Global Market - Indian Institute of Foundrymen

Held as part of the India International Forum, the session explored the role of carbon pricing, CBAM, and trade-aligned climate policy in global decarbonisation. Experts emphasized innovation, policy coordination, and support for emerging economies. The event brought together international trade experts, business leaders, diplomats, policy advisors, and sustainability professionals engaged in shaping low-carbon trade pathways.

Climate change and climate action for Students in Villupuram

The workshop introduced high school students to the science of climate change, its local impacts, and actionable solutions. Interactive sessions encouraged awareness and responsibility among youth. The event was attended by over 100 students and teachers from local schools in Villupuram, aiming to build early climate literacy and inspire proactive engagement with sustainability challenges.

District level MSME Workshops

Auroville Consulting, in partnership with FaMe TN under the MSME Department of Tamil Nadu, is conducting a series of Climate Risk Awareness Workshops across the state to support MSMEs in decarbonisation and sustainable growth. In collaboration with District Industries Centers and local MSME associations, these workshops aim to build climate preparedness, promote green energy adoption, and enhance energy efficiency. So far, 4 districts and 11 sectors have been covered, with 93 attendees and 75 MSMEs assessed. Each participant receives a personalised climate risk and rooftop solar (RTS) readiness scorecard, helping them identify operational vulnerabilities and evaluate solar adoption potential. The workshops are equipping MSMEs with the tools and knowledge to reduce emissions, manage climate risks, and participate in the transition to a green economy.

KEY OUTCOMES

1. Total no of districts assessed: **4**
2. Total no of sectors assessed: **11**
3. Total MSMEs assessed: **75**
4. Total attendees: **93**
5. Total participants who filled the Carbon Form: 1 **02**
6. Total participants who filled the RTS Form: **83**
7. Total interested in doing a GHG inventory: **21**
8. Total participants who found the session beneficial: **44**
9. Average RTS readiness score across 4 districts: **3.3/5**
10. Average Climate risk score across 4 districts: **3.1/5**
11. Average Climate preparedness score across 4 districts: **2.6/5**

Tamil Nadu Climate Summit

The summit brought together leaders to shape the state's climate vision, covering green finance, just transition, renewable energy, and climate resilience. It emphasized Tamil Nadu's subnational leadership. Attendees included government officials, industry associations, researchers, development agencies, startups, and civil society groups working at the intersection of climate policy, innovation, and governance.

Opportunities for Renewable Energy Solutions for Just Transition in the Agriculture Sector

The event explored renewable energy applications—like solar pumps and decentralized systems—for a just and inclusive transition in agriculture. It emphasized sustainable livelihoods and climate adaptation. The session was attended by farmer representatives, FPOs, agri-tech startups, policymakers, and researchers working to decarbonize and modernize India's agricultural systems.

Building-Integrated Photovoltaics (BIPV) Seminar – Advancing Sustainable Design and Manufacturing in Tamil Nadu

A seminar on Building-Integrated Photovoltaics (BIPV) explored the integration of solar technology into building elements such as facades, roofs, and windows—offering both clean energy generation and architectural value. With Tamil Nadu's rapid urbanisation and increasing energy demands, BIPV presents a scalable solution for sustainable urban infrastructure. The seminar focused on design and safety standards, economic viability, supply chain development, and the potential for job creation. It also emphasized the need for a dedicated policy framework, pilot demonstrations, and targeted capacity building. The event brought together professionals from architecture, construction, policy, research, solar manufacturing, and civil society to chart a path forward for BIPV adoption and local industry growth in line with the state's clean energy ambitions.

Exploring Renewable Energy Solutions for a Climate-Resilient Puducherry.

This session examined how renewable energy can support Puducherry's climate adaptation goals. Topics included solar energy integration, infrastructure upgrades, and inclusive planning. The event brought together local government officials, DISCOM representatives, urban planners, academia, and civil society members focused on accelerating clean energy access and resilience in the Union Territory.

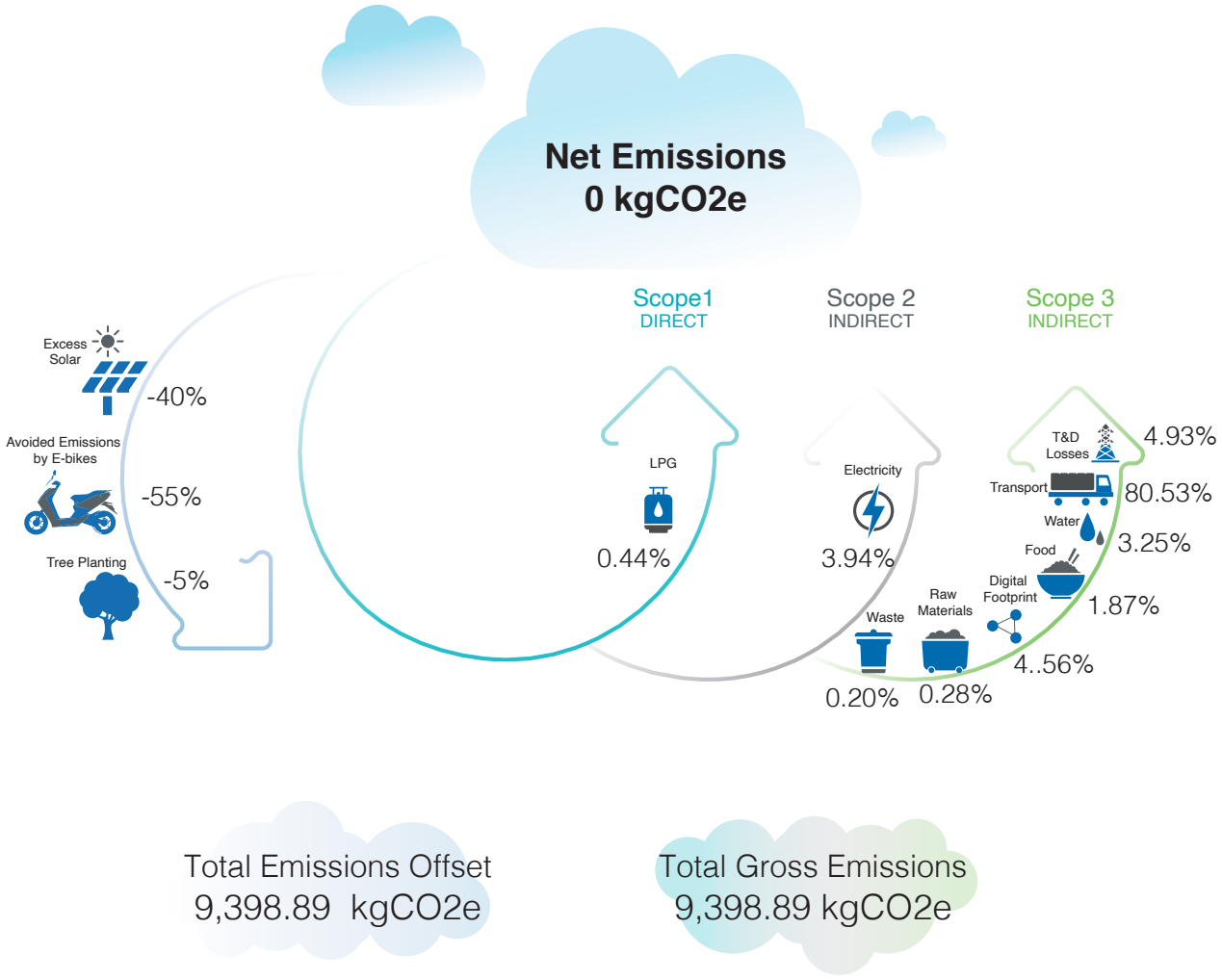
Updating of City-wide GHG Emissions Inventory of Chennai – Training for Departments on the Inventory Management System

