



Auroville Consulting

Annual Sustainability Report

FY 2025-26



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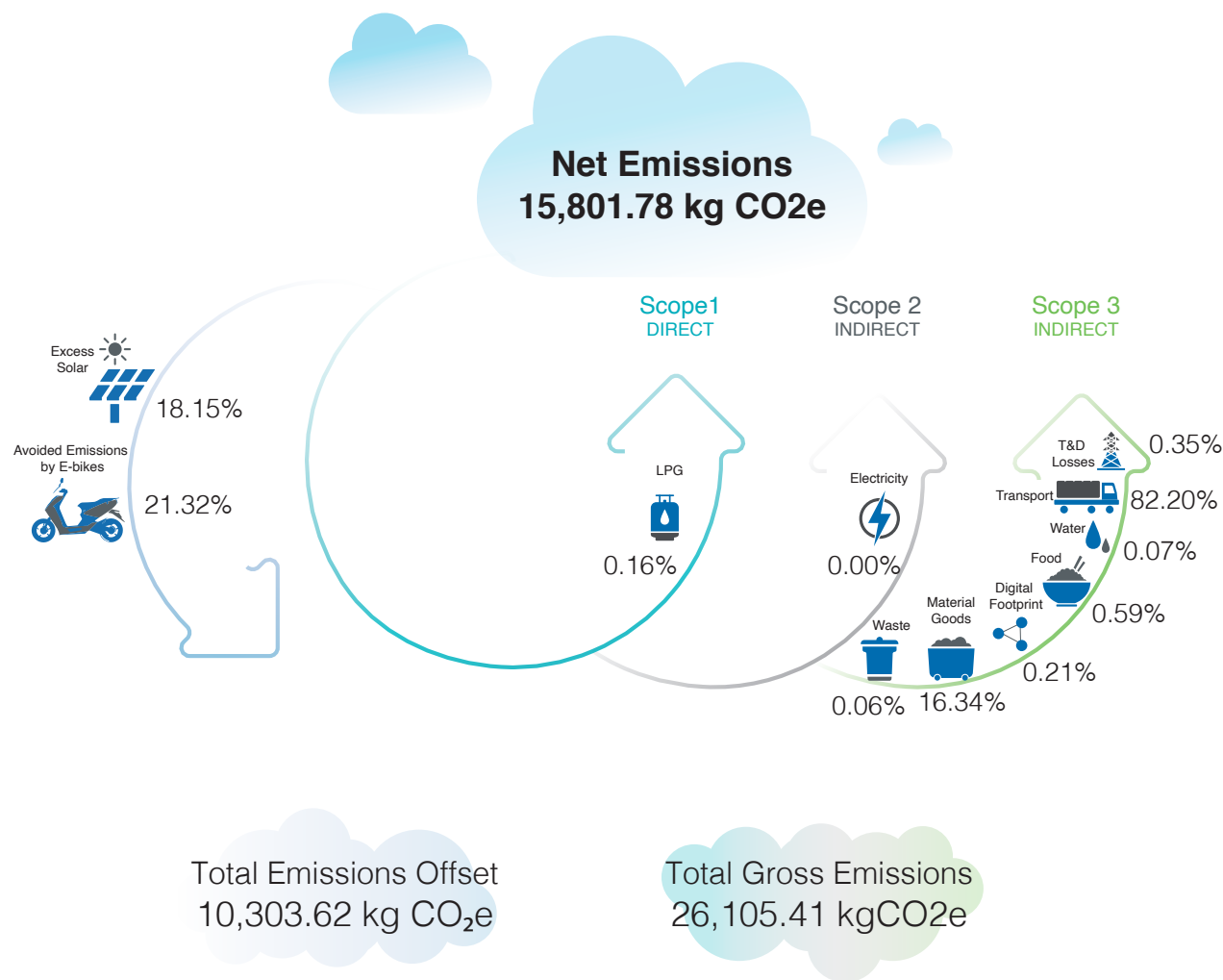
<https://www.aurovilleconsulting.com/auroville-consulting-annual-report-sustainability/>

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



FY25-26	26,105.41 kg CO ₂ e	745.87 kg CO ₂ e	15,801.78 kg CO ₂ e
	Gross Emissions	Per Capita Emissions	Net Emissions
FY24-25	9,398 kg CO ₂ e	336 kg CO ₂ e	0 kg CO ₂ e
	Gross Emissions	Per Capita Emissions	Net Emissions

Our Impact

We are Energy Positive

18.15%
avoided through surplus solar



4,737.92

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

7,431.02
kgCO₂e avoided through e-bike scheme



9.99%

Reduction in gross emission through the E-bike scheme

79%
water consumption increased compared to the previous year



We re-used 100 % of our grey water

40,480

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 1 to 4, 1 presenting "Poor", and 4 representing "Very Good".



Diversity, Index
Equity, & Inclusion

3.34



Working
Environment

3.37



Work-Life
Balance

3.33



Collaboration

3.15



Autonomy

3.37



Learning and
Progress

3.08



Job and Career
Satisfaction

3.28



Stress Balance
Index

3.22



Psychological
Safety

3.26



Feedback Culture

3.30

Number of questions — ● ● ● ● Poor
Score ————— (/ 4) Not Satisfactory
Satisfactory
Excellent

Foreword

FY 2025–26 was a year of expansion — in the scale of our engagements, the depth of our partnerships, and the ambition of the challenges we took on. As Auroville Consulting enters its fifteenth year of operation, we find ourselves working at the intersection of the issues that will define the next decade of climate action: decarbonising cities and industries, enabling equitable renewable energy transitions, building local institutional capacity, and restoring degraded land.

This year, our most significant programmatic undertaking was the City and Industry Decarbonisation Initiative (CIDI) — a cross-cutting programme that brought together capacity building, research, media engagement, and MSME outreach across Tamil Nadu and Puducherry. Completing district-level decarbonisation workshops across all 30 districts of Tamil Nadu — in partnership with FaMeTN — stands as one of the year's defining achievements. It represents what we believe climate action should look like at the ground level: local, practical, and grounded in the real constraints of the businesses and communities we serve.

At the same time, our renewable energy policy advisory portfolio deepened considerably. From solar equity in Tamil Nadu to agricultural transitions, from Puducherry's grid roadmap to India's agrivoltaics potential — the work of this year was consistently oriented toward enabling systemic change rather than isolated interventions.

We also recognise the responsibility that comes with advising clients on decarbonisation while managing our own operational footprint. This year's gross emissions were substantially higher than the previous year, driven in part by large one-time procurement activities and increased project-related travel. We are committed to understanding this increase, updating our offset plans accordingly, and using it as a learning opportunity for how we manage our operational boundaries in high-activity years.

Our team has grown, deepened its capabilities, and shown resilience in managing an ambitious portfolio. The team pulse results reflect a culture that is strong in equity, accountability, and psychological safety — and honest about areas where more investment is needed, particularly in mentorship, collaboration, and feedback culture.

Looking ahead, the path is demanding. The climate emergency continues to accelerate, and the urgency of the work is felt every day. We remain committed to meeting that urgency with the same combination of rigour, relationships, and rootedness in Auroville's values that has guided us since our founding.

Karunamayi Prasad
Team Lead - Online Marketing & Communications
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. It is an internationally recognised centre for sustainable living, acknowledged by UNESCO as a unique experiment in human unity and ecological practice.

Legal Structure

Auroville Foundation

Auroville Foundation was established under the Auroville Foundation Act, 1988 — an autonomous body under the Ministry of Education, Government of India. The Foundation's legal framework encompasses a Governing Board, an International Advisory Council, and a Residents' Assembly. Activities of Auroville are carried out through units that function under trusts within the overall framework of the Auroville Foundation, with each trust serving as the legal umbrella for a specific set of activities.

AVC operates through the Centre for Scientific Research Trust, which is dedicated to supporting pioneering work in sustainable development.

Auroville Consulting

Auroville Consulting (AVC), established in 2010, is a unit of the Auroville Foundation. Within the institutional framework, AVC is guided by two Executives who are responsible for decision-making and overall operational accountability. In addition, Mentors — senior practitioners — serve in an advisory capacity to support strategy and planning. Stewards are responsible for each of AVC's seven functional verticals:

- 1. Clean Energy & Power Systems**
- 2. Climate & Carbon**
- 3. Heat & Climate Resilience**
- 4. Geospatial Intelligence**
- 5. Design & Communication**
- 6. Finance & Operations**
- 7. Digital Solutions**



An Institution Grounded in Purpose

Auroville Consulting was established as a knowledge-based enterprise in Auroville with the belief that rigorous, credible sustainability consulting should originate from a community that embodies the very principles it advocates. AVC is more than an advisory organisation — we are practitioners who operate within a sustainable community with lived examples of the solutions we design.

Institutional Mission and Mandate

AVC is dedicated to fostering ecologically sound and socially responsible development in support of resilient, prosperous ecosystems. Our mandate encompasses four core commitments:

- To facilitate substantive knowledge and practice exchange between Auroville and external stakeholders across sectors
- To undertake consultancy activities that authentically express and utilise the values, expertise, and innovations developed within Auroville
- To identify, mentor and support talented young in taking on complex and high-impact developmental roles
- To generate surplus funds that contribute to development of Auroville
- Scope of our Engagement

Our advisory work operates at the intersection of climate action, clean energy, policy analysis and social development. We engage with academic institutions, private enterprises, civil society organisations and state and central government bodies, in India and internationally.