A targeted training program was conducted to build the capacity of municipal departments involved in updating the city's greenhouse gas (GHG) inventory. The session focused on standardised data collection methods, emission source identification, and inter-departmental coordination. Participants were trained on sector-specific data requirements—covering energy, transport, waste, and water—and how their inputs contribute to accurate emissions tracking. The training was attended by officials from various city departments, aiming to strengthen institutional readiness for climate action planning and GHG reporting at the urban level

Our Footprint

Annual GHG Inventory

We are carbon neutral



Total Emissions Offset
9,398.89 kgCO2e

Total Gross Emissions
9,398.89 kgCO2e

Distribution of Annual Gross Emissions

This session examined how renewable energy can support Puducherry's climate adaptation goals. Topics included

- Emissions from our direct operations are near zero: Emissions within our operational boundary (Scope 1) are negligible, limited only to LPG use in our canteen, which has already been reduced to a minimum reflecting an efficient and low-emission internal operation.
- 100% of our electricity is either directly or indirecty sourced from renewable sources: This helps offset electricity use from regular operations, HVAC system and EV charging, further lowering our net energy footprint.
- 95% of our emissions fall under Scope 3: our footprint is primarily shaped by external systems concentrated in transport, supply chains, and service-related activities.
- Transportation is the primary hotspot: Accounting for nearly 80% of total emissions, standing out as our most emissions-intensive activity. It includes our business travel and employee commute. This year reflects a 217% increase in kilometres travelled by both categories combined resulting in a 70% increase in emissions from our previous year.

- Water, food, and digital operations: Our regular daily activities comprised of food procurement, water consumption and digital activity combined contribute to less than 8% of organisational emissions.
- Waste and material-related emissions remain low: Emissions from material use and disposal are minimal, reflecting conscious procurement and effective waste handling. Continued attention will help maintain this low baseline.

Net Emissions

0 kgCO2e

+ 9,398 kgCO2e	- 3,805 kgCO2e	- 5,192 kgCO2e	- 401 kgCO2e
Total GHG Emissions	Excess Solar Energy	E-Bike Personal Commute	Tree Planting

On-site renewable energy significantly offsets operational emissions

Our solar installation generates more electricity than we consume, resulting in excess solar generation equivalent to 40% of our gross emissions. This not only offsets Scope 2 emissions from electricity use but also contributes toward overall emissions reduction.

By replacing fossil-fuel-based transport with electric mobility, we've avoided emissions equal to 55% of our gross total. This demonstrates the high impact of clean transportation choices in reducing Scope 3 emissions, particularly in a logistics-heavy context.

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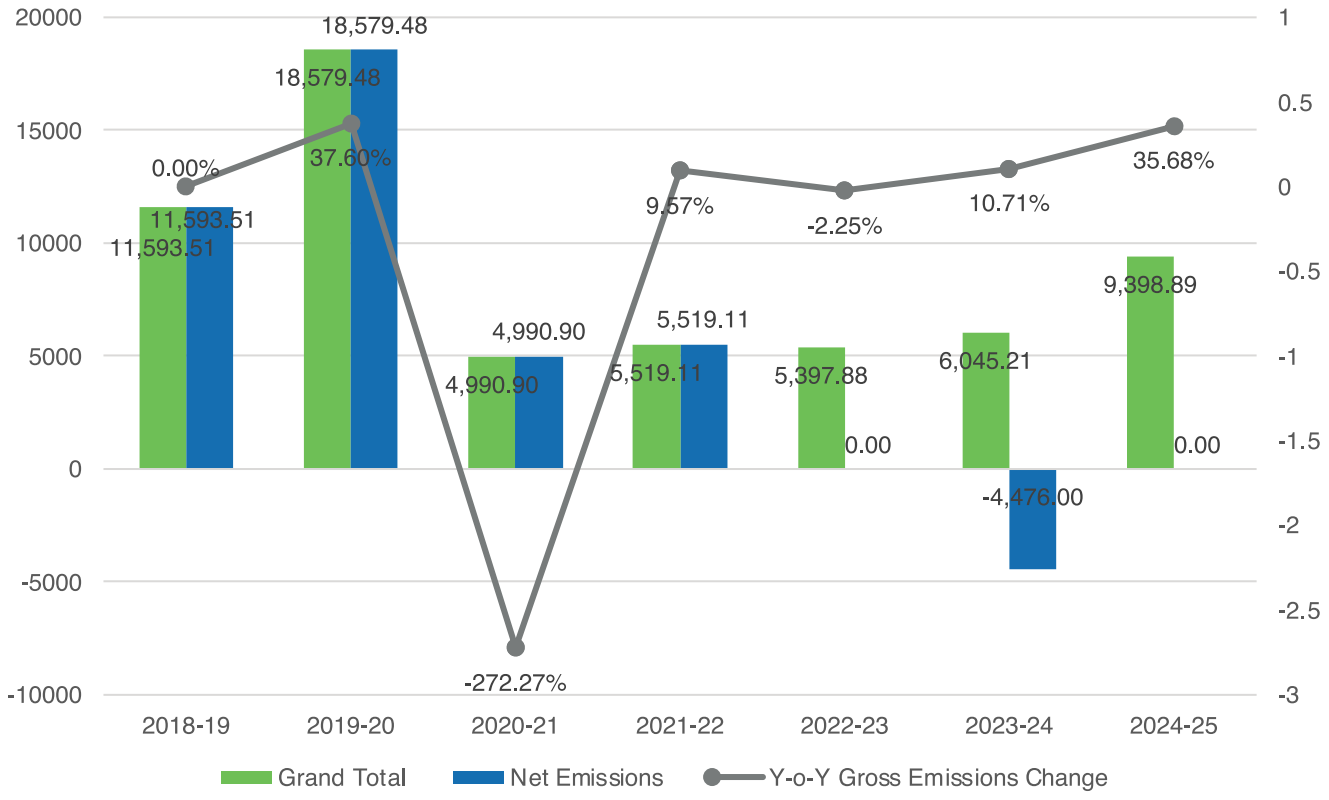
Annual GHG Emissions Comparison