Areas of active engagement include:

- Climate action strategies and mitigation–adaptation frameworks for urban, industrial and community contexts.
- Renewable energy planning, modelling and project feasibility assessments.
- ESG advisory, GHG inventories, carbon accounting and MRV framework development.
- Policy research, stakeholder engagement and socio-economic analysis.
- Training, institutional capacity building and knowledge development.
- Strategic communication, outreach and knowledge dissemination.
- Development of digital tools, platforms, dashboards and IT-enabled solutions.

Organisational Values

The foundation of our institutional culture rests on four values: equality, goodwill, passion, and commitment. They constitute the operating principles by which every team member engages with colleagues, partners and communities alike. Professional excellence and ethical conduct are understood as inseparable at AVC.

Our Commitment to Carbon Accountability

Auroville is an internationally recognised centre for sustainable living, acknowledged by UNESCO as a unique experiment in human unity and ecological practice. Operating within this context gives AVC a distinctive institutional grounding. Our work is continuously held against the lived standards of a community that has practiced sustainability not as a strategic objective, but as a way of life for over five decades.

Since 2013, AVC has systematically measured, reduced, and offset its own greenhouse gas emissions, including through active reforestation within the Auroville biosphere. We have published annual sustainability reports documenting this progress and achieved net-zero emissions in FY 2023-24. We regard institutional carbon accountability not as a compliance obligation, but as a prerequisite for credible climate advisory.

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.

This year, the survey assessed ten pillars of our cultural ethos on a 4-point Likert scale, achieving a 100% response rate. Questions were framed across two lenses — organisational (how team members experience AVC as an institution) and introspective (how individuals assess their own behaviour and contribution) — enabling us to distinguish systemic gaps from areas of personal growth.

An overview of the findings is discussed below. A detailed description of the survey design and results is discussed in Annexure 2.

Strengths

Individual ownership and personal accountability are clear organisational strengths. Questions on personal responsibility, openness to feedback, and non-discriminatory behaviour scored highest — “I am not discriminating against team members” (3.93) and “I am open to receiving feedback and implement it in my work” (3.73) are both classified as Very Strong. These results, consistent with previous years, affirm a team that is internally motivated, psychologically safe, and committed to AVC's values. Equity & Inclusion and Psychological Safety continue to hold as the organisation's most stable cultural pillars.

A notable positive shift this year: “The organisation respects personal time and commitments” scored 3.57 — Very Strong — the highest organisational question in the survey, suggesting that efforts to protect work-life boundaries are tangibly felt by the team.

Areas for Growth

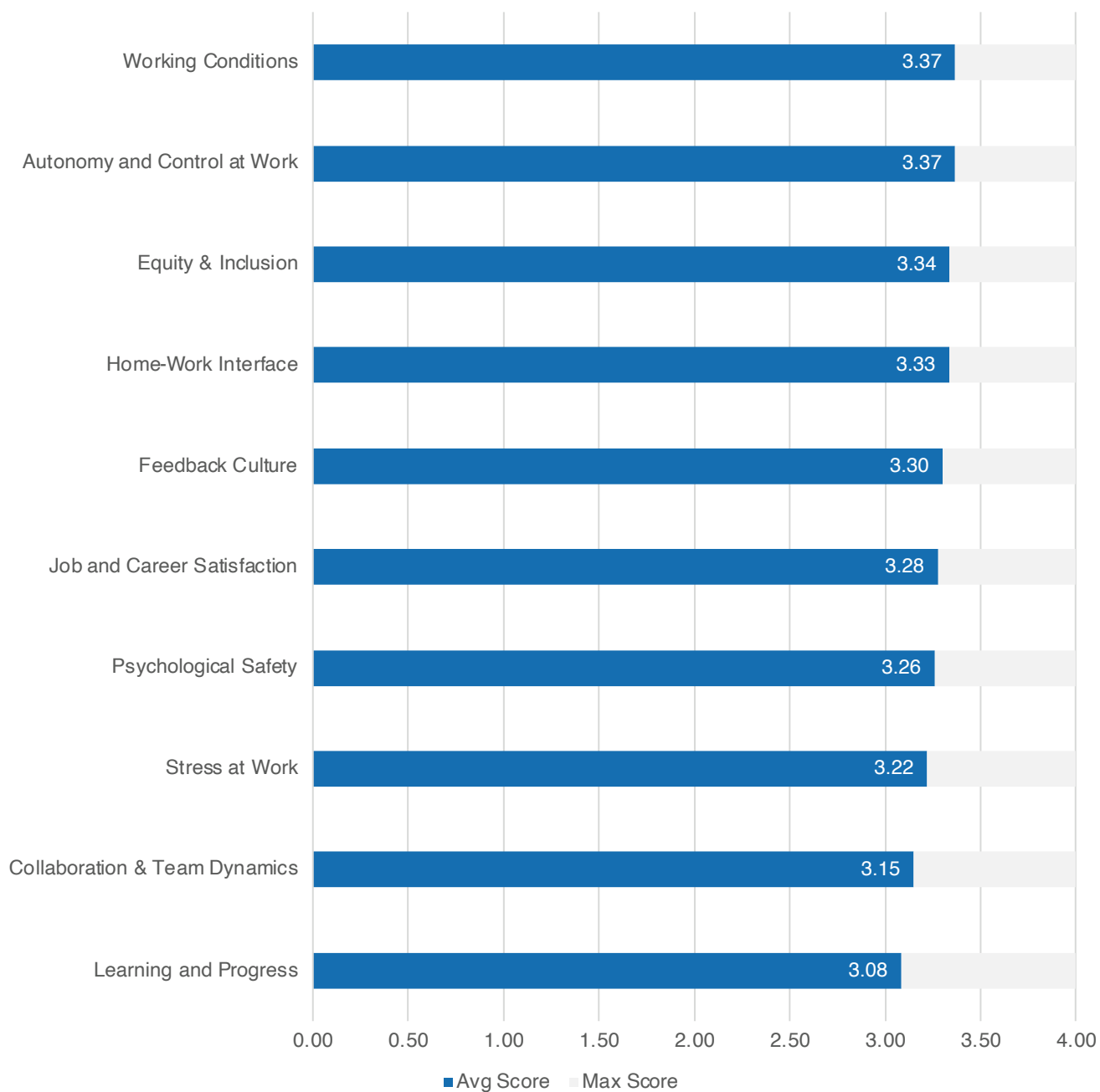
All ten pillars fall within the Improvable band (3.0–3.49), indicating broad satisfaction alongside clear room for institutional strengthening. Three specific areas stand out:

- Learning & Progress (3.08) is the lowest-ranked pillar for the second consecutive year, with access to mentoring (2.83) the weakest single question in the survey — signalling an unresolved gap in structured development pathways.
- Collaboration & Team Dynamics (3.15) similarly persists as a concern, reflecting a continued need for stronger cross-vertical relationships and more visible flat-structure practices.
- Feedback Culture remains at the lower end, with comfort in sharing honest feedback with stewards (3.03) and clear mechanisms to report bias (2.97) both approaching Watchpoint — echoing concerns raised in FY 2024–25 around leadership engagement and institutional accountability.

Outlook

AVC's cultural foundation — grounded in equity, accountability, and psychological safety — remains strong. The focus for the year ahead is clear: translating individual commitment into stronger organisational structures, with particular investment in mentorship, feedback systems, and collaborative ways of working across verticals.

Figure 1 Team Engagement Survey Evaluation



What We Do

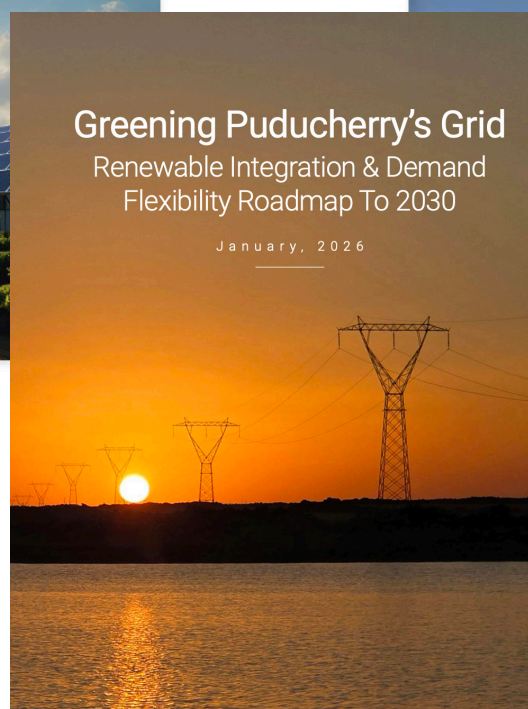
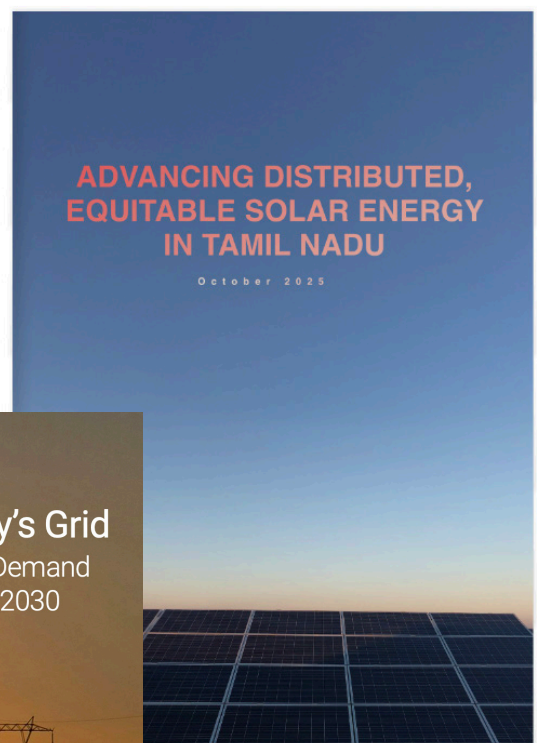
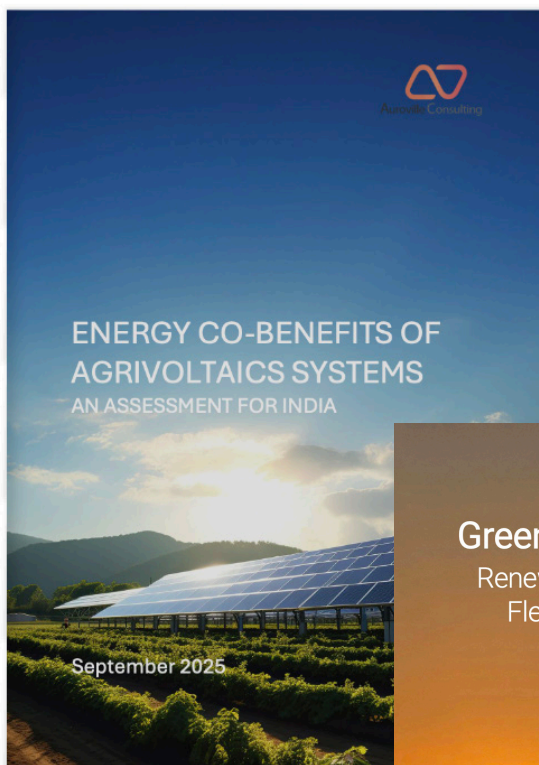
A Glimpse at our Projects – FY25-26