Our annual gross emissions for FY 24-25 have increased by 40% compared to the previous year, this has has shifted our status from a carbon negative to carbon neutral, visible through the net emissions numbers. The increase is primarily attributed towards increased travel for project related activities.

Graph 1: Comparison of annual gross emissions (kgCO2e)



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.

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	Increase in Water Consumption	Treated Greywater-use
313,740	54%	14,175
Litres	Compared to last FY	Litres

Waste Footprint

Collaboration with Auroville Eco Service

1

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.

2

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 to Auroville Ecoservice.

3

SORTING AT ECOSERVICE

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

Waste Disposal

Total Waste Disposed	Emissions from Waste Disposed	Plastic Waste	Sanitary Waste
33.20 kg	16.50 kgco2e	3.34% of total waste	0.16% of total waste

Food Waste

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

Food Waste Generated Annually	Emission by Food Composting	Emission Avoided by Composting
238.82 kg	2.13 kgCO2e	118.70 kgCO2e

Solar Kitchen

Each workday, our team is nourished by lunches prepared at Auroville's Solar Kitchen—a facility that exemplifies community-led sustainability and responsible food systems.

Established in December 1997, the Solar Kitchen was designed to serve the Auroville community with nutritious, low-impact meals. In 2001, a large 15-metre diameter spherical solar bowl was commissioned on its roof—one of the first of its kind in India. This concentrator made of thousands of mirrors generates steam, which powers part of the kitchen's cooking operations.

On average, the Solar Kitchen prepares 950–1,050 meals daily, serving lunch and dinner to Auroville residents, schools, and staff teams like ours. Solar steam is available from around 9 a.m. and meets approximately 35% of the daily cooking energy demand. Due to timing constraints, the remaining energy needs are met through diesel and LPG boilers. The facility also treats its greywater from the washing and blackwater using an on-site DEWATS (Decentralized Wastewater Treatment System), which is re-used in its garden.

The Solar Kitchen integrates multiple sustainability measures into its daily functioning:

Ingredient sourcing

- 100% of milk, eggs, and rice are procured from Auroville farms
- Fruits and vegetables are sourced as much as possible locally; the rest from Pondicherry and Tindivanam
- Bulk procurement reduces transportation emissions

Waste and resource recovery

- Cooking waste and waste from the dining room are sent to the farm for livestock food.
- 2–3 kg of leftover food is composted
- Peels and shells from food prep are composted on-site

Low-impact kitchen practices

- Natural cleaning using water and vinegar, avoiding chemical disinfectants
- Jaggery is used instead of refined sugar
- Purchase of plastic-packaged goods is avoided wherever possible

Community-run operations

- Staffed by 33 Aurovillians, 7 volunteers, and 10 local residents from neighbouring villages

By sourcing our daily meals from the Solar Kitchen, we strengthen our alignment with local, low-emission food systems and support a living example of sustainability in action.

Benchmarking

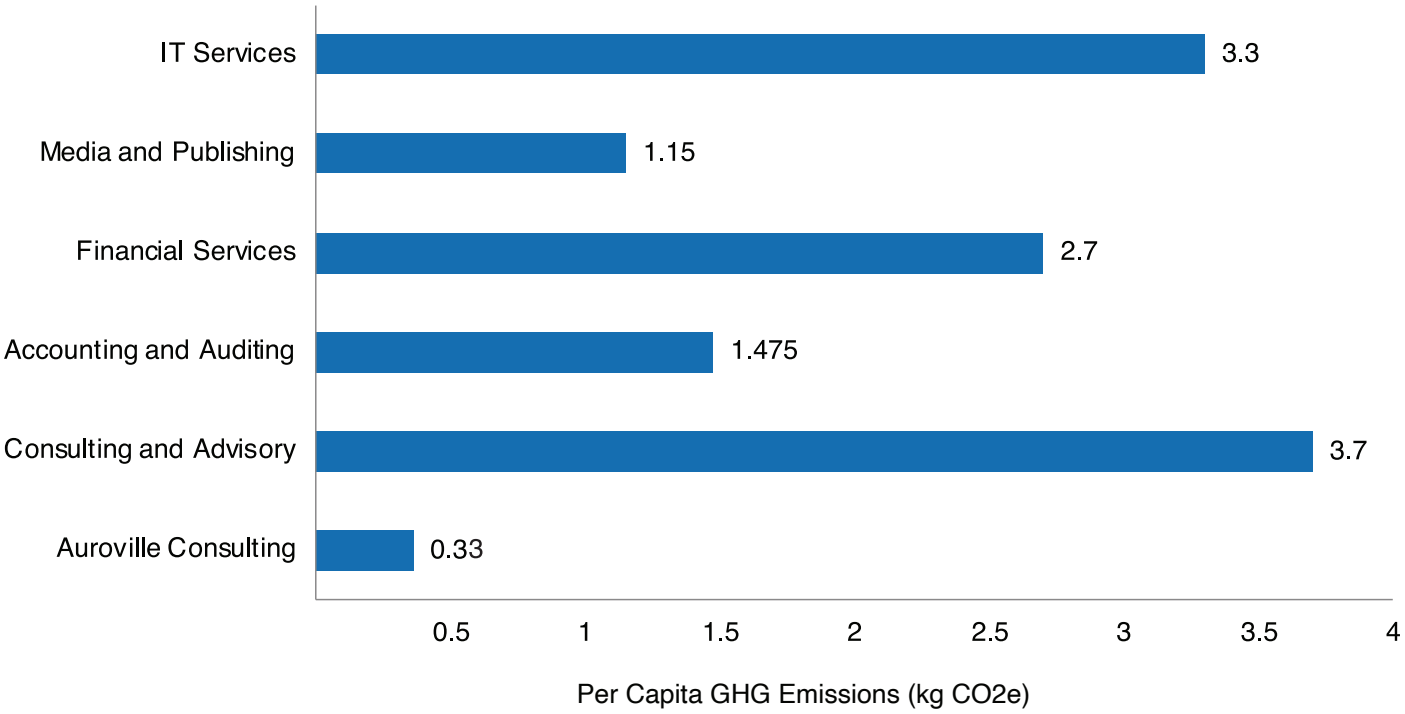
GHG emissions tCO2e Per Capita

As part of our commitment to continuous improvement and transparency, we undertook a benchmarking exercise to assess how our emissions compare with those of other service-oriented sectors in India. The objective was to understand the relative carbon intensity of our operations and identify opportunities for further reduction.

We analysed emissions data from 50 organisations across five sectors: IT Services, Media and Publishing, Accounting and Auditing, Consulting and Advisory, and Financial Services. Emissions disclosures were sourced primarily from publicly available Business Responsibility and Sustainability Reports (BRSRs) for FY 2023–24. Scope 1 and Scope 2 emissions were standardised on a per capita basis using workforce size as a normalisation factor. In cases where Scope 3 data was unavailable, we relied on global intensity benchmarks to estimate full emissions profiles. We have used the average values from the ranges for each sector.

The results indicate that Auroville Consulting's per capita gross emissions for FY 2024–25 are 0.36 tCO2e, which is significantly below the lowest observed range-average across all benchmarked sectors. This reinforces the relatively low-carbon nature of our work, which is primarily office-based, digitally enabled, and embedded in sustainability. The benchmarking exercise also helps us track sectoral trends and maintain accountability as we strengthen our climate action strategy year on year.

Graph 2 : Benchmarking of percapita GHG Emissions by Sector (kg CO2e)



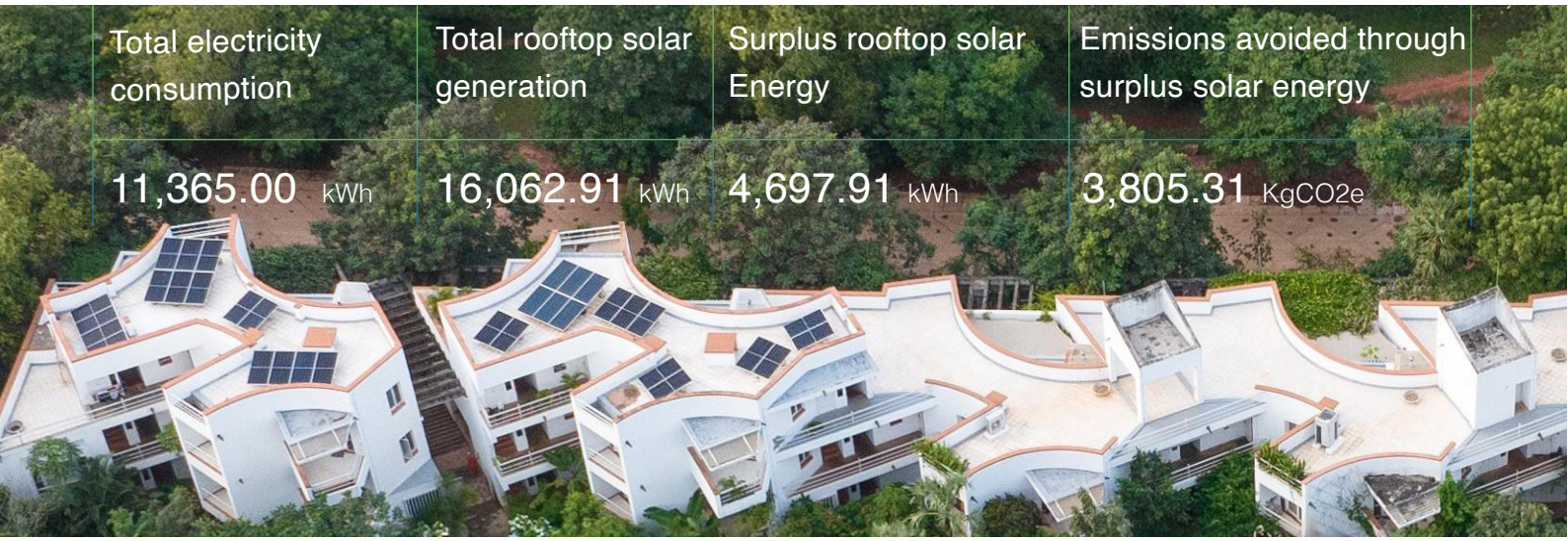
Our Impact

We are energy positive

Rooftop solar

In FY 24-25, our rooftop solar PV system generated more electricity than we consumed, avoiding an additional 3,805.31 kgCO2e, and making us energy positive. Additionally, our energy consumption per square meter was 28.74 kWh/m2/yr, which is 84% 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
11,365.00 kWh	16,062.91 kWh	4,697.91 kWh	3,805.31 KgCO2e