Renewable Energy Policy Advisory

Over the past year, our renewable energy policy advisory work focused on advancing a more distributed, equitable, and resilient clean energy transition across Tamil Nadu, Puducherry, and the wider Indian context. We worked across distributed and rooftop solar, agricultural solarisation, agrivoltaics, renewable energy integration, and energy system planning—combining policy research, spatial analysis, stakeholder engagement, and economic and technical assessment to inform practical pathways for scale.

A key area of work was expanding access to the benefits of solar energy. This included assessing the distributed solar energy potential in Tamil Nadu, exploring rooftop solar as a welfare pathway for households, and developing targeted approaches to pump solarisation that could better serve marginal farmers. We also examined the potential of agrivoltaics to deliver multiple benefits through the integration of agricultural production and renewable energy.

At the system level, we supported planning for higher renewable energy integration and greater grid flexibility, including the development of a roadmap for Puducherry's power sector transition to 2030. Across these efforts, our work sought to connect renewable energy deployment with broader goals of energy access, rural livelihoods, economic competitiveness, and a just and inclusive energy transition



Carbon Management & Decarbonisation

CIDI — City and Industry Decarbonisation Initiative

The City and Industry Decarbonisation Initiative (CIDI) was a major cross-cutting programme that combined research, capacity building, media engagement, and industry outreach to advance low-carbon transitions in cities and MSMEs. Across its workstreams, the initiative contributed utility and city-level emissions analyses, awareness programmes, rooftop solar readiness assessments, and media engagement workshops

1. Urban Governance and Institutional Capacity

Capacity Building for Sustainable Urban Energy and Urban Carbon Management

In collaboration with the Anna Administrative Staff College, AVC organised a series of workshops for Tamil Nadu government officials on sustainable urban energy management and urban carbon management. The programme built understanding of urban emissions, rooftop solar, clean energy options, and carbon management tools, while strengthening institutional readiness for cross-sectoral climate action. A structured capacity-building programme was delivered across six workshops for officials from multiple government departments.

Advancing Sustainable Urban Energy Transitions — A 3-Day Capacity Building Programme

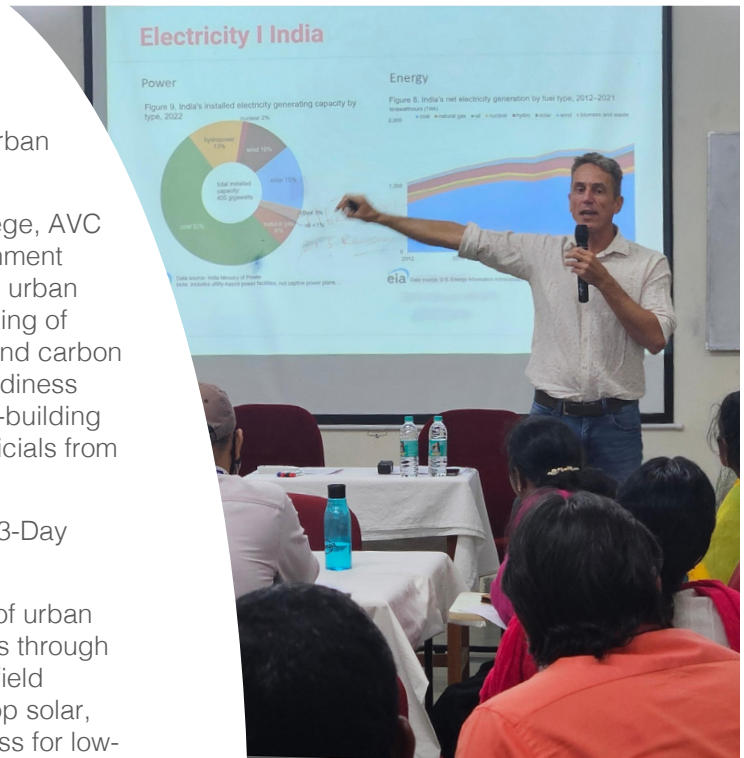
This programme deepened participant understanding of urban energy systems and sectoral decarbonisation pathways through case studies, simulation exercises, peer learning, and field exposure. The training covered urban emissions, rooftop solar, battery storage, electrification, and institutional readiness for low-carbon transitions.

2. Climate Proofing MSMEs — Pathways for Resilient and Green Manufacturing in Tamil Nadu

This programme convened Micro, Small & Medium Enterprises (MSMEs), industry representatives, policymakers, and partner organisations to discuss climate resilience, clean energy adoption, and low-carbon transition pathways for Tamil Nadu's manufacturing sector. The output was a state-level knowledge-sharing and awareness programme aimed at strengthening resilient and green manufacturing pathways.

3. State-Level Conference on Climate Risk and Preparedness for MSMEs — Puducherry

This event brought together MSMEs and supporting institutions in Puducherry to discuss climate risk, preparedness, and practical pathways for low-carbon and resilient industrial development. Sessions covered climate risks, green energy solutions, emissions-related tools, and operational strategies.



4. District-Level MSME Decarbonisation Workshops across Tamil Nadu

AVC continued and expanded its district-level workshops for MSMEs on climate-conscious business models, climate risk preparedness, GHG awareness, and rooftop solar adoption. Conducted in partnership with FaMeTN and allied institutions, the workshops — completed across all 30 districts — equipped businesses with practical tools and guidance, including the use of Solsavi, our in-house digital rooftop solar tool, for solar feasibility assessment.



5. Media and Public Communication for Climate Action

Media for Climate Action — Urban Decarbonisation and Extreme Heat

This workshop strengthened media engagement on urban decarbonisation, GHG inventories, passive cooling, and extreme heat in Tamil Nadu's cities. It brought together media professionals, technical experts, and government representatives to improve climate communication and enable more accessible reporting on urban climate action.

Media for Climate Action — Climate Risks and Resilience in Tamil Nadu's MSME Sector

This focused media capacity-building workshop on climate risks, industrial resilience, and MSME decarbonisation brought together journalists, experts, and practitioners to strengthen public communication on emissions reporting, clean energy adoption, and resilience pathways.



Carbon Neutral Gram Panchayat Calculator

AVC designed a greenhouse gas emissions calculation tool for Piramal Foundation to support the Carbon Neutral Gram Panchayat initiative. The tool was developed to estimate emissions at the gram panchayat level and provide a structured basis for tracking emissions sources and supporting local climate planning.

Carbon Footprint Calculator for Rural Schools in Nuh

This project involved the design of a greenhouse gas emissions calculation tool for rural schools in Nuh, created to help estimate school-level emissions using a structured and user-friendly format, enabling consistent data entry and emissions estimation.

Clean Tech Research & Pilot Management

Some of the initiatives contributed to by our PMU supporting UNEP under the BeCool Program for Tamil Nadu include the following:

Passive Cooling and Climate-Responsive Infrastructure

Cool Classrooms for Green Future: Passive Cooling Solutions for Tamil Nadu Green Schools

This project focused on passive cooling strategies for improving thermal comfort in Tamil Nadu's green schools, examining practical design approaches and climate-responsive interventions that can reduce heat stress in classrooms while supporting energy-efficient educational infrastructure.

Mainstreaming Passive Cooling in Green Schools: Learnings from Tamil Nadu's Cool Roof Initiative

This project documented learnings from Tamil Nadu's cool roof initiative and explored pathways for mainstreaming passive cooling in school infrastructure. The work translated implementation experience into practical guidance for scaling heat-resilient and climate-responsive solutions in public education spaces.

Training and Capacity Building

Heat Mitigation and Sustainable Cooling Capacity Building Workshop

AVC contributed to a capacity-building workshop on heat mitigation and sustainable cooling in Tamil Nadu, highlighting blue-green infrastructure, climate-responsive planning, and nature-based approaches to reducing heat stress and strengthening urban resilience.



Updating Chennai's City-wide GHG Emissions Inventory — Departmental Training

This targeted training programme supported municipal departments involved in updating Chennai's greenhouse gas emissions inventory, focusing on standardised data collection, sectoral emissions accounting, and interdepartmental coordination to strengthen institutional readiness for continued inventory management.



Solsavi, a flagship initiative of Auroville Consulting, is a digital platform that makes rooftop solar easier to understand, evaluate, and adopt. It connects consumers with registered solar installers and financing providers while providing tools to assess the financial viability of rooftop solar and battery storage. Solsavi aims to simplify the rooftop solar journey and support informed investment decisions for households and businesses..

Key capabilities

Rooftop savings calculator

Enables users to assess the long-term financial benefits of rooftop solar and battery storage based on system size, tariffs, and other relevant parameters.

Solar installer network

Connects potential customers with registered solar installers and facilitates the process of exploring and booking installation services.

Financing access

Brings together financing options from banks, lenders, and NBFCs to help make rooftop solar investments more accessible.

End-to-end solar marketplace

Brings together key services required to explore, finance, and install rooftop solar through a single platform.

Consumer decision support

Provides information and analytical tools to help households and businesses make informed decisions about rooftop solar investments.

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.

428

Total Registered Installers

482

Total Bookings

75,532

Total website visit

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 successful 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

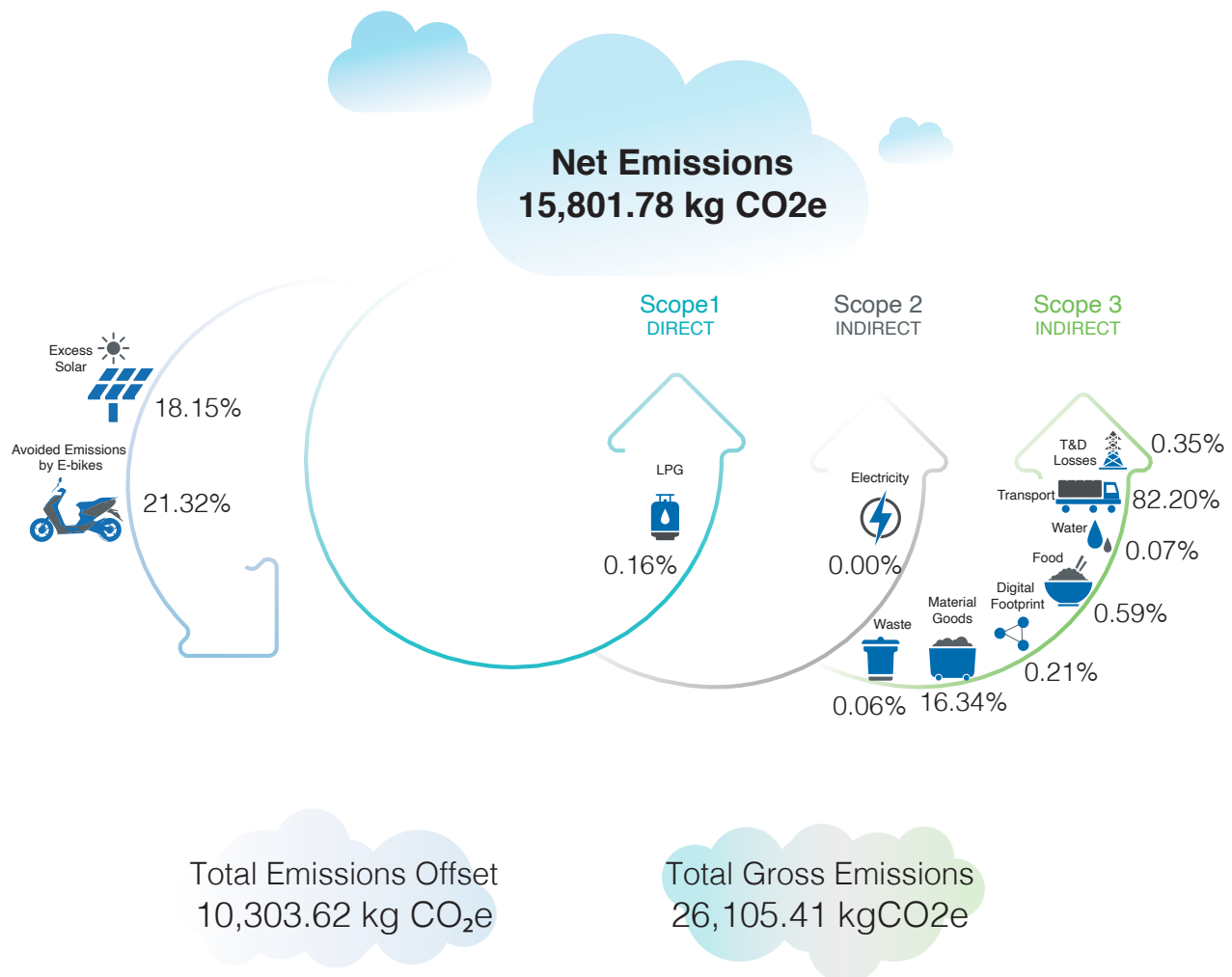
Snapshot of the previous year

23	<u>Units</u>
25	<u>Facilitators</u>
6	<u>Workshops</u>
122	<u>Participants</u>
13	<u>Days of Workshops Conducted</u>

Our Footprint

We are tracking our footprint carefully

Annual GHG Inventory



In FY 2025–26, AVC's total gross emissions were 26,105.41 kg CO₂e. This is a significant increase compared to FY 2024–25's 9,398.89 kg CO₂e, and is attributable to two primary drivers:

1. A large one-off durable goods procurement - including textiles/fabric (3,282.47 kg), steel/metal (585.15 kg), fridges/freezers (202.74 kg), and large electrical items (86.73 kg) — likely associated with office infrastructure upgrades or a one-time organisational purchase. Combined, durable goods account for 4,206.56 kg CO₂e (16.1%) of total emissions.
2. Increased project-related travel — transportation remains the largest single driver at 20,939.20 kg CO₂e (80.2%), with flights (15,173.62 km) featuring prominently. Overall transport emissions reflect the high operational tempo of FY 2025–26's project portfolio.

Key observations:

- Scope 1 direct emissions remain negligible: Arising solely from LPG use in the canteen (41.64 kg CO₂e / 0.16%), reflecting an efficient and low-emission operational footprint at the office level.
- Scope 2 is zero: Our electricity needs are fully met through renewable sources (rooftop solar), resulting in zero net grid electricity emissions.
- Scope 3 dominates at 99.8%: Our footprint is shaped almost entirely by external systems — transport, supply chains, and service-related activities.
- Transportation is the primary hotspot (80.2%): Work travel and team members' commutes combined account for the largest share of our impact. This year includes both domestic and international air travel associated with expanded project operations.
- Water, food, and digital operations remain modest (<1.3% combined): These categories, while individually manageable, continue to be tracked for behavioural and operational improvement.
- Waste and material soft goods emissions remain low (~0.3%): Reflecting conscious procurement and effective waste handling through AVC's zero-plastic policy and Ecoservice collaboration.