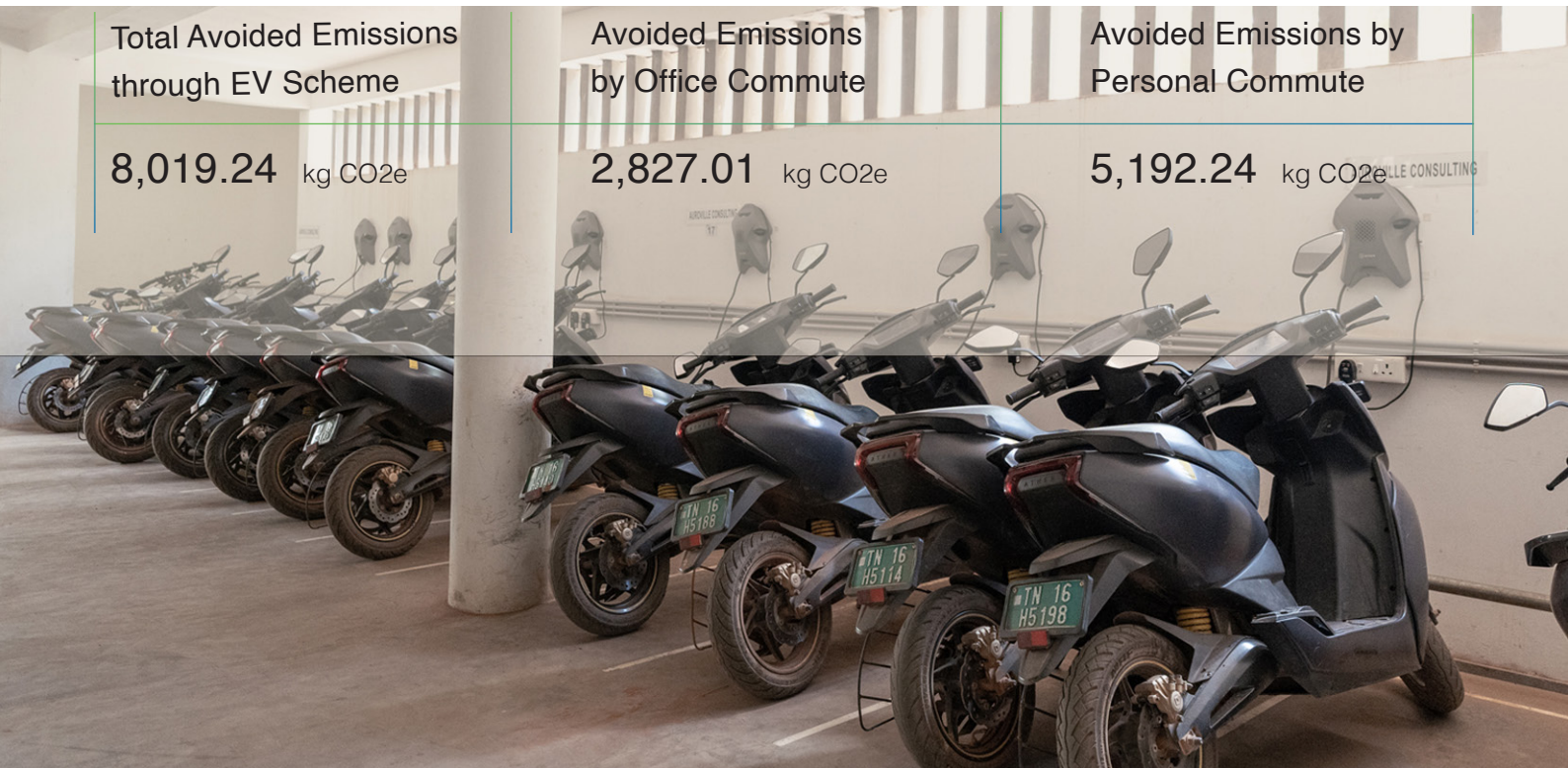


[1] As per Bureau of Energy Efficiency (BEE) the benchmark electricity consumption for a 5-star rated office building in a warm and humid climate with >50% Air Conditioning is 182 kWh/m2/yr. Refer to: Bureau of Energy Efficiency (2020). Energy benchmarks for commercial buildings. Available at: https:// beeindia.gov.in/sites/default/files/

E-Bikes

Auroville Consulting's e-bike scheme, now in its third year, promotes low-carbon commuting for both office and personal use. To support this, AVC has provided dedicated EV charging infrastructure and installed solar capacity to offset grid electricity consumption. These efforts have helped avoid 55% of the gross emissions this year. Details of the e-bike emissions reduction calculation have been highlighted in Annexure 1.

Total Avoided Emissions through EV Scheme	Avoided Emissions by Office Commute	Avoided Emissions by Personal Commute
8,019.24 kg CO2e	2,827.01 kg CO2e	5,192.24 kg CO2e



Tree Planting

Auroville Consulting's contribution to tree planting, offsets the emissions generated by its operational activities and we are on our 4th year for offsetting the lifecycle emissions of our HVAC system, which was installed in 2021. We have since planted 342 trees in Revelation Forest, one of the protected reforested areas in Auroville. To offset the gross emissions for FY 2024-25 in addition to 4th instalment for the HVAC system, we are planting 187 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 emissions from HVAC system	To offset our organisational emissions	Avoided Emissions Equivalent
168 Trees Planted	14 Trees Planted	5,168.05 kg

Sequestration Rates and Long-term Planning

- Sequestration Rate (TDEF): 1 tonne of CO2 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.

This year, the entire team participated in the tree plantation exercise

Geo Referencing: Supporting the local economy

Total Expenditure	Expenditure within Auroville	Expenditure around Auroville	Total Local Expenditure
2.85 Cr. (Rupees)	66.03%	24.38%	90.41%

Category	Amount (INR)	% of Total
Auroville Payments	18,826,239	66.03%
Non-local Payments (outside Auroville)	2,733,494	9.59%
Local Payment (Pondicherry, TN payments)	6,952,464	24.38%
Total Expenditure	28,512,198	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)	108
2	Unspecified contributions (Pro-bono work for community-linked projects; in person days per year)	58.78

Annexure 1

Methodology - GHG Emissions Accounting

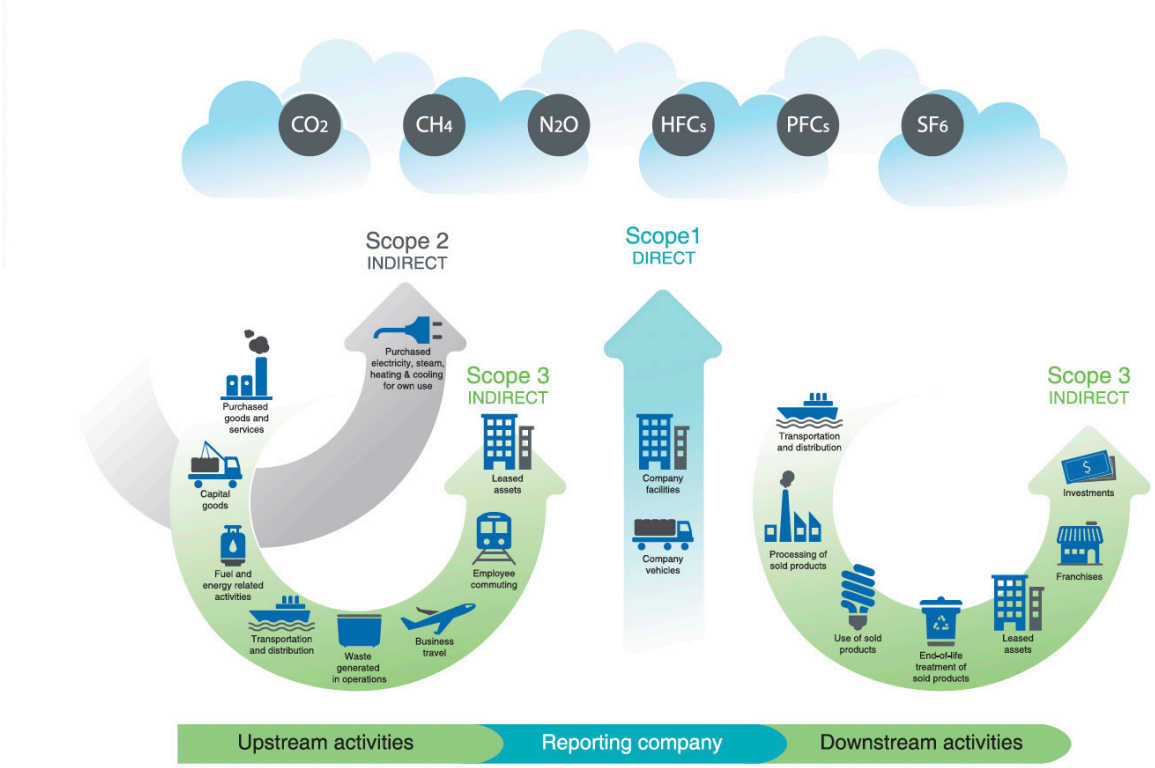
For the inventory of our greenhouse gas emissions, we refer to the guidelines of the globally recognised GHG Protocol: Corporate Accounting and Reporting Standard. The standard helps organisations identify, calculate, and report their GHG emissions in an accurate, consistent, and transparent manner. 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

Category	Sub- Category	Unit	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Scope 1								
Stationary Combus-tion	LPG Total Emissions	Kgs	72.00	72.00	72.00	72.00	36.00	12.00
	Total Emissions	**Kgs CO2e**	**249.84**	**211.65**	**211.65**	**249.84**	**124.92**	**41.64**
Scope 2								
Energy	kWh consumed from Grid	kWh	577.40	293.80	93.80	-	-	517.20
	Total Emissions	**Kgs CO2e**	**413.42**	**210.36**	**74.10**	**-**	**-**	**376**
Scope 3								
Water	Water consumed	Litre	448,210.00	200,165.00	2,15,370.00	232,245.00	203,670.00	313,740.00
	Total Emissions	Kgs CO2e	436.63	194.99	209.80	226.24	198.41	305.63
Transpor-tation	Two-wheeler	km	66,641.00	49,400.50	44,289.00	5,630.00	6894.50	6,044.00
	Four-wheeler	km	51,629.00	5,502.00	9,024.00	19,093.00	17,311.00	20,922.60
	Bus	km	5,800.00	-	1,435.00	2,263.00	854.00	4,798.50
	Rail	km	6,436.00	-	632.0 0		-	-
	Autorickshaw	Km	-	-	-	10.00	-	4,896.00
	Domestic Flight	Km	43,560.40	3,514.00	3,520.00	8,646.00	11,482.00	26,794.00
	International Flight	Km	-	-	-	-	-	-
	Electric Two-wheelers	Km	163.00	508.00	2,965.00	-	-	52,352.00
	Total Emissions	**Kgs CO2e**	**17,030.70**	**3,951.10**	**4,624.30**	**4,267.10**	**4,427.90**	**7,568.80**
Materials – Soft Goods	Cardboard and Paper	Kg	29.70	57.50	56.80	37.60	-	26.70
	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	0.0023
	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**	**21.41**
Materials-Durable Goods	Large Electrical Items	Kg	30.70	19.61	6.00	5.00	-	1.51
	Fridge/Freezer	Kg	-	-	-	-	-	-
	Total Emissions	Kgs CO2e	100.39	-	10.53	3.22	16.35	-
	Total Emissions	**Kgs CO2e**	**-**	**-**	**8.53**	**5.47**	**18.72**	**18.72**
Food	Veg meals	No	2,898.00	2,692.00	2,871.60	3063.00	2715.00	1,810.80
	Total Emissions	**Kgs CO2e**	**281.11**	**261.20**	**278.55**	**297.11**	**263.41**	**175.65**
Electricity related activities	T&D Losses	kWh	-	-	-	-	2,307.67	1,543.36
	Total Emissions	**Kgs CO2e**	**-**	**-**	**-**	**-**	**692.30**	**463.01**

Category	Sub- Category	Unit	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Waste Disposal	Waste disposed in Landfill	Kg	-	-	16.73	9.48	32.37	33.20
	Waste composted	Kg	-	-	120.83	84.70	295.27	238.82
	Total Emissions	**Kgs CO2e**	**-**	**-**	**8.53**	**5.47**	**18.72**	**2.13**
Total gross emissions		**Kgs CO2e**	**18,579.48**	**4,990.90**	**5,519.11**	**5,397.88**	**6045.21**	**9,398.89**
Divided HVAC emission share		**Kgs CO2e**	-	-	**4766.70**	**4766.70**	**4766.70**	**4766.70**
Total trees planted		**No**	**44.00**	**118.00**	**258.00**	**342.00**	**169.00**	**182.00**
Offsetting through tree planting		**Kgs CO2e**	**1,247.00**	**3,343.00**	**7,309.00**	**4,958.00**	**4766.70**	**5,168.00**
Offsetting through excess solar		**Kgs CO2e**	**-**	**-**	**-**	**440.00**	**3206.90**	**3805.31**
Offsetting through EV		**Kgs CO2e**	**-**	**-**	**-**	**6309.00**	**6621.63**	**5192.24**
Total net emissions		**Kgs CO2e**	**18,072.00**	**1,791.00**	**-1,790.00**	**-**	**-4475.72**	**-**
Full-time team members		**No**	**28.00**	**38.00**	**35.00**	**30.00**	**27.00**	**28.00**
Per team member emissions		**Kgs CO2e**	**661.58**	**147.88**	**172.47**	**179.92**	**198.25**	**336.07**

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, after office consumption.