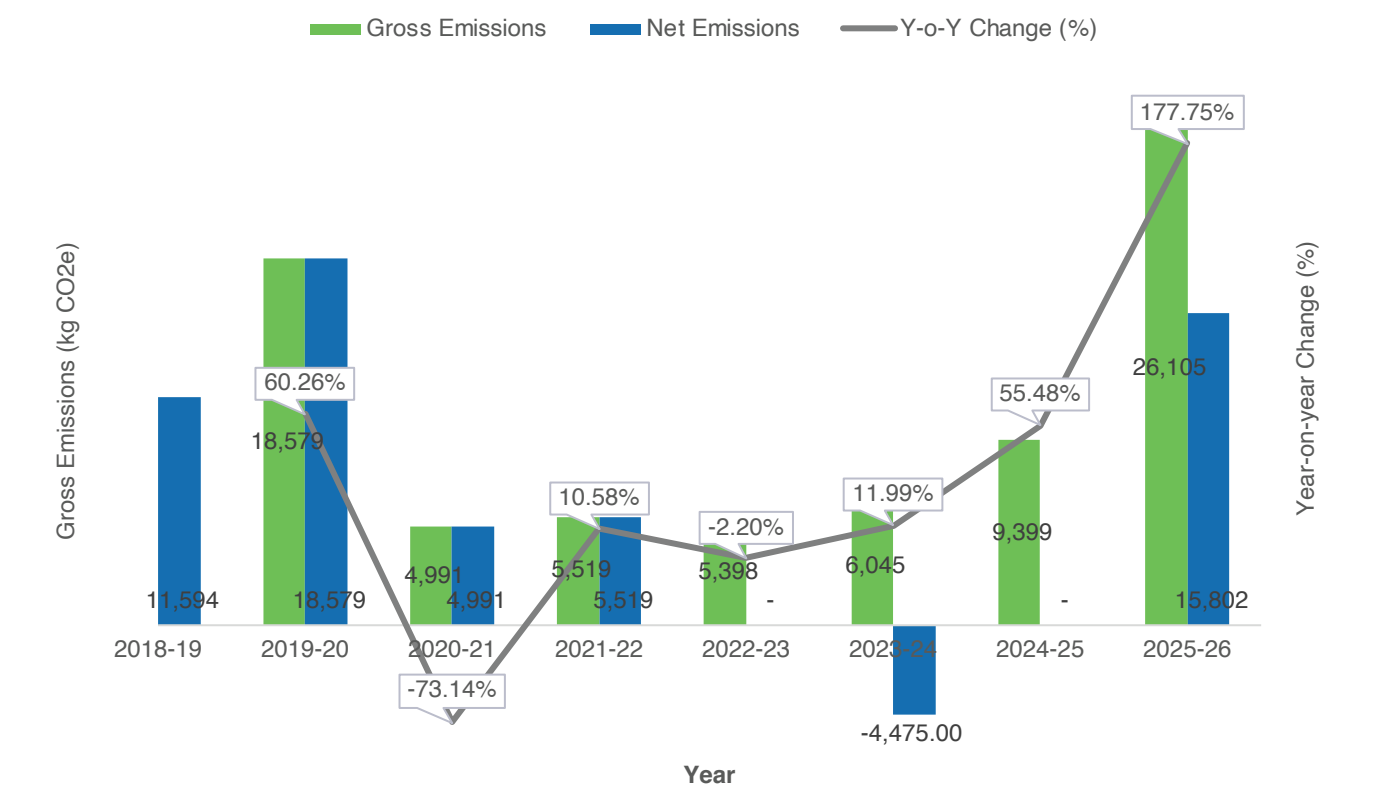
Table 1: Emission breakup category wise

Category	kg CO ₂ e	% of Total
Transportation (Work Travel)	20,939.20	80.21%
Employee Commute	522.11	2.00%
Materials – Durable Goods	4,206.56	16.11%
Materials – Soft Goods	60.68	0.23%
Food	154.47	0.59%
Digital Footprint	54.65	0.21%
T&D Losses (Electricity)	91.61	0.35%
Water	18.54	0.07%
Waste Disposal	15.94	0.06%
Stationary Combustion (LPG)	41.64	0.16%
Grand Total	26,105.41	100%

Annual GHG Emissions Comparison

Our gross emissions for FY 2025–26 have increased substantially compared to previous years. The following table presents the full year-on-year trend since AVC began systematic reporting.

Graph 2: Comparison of annual gross emissions (kgCO2e)



The increase in FY 2025–26 must be understood in context. When the exceptional one-off durable goods procurement (4,206.56 kg CO₂e) is excluded, the underlying operational emissions are approximately 21,899 kg CO₂e — a 133% increase over FY 2024–25, still significant and primarily driven by expanded travel for project activities.

Net Emissions		
15,801.78 kgCO ₂ e		
26,105.41	4,737.92	5,565.70
kgCO ₂ e	kgCO ₂ e	kgCO ₂ e
Total GHG Emissions	Excess Solar Energy	E-Bike Personal Commute

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.

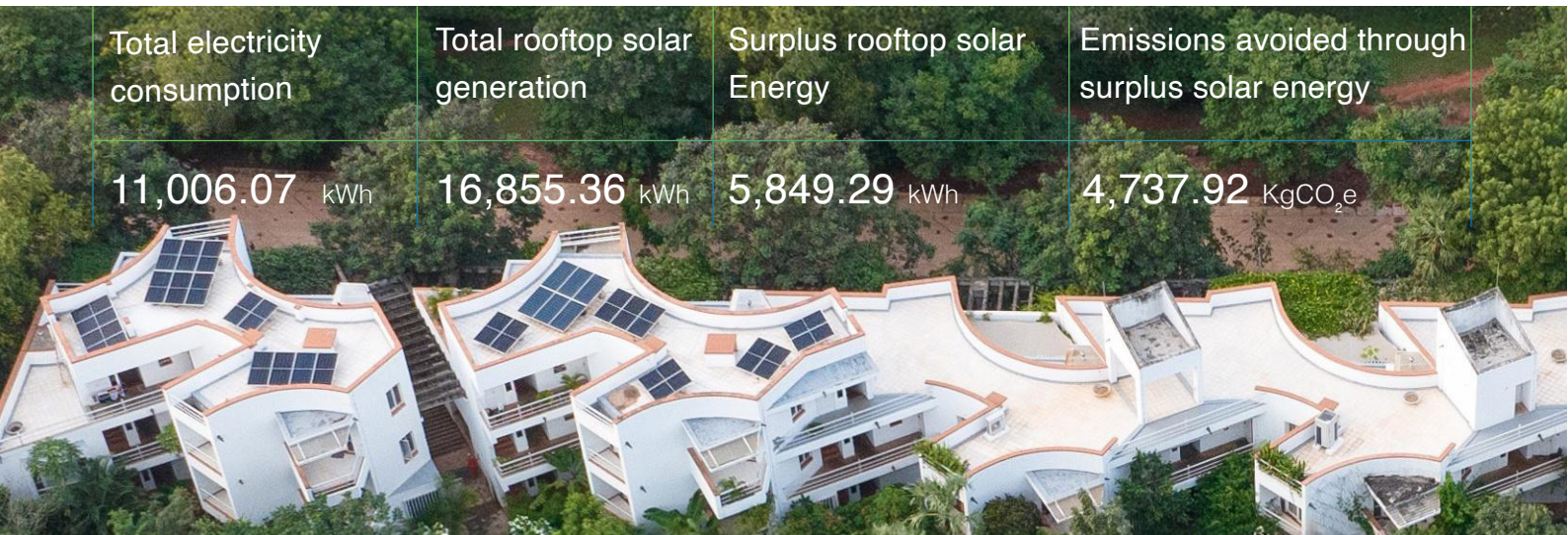
FY25-26	26,105.41 kg CO ₂ e.	745.87 kg CO ₂ e	15,801.78 kgCO ₂ e
	Gross Emissions	Per Capita Gross Emissions	Net Emissions

Our Impact

We are energy positive

Rooftop solar

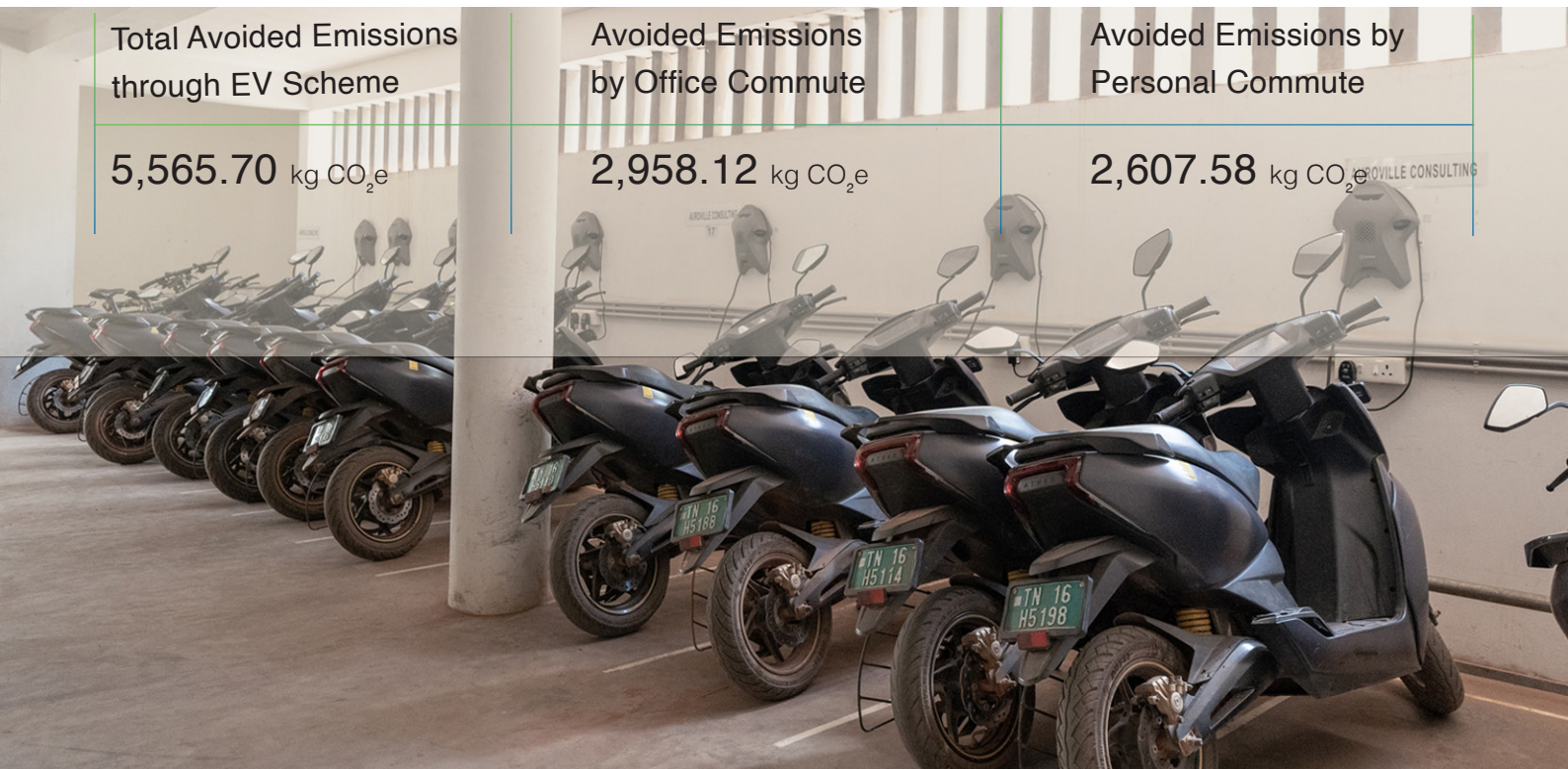
In FY 2025–26, our rooftop solar photovoltaic (PV) system continued to generate a significant share of our electricity needs. Our energy consumption per square meter was 27.83 kWh/m²/yr, which continues to compare favourably against the Bureau of Energy Efficiency (BEE) benchmark of 182 kWh/m²/yr for equivalent office buildings.