Table 4: Calculation of Net Emissions

Category	FY24-25	FY23-24	Unit
Aggregate Avoided Emissions due to EV personal commute (C) = (B-A)	5,192.24	6,621.63	kgCO2e
Excess Solar Energy Generated (D)	3,805.31	3,207	kgCO2e
Emission Offset by Trees (E)	401.34	0	kgCO2e
Total Offset (F = C+D+E)	9,398.89	9,828.63	kgCO2e
Gross Emission (G)	9,398.89	5,352.91	kgCO2e
Net Emission (G-F)	0	-4,475.72	kgCO2e

Benchmarking

Per Capita Footprint Comparison

For this year, we benchmarked our emissions against relevant service sectors. We identified 50 companies, organisations, and MSMEs across IT, Media, Accounting, Consulting, and Financial Services that had disclosed emissions data. Using Scope 1 and 2 values from BRSR filings, we applied revenue and employee-based intensity metrics to estimate a sectoral range. Where Scope 3 data was missing, we used global benchmarks to arrive at representative emission profiles.

Table 3: Per Capita Footprint Comparison

Sectors	IT Services	Media & Publishing	Financial Services	Accounting & Auditing	Consulting & Advisory	AVC
Emissions range	2.1 - 4.5	0.6 - 1.7	1.5 - 3.9	0.75 - 2.2	2.4 - 5	0.33
Average emissions	27	1.32	0.24	0.81	0.27	0.33

Annexure 2

Team Engagement Survey

About the Survey

The team engagement survey was designed as both a tool for individual reflection and an assessment of overall team health. Its structure was based on the Work-Related Quality of Life (WRQoL) model, which outlines six core categories. To better represent Auroville Consulting's values and working culture, four additional categories—Autonomy, Psychological Safety, Collaboration, and Feedback Culture—were added. Each category was further divided into relevant sub-categories.

Table 4 : Definitions and References for Engagement Survey Questionnaire

Category	Sub-Category	Description
Diversity, Equity, & Inclusion	Bias & Barrier	We celebrate gender, thought, and cultural diversity.
	Fair Opportunity	
Home- Work Interface	Work-Life Balance	Our culture supports a balanced lifestyle where personal time is respected.
Autonomy	Decision Making Involvement	Team members are encouraged to fully own their work.
	Self-Discipline and Accountability	
Job and Career Satisfaction	Job Clarity	Career growth and satisfaction are important parameters for our organisation's success.
	Growth Opportunity	
	Skill Utilisation	
	Recognition	
Psychological Safety	Decision Inclusivity	We believe in an open culture where feedback and opinions are shared without fear and received without bias.
	Openness & Expression	
Working Environment	Physical Environment and Resources	Keeping with Auroville's culture, our office space is mindfully designed to foster openness, collaboration, efficiency, and creativity.
Collaboration	Team Relationships	Our culture helps foster an environment of collaboration, knowledge sharing, and innovation.
	Flat Structure Impact	
Learning and Progress	Mentorship	We provide exposure to a diverse set of roles and opportunities that help in diversified skill enhancement for our team.
Stress Balance Index	Impact on Life	We strive to provide an efficient but stress-free environment to our team members.
	Workload & Pressure	
Feedback Culture	Giving & Receiving Feedback	We promote an environment of continuous feedback.
	Leadership Engagement	

For each sub-category, two questions were developed: one aimed at prompting individual introspection, and the other focused on evaluating team-level dynamics. Additional questions were included, where needed, to capture underrepresented aspects, bringing the total to 44 questions.

The questionnaire consisted of:
41 Likert-scale questions (using a 4-point scale: Strongly Disagree to Strongly Agree)
3 checkbox-style questions (allowing multiple selections)

Questions
Choose your vertical
Likert Scale - Questions
I feel a sense of belonging at AVC.
I feel valued by the organisation for my contributions.
I understand what is expected of me in my position
My job allows me to apply the skills I've developed.
I have a clear set of goals and aims to enable me to do my job.
When I do a good job, I feel acknowledged.
I regularly use a wide range of my skill set in my role.
I actively acknowledge my colleagues when they do a good job.
I have access to all necessary material in order to do my work to the best of my abilities.
I have access to guidance and mentoring when needed.
I am providing guidance and support to other team members.
My work environment supports reflection, self-awareness, and inner development.
My steward actively seeks input from the team.
I provide constructive feedback that helps improve team performance.
Team (vertical) decisions reflect input from a broad group of people.
Leaders regularly communicate how feedback has led to change.
I feel comfortable sharing honest feedback with my steward.
I feel empowered to take initiative in my role.
I actively contribute to creating an environment in which professional opinion can be exchanged and debated freely.
I take ownership of the goals and deadlines I set.
I feel responsible for the outcomes of my work.
I can effectively manage my time and tasks consistently.
My team works well together to achieve shared goals.
I feel comfortable expressing opinions without fear of bias or discrimination.
I feel empowered to voice ideas regardless of job position.
The flat hierarchy at AVC fosters collaboration.
I see open communication across all levels.
All individuals have equal opportunities for advancement at AVC.
I am not discriminating against team members based on gender, age, religion, nationality, caste or class.
I have not experienced discrimination or bias in the workplace.
I have not witnessed discrimination in the workplace.
There are clear mechanisms to report and address bias.
I have and I am willing to report discriminatory behaviour to the HR manager.
I appreciate the clarity with which tasks are handed-over and delegated.
I rarely need to work outside standard hours to meet expectations.
I respect personal time and do not text or write to my colleagues outside of working hours.
A moderate level of stress helps me stay focused, motivated, and perform better at work.
I can distinguish between healthy pressure and unproductive stress.
My work allows time for rest and recovery.
The organisation respects personal time and commitments.
Stress levels at work are regularly monitored and addressed.
My working schedule suits my personal needs and preferences.
The physical work environment supports focused work.
I contribute consciously to the workspace so it remains an environment of support and focused work.