[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/](https://beeindia.gov.in/sites/default/files/)

E-Bikes

Auroville Consulting's e-bike scheme, now in its fourth year, promotes low-carbon commuting for both office and personal use. AVC provides dedicated EV charging infrastructure and solar capacity to offset grid electricity consumption. Details of the e-bike emissions reduction calculation are provided in Annexure 1.



Kinisi — Feature

Kinisi: Enabling Everyday Low-Carbon Mobility

Mobility shapes both the environmental footprint of a place and the experience of moving through it. In a settlement where workspaces, homes and community facilities are spread across short but frequent travel distances, transport becomes more than a matter of convenience; it becomes a material sustainability issue. Within this context, the shift away from petrol-based daily travel toward shared electric mobility represents an important step in building a lower-impact and more inclusive mobility system.

Kinisi has emerged as an important part of this transition. As Auroville's dedicated electric mobility initiative, it provides electric bicycles, scooters and adapted low-speed vehicles that make everyday movement quieter, cleaner and more accessible. By serving residents, newcomers, guests, volunteers and commuting workers, Kinisi supports a wide spectrum of users whose daily travel needs are closely tied to the functioning of the wider community.

Its value lies not only in the vehicles themselves, but in the system that supports them. Through short-term rentals, subscription models and long-term stewardship arrangements, Kinisi makes electric mobility practical for different users and different durations of need. This is reinforced by a dedicated workshop and service team that manages repairs, maintenance and battery care, helping address one of the most common barriers to e-mobility adoption: confidence in reliability and ongoing support.



The significance of Kinisi is also environmental. Each trip made by electric bicycle or scooter displaces combustion-based travel at the point of use, reducing local emissions and noise while improving the quality of movement on shared internal roads. The fleet's inclusion of adapted vehicles for seniors and people with reduced mobility further demonstrates that sustainability in transport is not only about carbon reduction, but also about access, safety and independence.

This broader shift toward electric mobility is already reflected in measurable outcomes. Emissions avoided through personal commutes by using EVs amount to 4,846.36 kg CO₂e, illustrating the tangible climate benefit that can result when everyday travel is redesigned around lower-emission alternatives. In this way, Kinisi can be understood not simply as a transport service, but as enabling infrastructure that supports a more resilient, low-carbon and human-centred mobility landscape.

Water Footprint

Water Management

In FY 2025–26, AVC monitored its water footprint across operational activities. Total water withdrawal amounted to 75,600 litres/year — representing a 75.9% reduction compared to FY 2024–25 (313,740 litres). This reduction may reflect changes in office occupancy, operational activity levels, or improved water-use practices.



Total Water Withdrawal

FY 2025-26 **75,600**
Litres

FY 2024-25 **313,740**
Litres

Water Consumption

Water-use efficiency was assessed through water intensity: total annual water withdrawal divided by average FTE employees, yielding a water intensity of 3,385 L/FTE/year.



Increase in Water Consumption

-75.9
Compared to last FY

54%
Compared to last FY

Recycling and Reuse

Treated greywater was reused on-site, and the water reuse rate could not be reported at the time of publication. Future reporting cycles will strengthen monitoring of treated greywater volumes and reuse performance..



Treated Greywater-use

40,480 L
Litres

14,175
Litres

AVC faucets are fitted with aerators reducing wastage (50% air in mix). Flush systems are vacuum on demand, significantly reducing water use compared to conventional gravity-based systems. Greywater from AVC and the community is processed at a decentralised wastewater treatment plant with natural filtration and aeration for reuse in community gardens.



Waste Footprint

In FY 2025–26, AVC continued to operate under a zero-plastic

1

REDUCTION

Zero-plastic policy; all products sourced without packaging or with sustainable packaging.

2

SEGREGATION AT AVC

100% of wet food waste composted; remaining waste sent to Auroville Ecoservice.

3

SORTING AT ECOSERVICE

Waste is sorted into 72 categories at Auroville's sorting shed and either sold to recycling dealers, repurposed, or landfilled minimally at the Auroville landfill.

Waste Disposal

Total Waste Disposed	Emissions from Waste Disposed	Waste diverted from landfill
231.04 Kg	15.94 kg CO ₂ e	100 %

Food Waste

We send 100% of our wet waste to 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
202.60 kg	1.80 kg CO ₂ e	99.49 kg CO ₂ e

Materials and Circularity

During FY 2025–26, AVC enhanced its focus on circular use of materials. Key tracking areas include:

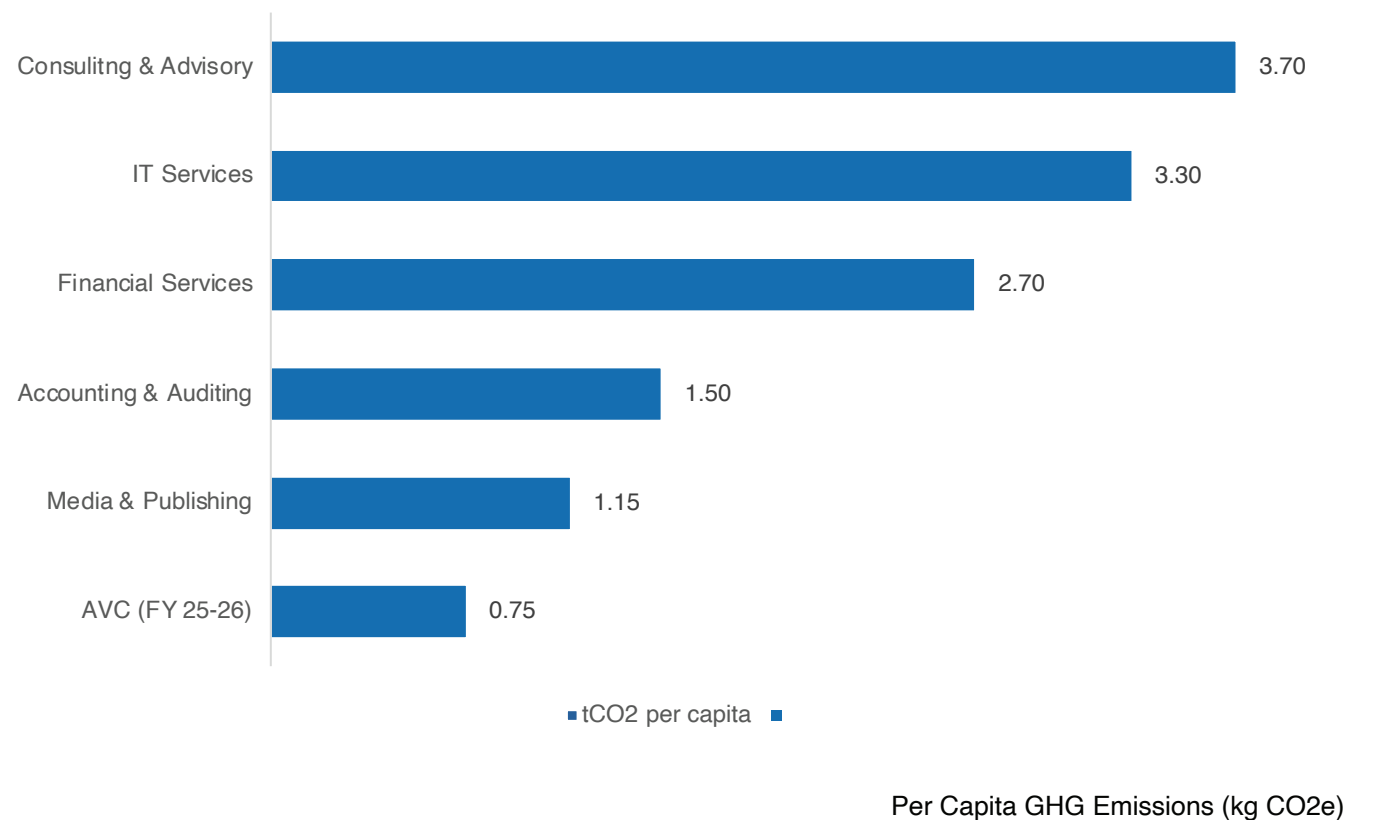
- Waste segregated at source: 100% of total waste is segregated at point of generation
- Recycled or composted: 100% of total waste is channelled into recovery routes.

Benchmarking

As part of our commitment to continuous improvement and transparency, AVC has undertaken benchmarking to assess how its emissions compare with those of other service-oriented sectors in India. Benchmarking in FY 2024–25 showed AVC's per capita gross emissions (0.33 tCO₂e/person) to be significantly below all benchmarked sectors.