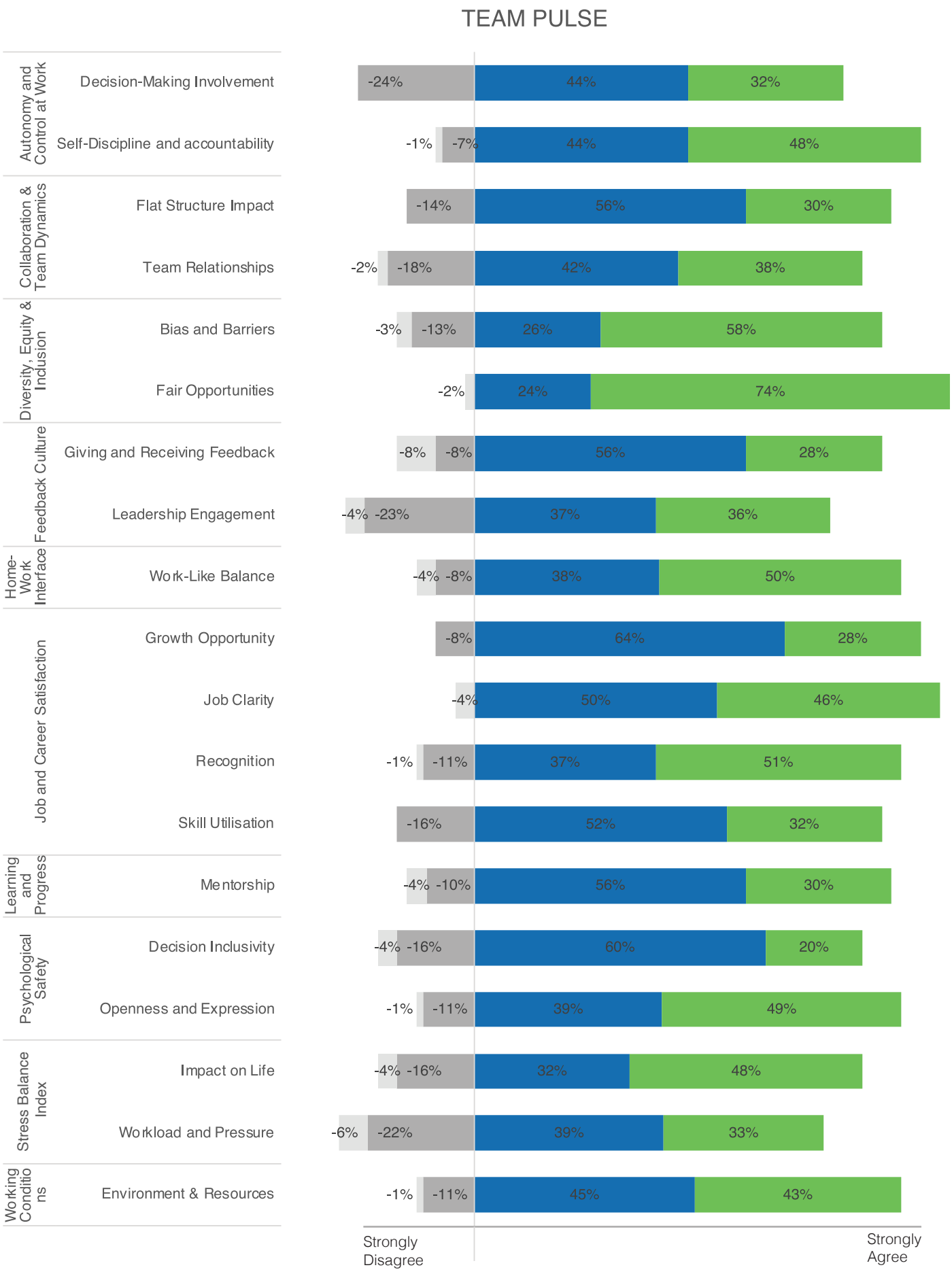
Check-Box Style - Questions	Check-Box Options
In terms of support to grow professionally, the organisation has provided me	1. Encouragement to pursue learning that contributes to my personal growth. 2. Opportunities to develop new skills in the past year. 3. Access to learning opportunities that enhance my capabilities. 4. Tasks that allow me to learn. 5. None. 6. Flexibility in learning skills and imply in projects
When my mentor provides me guidance and support	1. I actively take steps to apply it to my work. 2. I reflect on it, I actively take steps to apply it to my work 3. I reflect on it 4. I feel overwhelmed, I actively take steps to apply it to my work 5. I feel overwhelmed, I actively wish to apply, but the overwhelming feeling takes over. 6. NA
There is mutual respect and trust	1. in the whole AVC team 2. within my vertical 3. within my vertical, in the whole AVC team

Interpretation of Results

1. Likert-scale responses were evaluated by counting the number of responses at each scale point for every question. Where sub-categories or categories had more than one question, equal weight was given to each, ensuring balanced representation. This approach enabled consistent comparison across categories and helped surface patterns in both individual experiences and collective team dynamics.

2. Direct Responses - Some survey questions offered multiple predefined response options. The numbers recorded next to each response reflect the number of individuals who selected that specific option. This method helps identify dominant patterns in the team's perceptions.

Graph 6: Likert Scale Survey Scores



Direct Responses
In terms of support to grow professionally, the organisation has provided me:

Encouragement to pursue learning that contributes to my personal growth	12
Opportunities to develop new skills in the past year	12
Access to learning opportunities that enhance my capabilities.	6
Tasks that allow me to learn	6
None	1
flexibility in learning skills and imply in projects	1

When my mentor provides me guidance and support

I actively take steps to apply it to my work	12
I reflect on it, I actively take steps to apply it to my work	7
I reflect on it	3
I feel overwhelmed, I actively take steps to apply it to my work	1
I feel overwhelmed, I actively wish to apply, but the overwhelming feeling takes over.	1
NA	1

There is mutual respect and trust

in the whole AVC team	10
within my vertical	5
within my vertical, in the whole AVC team	10

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