In FY 2025–26, per capita gross emissions are approximately 0.75 tCO₂e/person. While higher than last year, this should be understood in the context of the one-off durable goods procurement and expanded travel. Excluding durable goods, per capita emissions are approximately 0.63 tCO₂e/person — still above prior-year benchmarks but reflective of the expanded operational scope.

Figure 3 : Benchmarking of percapita GHG Emissions by Sector (kg CO₂e)



Annexure 1

Methodology - GHG Emissions Accounting

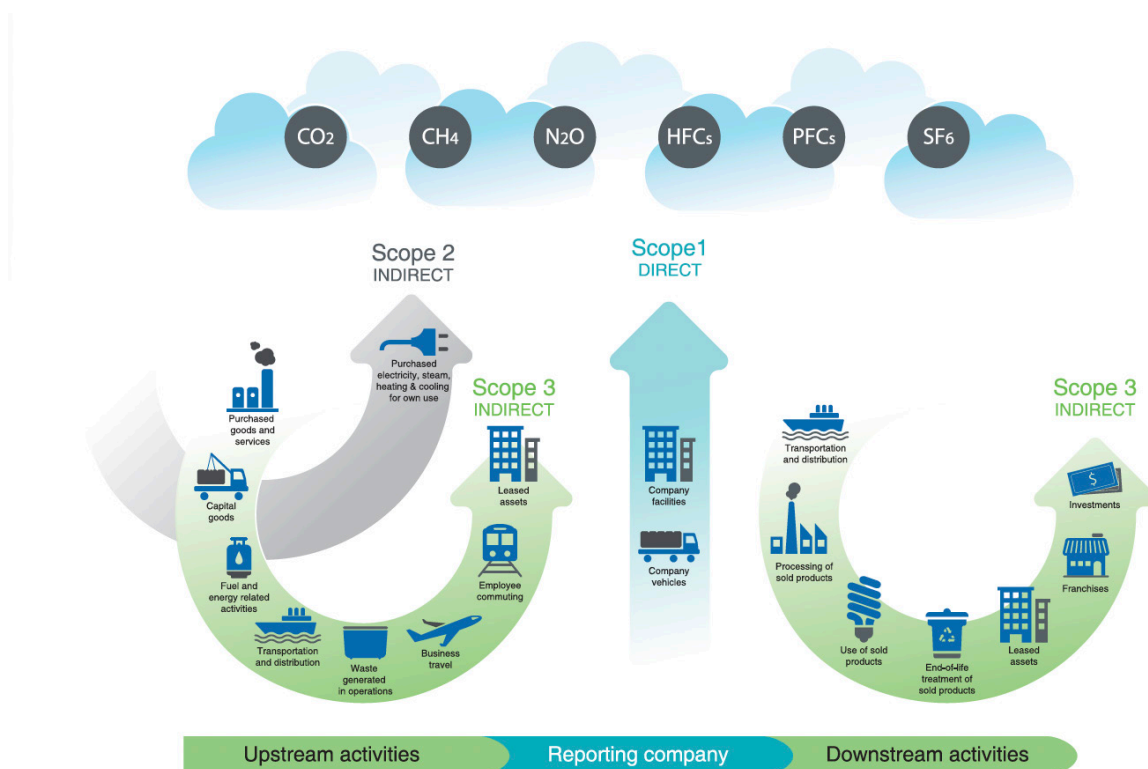
For the inventory of our greenhouse gas emissions, we refer to the guidelines of the globally recognised GHG Protocol: Corporate Accounting and Reporting Standard. The standard helps organisations identify, calculate, and report their GHG emissions in an accurate, consistent, and transparent manner.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

Net Emissions Calculation

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

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

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

Table 3: Net emissions calculations

Category	FY 2025-26
Avoided Emissions by EV Personal Commute + Office commute (A)	6,685.09 kg CO ₂ e
Emission due to EV Charging at Home (B)	1,119.39 kg CO ₂ e
Aggregate Avoided Emissions due to EV personal commute (C) = (B-A)	5,565.70 kg CO ₂ e
Excess Solar generation post self consumption (D)	4,737.92 kg CO ₂ e
Total offsets (E) = (C+D)	10,303.62 kg CO ₂ e
Gross Emissions (F)	26,105.41 kg CO ₂ e
Net Emissions (G) = (F-E)	15,801.78 kg CO ₂ e

Detailed Emissions break-up

Table 4: Category wise emissions break-up

Scope	Category	Annual Total (kg CO ₂ e)	% of Gross Total
Scope 1	Stationary Combustion (LPG)	41.64	0.16%
Scope 1	Mobile Combustion	0.00	0.00%
Scope 1	Fugitive Emissions	0.00	0.00%
Scope 2	Electricity (Grid, net of solar)	0.00	0.00%
Scope 3	T&D / ATC Losses	91.61	0.35%
Scope 3	Transportation (Work Travel)	20,939.20	80.21%
Scope 3	Employee Commute	522.11	2.00%
Scope 3	Water	18.54	0.07%
Scope 3	Food	154.47	0.59%
Scope 3	Digital Footprint	54.65	0.21%
Scope 3	Materials – Soft Goods	60.68	0.23%
Scope 3	Materials – Durable Goods	4,206.56	16.11%
Scope 3	Waste Disposal	15.94	0.06%
Scope 3	Infrastructure	0.00	0.00%
GRAND TOTAL		26,105.41	100%

Table 5: Scope wise emissions break-up

Scope	Annual Total (kg CO ₂ e)	% of Gross Total
Scope 1	41.64	0.16%
Scope 2	0.00	0.00%
Scope 3	26,063.77	99.84%

Transportation Sub-breakdown (Scope 3):

Table 6: Transportation sub-breakdown of emissions

Mode	Annual Distance	kg CO ₂ e
Two-wheeler (km)	-	
Four-wheeler (km)	39,289.60	5,730.39
Bus (Passenger/km)	1,700.00	25.67
Rail (Passenger/km)	1,215.00	9.52
Autorickshaw (km)	-	
Flight (Passenger/km)	95,285.00	15,173.62
Electric two-wheeler	-	
Business Travel Total	1,37,489.60	20,939.20 kg CO₂e

Durable Goods Sub-breakdown (Scope 3):

Table 7: Material Goods sub-breakdown of emissions

Item	Weight (kg)	CO ₂ e (kg)
Textile/Fabric	147.13	3,282.47
Steel/Metal	204.32	585.15
Fridges/Freezers	46.50	202.74
Large electrical items	26.52	86.73
Wood	118.84	32.03
Glass	5.17	7.25
Plastic	1.70	5.39
Stone/Ceramic	6.00	4.80
Total Durable Goods		4,206.56 kg CO₂e

Annexure 2

Team Engagement Survey – FY 2025-26

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 is 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. The survey therefore assesses ten themes, each divided into relevant sub-themes (19 in total).

Sub-themes were assessed through two kinds of statements: introspective statements, which prompt individual reflection on one's own behaviour (13 statements), and organisational statements, which evaluate team- and organisation-level dynamics (32 statements). The number of statements per sub-theme varies between one and four. In total the questionnaire had 48 questions: 45 Likert-scale questions (4-point scale: Strongly Disagree to Strongly Agree) and 3 multi-select questions that allowed more than one answer or a written response.

Themes and Sub-themes

Table 8: Definitions and references for the engagement survey questionnaire

Theme	Sub-theme	Description
Equity & Inclusion	Bias and Barriers; Fair Opportunities	We celebrate gender, thought, and cultural diversity.
Home-Work Interface	Work-Life Balance	Our culture supports a balanced lifestyle where personal time is respected.
Autonomy and Control at Work	Decision-Making Involvement; Self-Discipline and Accountability	Team members are encouraged to fully own their work.
Job and Career Satisfaction	Job Clarity; Growth Opportunity; Skill Utilisation; Recognition	Career growth and satisfaction are important parameters for our organisation's success.
Psychological Safety	Decision Inclusivity; Openness and Expression	We believe in an open culture where feedback and opinions are shared without fear and received without bias.
Working Conditions	Environment & Resources	Keeping with Auroville's culture, our office space is mindfully designed to foster openness, collaboration, efficiency, and creativity.
Collaboration & Team Dynamics	Team Relationships; Flat Structure Impact	Our culture helps foster an environment of collaboration, knowledge sharing, and innovation.

Table 9: : Likert-scale statements

#	Theme	Sub-theme	Statement	Type
1	Autonomy and Control at Work	Decision-Making Involvement	I feel empowered to take initiative in my role.	Org
2	Autonomy and Control at Work	Self-Discipline and Accountability	I take ownership of the goals and deadlines I set.	Self
3	Autonomy and Control at Work	Self-Discipline and Accountability	I feel responsible for the outcomes of my work.	Self
4	Autonomy and Control at Work	Self-Discipline and Accountability	I can effectively manage my time and tasks consistently.	Self
5	Collaboration & Team Dynamics	Team Relationships	My team works well together to achieve shared goals.	Org
6	Collaboration & Team Dynamics	Flat Structure Impact	I feel empowered to voice ideas regardless of job position.	Org
7	Collaboration & Team Dynamics	Flat Structure Impact	The flat hierarchy at AVC fosters collaboration.	Org
8	Collaboration & Team Dynamics	Team Relationships	I see open communication across all levels.	Org
9	Equity & Inclusion	Fair Opportunities	All individuals have equal opportunities for advancement at AVC.	Org
10	Equity & Inclusion	Fair Opportunities	I am not discriminating against team members based on gender, age, religion, nationality, caste or class.	Self
11	Equity & Inclusion	Bias and Barriers	I have not experienced discrimination or bias in the workplace.	Org
12	Equity & Inclusion	Bias and Barriers	I have not witnessed discrimination in the workplace.	Org
13	Equity & Inclusion	Bias and Barriers	There are clear mechanisms to report and address bias.	Org
14	Equity & Inclusion	Bias and Barriers	I have and I am willing to report discriminatory behaviour to the HR manager.	Self
15	Feedback Culture	Leadership Engagement	My steward actively seeks input from the team.	Org
16	Feedback Culture	Giving and Receiving Feedback	I provide constructive feedback that helps improve team performance.	Self
17	Feedback Culture	Leadership Engagement	Leadership follows through, where possible, on feedback provided by the team.	Org
18	Feedback Culture	Leadership Engagement	I feel comfortable sharing honest feedback with my steward.	Org
19	Feedback Culture	Giving and Receiving Feedback	I am open to receiving feedback and implement it in my work.	Self
20	Home-Work Interface	Work-Life Balance	I respect personal time and do not text or write to my colleagues outside of working hours.	Self
21	Home-Work Interface	Work-Life Balance	My working schedule is flexible and supports my personal needs and preferences.	Org
22	Job and Career Satisfaction	Recognition	I feel valued by the organisation for my contributions.	Org
23	Job and Career Satisfaction	Job Clarity	I understand what is expected of me in my position.	Org
24	Job and Career Satisfaction	Skill Utilisation	My job allows me to apply the skills I've developed.	Org
25	Job and Career Satisfaction	Job Clarity	I have a clear set of goals and aims to enable me to do my job.	Org
26	Job and Career Satisfaction	Recognition	When I do a good job, I feel acknowledged.	Org

27	Job and Career Satisfaction	Skill Utilisation	I regularly use a wide range of my skill set in my role.	Org
28	Job and Career Satisfaction	Recognition	I actively acknowledge my colleagues when they do a good job.	Self
29	Job and Career Satisfaction	Growth Opportunity	My work environment supports reflection, self-awareness, and personal development.	Org
30	Learning and Progress	Mentorship	I have access to guidance and mentoring when needed.	Org
31	Learning and Progress	Mentorship	I am providing guidance and support to other team members.	Self
32	Psychological Safety	Openness and Expression	I feel a sense of belonging at AVC.	Org
33	Psychological Safety	Decision Inclusivity	I feel comfortable putting forward my perspective when team (Vertical) decisions are being made, regardless of my position.	Org
34	Psychological Safety	Openness and Expression	I actively contribute to creating an environment in which professional opinion can be exchanged and debated freely.	Self
35	Psychological Safety	Openness and Expression	I feel comfortable expressing opinions without fear of bias or discrimination.	Org
36	Stress at Work	Workload and Pressure	I appreciate the clarity with which tasks are handed-over and delegated.	Org
37	Stress at Work	Workload and Pressure	I rarely need to work outside standard hours to meet expectations.	Org
38	Stress at Work	Workload and Pressure	A moderate level of stress helps me stay focused, motivated, and perform better at work.	Org
39	Stress at Work	Workload and Pressure	I can distinguish between healthy pressure and unproductive stress.	Self
40	Stress at Work	Impact on Life	My workload is not overwhelming and allows time for rest and recovery.	Org
41	Stress at Work	Impact on Life	The organisation respects personal time and commitments.	Org
42	Stress at Work	Impact on Life	Stress levels at work are regularly taken into consideration and addressed.	Org
43	Working Conditions	Environment & Resources	I have access to all necessary material in order to do my work to the best of my abilities.	Org
44	Working Conditions	Environment & Resources	The physical work environment supports focused work.	Org
45	Working Conditions	Environment & Resources	I contribute consciously to the workspace so it remains an environment of support and focused work.	Self

Table 10: Multi-select questions

Question	Options
In terms of support to grow professionally, the organisation has provided me	1. Opportunities to develop new skills in the past year 2. Encouragement to pursue learning that contributes to my personal growth, even beyond my job role 3. Access to learning opportunities that enhance my capabilities 4. Tasks that allow me to learn 5. Other (written response)
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 5. Other (written response)
There is mutual respect and trust	1. In the whole AVC team 2. Within my vertical 3. Among team members I work with 4. Other (written response)

Interpretation of Results

1. Likert-scale responses. Responses were coded from 1 (Strongly Disagree) to 4 (Strongly Agree). The score for each statement is the average of all 30 responses. The number of responses at each scale point was also counted and expressed as a percentage of respondents.
2. Sub-theme and theme scores. Where a sub-theme or theme had more than one statement, equal weight was given to each statement, so a score is the simple average of its statements. This approach enabled consistent comparison across themes and helped surface patterns in both individual experiences and collective team dynamics. For presentation, scores are also shown out of 100 (average score $\div$ 4 $\times$ 100) [confirm this matches the conversion used in the FY 2024-25 report].
3. Score bands. Each score is read against four bands, as shown in Table 8.
4. Direct responses. The three multi-select questions offered predefined options, and respondents could select more than one. The numbers reported against each option are the number of respondents who selected it, so they do not add up to the number of respondents. Written responses are summarised, not quoted.

Table 11: Score bands

Average score (out of 4)	Band	Meaning
3.5 and above	Very Strong	A clear strength
3.0 to below 3.5	Improvable	Positive overall, with room to improve
2.5 to below 3.0	Watchpoint	Needs attention
Below 2.5	Concerning	Needs priority action

Table 12: Scores by theme (ranked from highest to lowest)

Theme	State-ments	Strongly Disagree	Dis-agree	Agree	Strongly Agree	Avg score (of 4)	Score (of 100)	Band
Autonomy and Control at Work	4	0.0%	13.3%	36.7%	50.0%	3.37	84.2	Improvable
Working Conditions	3	0.0%	10.0%	43.3%	46.7%	3.37	84.2	Improvable
Equity & Inclusion	6	3.9%	11.1%	32.2%	52.8%	3.34	83.5	Improvable
Home-Work Interface	2	3.3%	15.0%	26.7%	55.0%	3.33	83.3	Improvable
Feedback Culture	5	2.7%	10.0%	42.0%	45.3%	3.30	82.5	Improvable
Job and Career Satisfaction	8	0.0%	10.8%	50.8%	38.3%	3.28	81.9	Improvable
Psychological Safety	4	1.7%	15.0%	39.2%	44.2%	3.26	81.5	Improvable
Stress at Work	7	2.9%	15.7%	38.1%	43.3%	3.22	80.5	Improvable
Collaboration & Team Dynamics	4	4.2%	15.0%	42.5%	38.3%	3.15	78.8	Improvable
Learning and Progress	2	3.3%	15.0%	51.7%	30.0%	3.08	77.1	Improvable
All themes	45	2.1%	12.8%	40.8%	44.3%	3.27	81.8	Improvable

Table 13: Scores by sub-theme

Theme	Sub-theme	State-ments	Avg score (of 4)	Score (of 100)	Band
Autonomy and Control at Work	Decision-Making Involvement	1	3.30	82.5	Improvable
Autonomy and Control at Work	Self-Discipline and Accountability	3	3.39	84.7	Improvable
Collaboration & Team Dynamics	Team Relationships	2	3.13	78.3	Improvable
Collaboration & Team Dynamics	Flat Structure Impact	2	3.17	79.2	Improvable
Equity & Inclusion	Fair Opportunities	2	3.60	90.0	Very Strong
Equity & Inclusion	Bias and Barriers	4	3.21	80.2	Improvable
Feedback Culture	Leadership Engagement	3	3.19	79.7	Improvable
Feedback Culture	Giving and Receiving Feedback	2	3.47	86.7	Improvable
Home-Work Interface	Work-Life Balance	2	3.33	83.3	Improvable
Job and Career Satisfaction	Recognition	3	3.34	83.6	Improvable
Job and Career Satisfaction	Job Clarity	2	3.28	82.1	Improvable
Job and Career Satisfaction	Skill Utilisation	2	3.17	79.2	Improvable
Job and Career Satisfaction	Growth Opportunity	1	3.27	81.7	Improvable
Learning and Progress	Mentorship	2	3.08	77.1	Improvable
Psychological Safety	Openness and Expression	3	3.31	82.8	Improvable
Psychological Safety	Decision Inclusivity	1	3.10	77.5	Improvable
Stress at Work	Workload and Pressure	4	3.17	79.2	Improvable
Stress at Work	Impact on Life	3	3.29	82.2	Improvable
Working Conditions	Environment & Resources	3	3.37	84.2	Improvable

Direct Responses

Percentages are the share of the 30 respondents who selected each option.

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

Option	Respon- dents	Share
Tasks that allow me to learn	20	67%
Opportunities to develop new skills in the past year	14	47%
Access to learning opportunities that enhance my capabilities	14	47%
Encouragement to pursue learning that contributes to my personal growth, even beyond my job role	13	43%
Other: access to mentors with skills not available internally	1	3%
None	1	3%

When my mentor provides me guidance and support:

Option	Respon- dents	Share
I actively take steps to apply it to my work	19	63%
I reflect on it, I actively take steps to apply it to my work	7	23%
I reflect on it	2	7%
I feel overwhelmed	1	3%
Other: no mentor	1	3%

Option	Respon- dents	Share
In the whole AVC team	22	73%
Among team members I work with	19	63%
Within my vertical	9	30%
Written responses only (qualified or mixed views)	2	7%



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