



# Great Lakes Sustainability Report 2024

For Great Lakes Institute of Management

1 April 2024 to 31 March 2025

Private & Confidential

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## **Introduction**

Great Lakes Institute of Management offers a world class management education to the aspiring young students, ambitious professionals and executives to excel themselves with an overall personality development & inclusive growth. Great Lakes functions with a commitment to realize the set motto of **“Global Mindset; Indian Roots”** to make Excellence - a way of life. Great Lakes Institute of Management was founded in 2004 by Padma Shri Dr. Bala V. Balachandran with a vision of becoming the leading Management Institution in India providing Quality Education at an affordable cost and Human Capital for Emerging Economies. Over 20 years, this institute has grown manifold both in terms of its stature & recognition, its green ambience, quality outputs, benchmarking standards, core value systems and the best of the infrastructure. The passing out students and the corporate executives who undergo various programs have been the institute's greatest ambassadors bringing glory and fame to themselves and their alma mater.

## **Vision**

To Be a World Class Management Institute to Develop Socially Sensitive, Business Ready Leaders and Entrepreneurs with Futuristic Orientation and Commitment towards Innovation and Excellence through Cost-Effective Programs.

## **Mission**

To develop future ready business leaders and entrepreneurs with analytical mindset, prepared for current and future market needs, through contemporary and high quality teaching, research and social engagement.

## **Core Values**

### **Integrity**

We uphold the highest standards of integrity, ensuring that our actions are guided by honesty, ethics, and a commitment to doing the right thing.

### **Excellence**

We strive for excellence in all our endeavours, aiming to achieve the highest standards in education, research, and service.

### **Transparency & mutual respect**

We maintain transparency in our actions and decisions, ensuring trust and accountability while fostering an environment of mutual respect, where every individual's contributions are valued.

### **Innovation**

We encourage innovative thinking and creativity, continually seeking new ways to solve problems and improve outcomes.

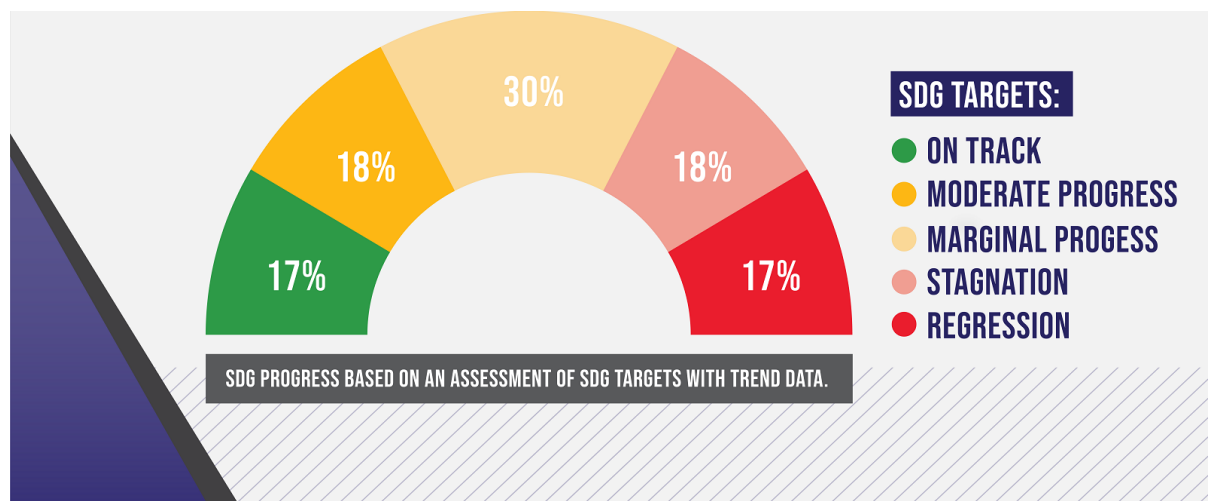
### **Ownership**

We take pride in our work and embrace a sense of ownership, ensuring that our collective efforts contribute to the success and growth of our community.

## About this Report

At the Great Lakes Institute of Management (GLIM), Corporate Social Responsibility (CSR) and sustainability are not just guiding principles but integral components of our institutional ethos. Our commitment extends beyond academic instruction to encompass a broader responsibility toward the community we serve. This dedication is reflected not only in our pursuit of academic excellence but also in our efforts to drive meaningful, positive change both within the institution and in society at large. Situated on a 30-acre campus in Chennai, the institution is home to over 1,000 residential students and approximately 50 staff members and their families. The campus is distinguished by its LEED Platinum certification, state-of-the-art infrastructure, and a strong emphasis on sustainability. Key initiatives include 100% electric in-campus transportation, 29.3% renewable energy utilization, biogas and sewage treatment systems, rainwater harvesting, and green landscaping designed to enhance carbon sequestration.

According to the 2024 UN's SDG report, it finds that only 17% of the SDG targets are on track, nearly half are showing minimal or moderate progress, and over one third are stagnated or even in regression. This proves that HEIs are pivotal in addressing global challenges such as poverty, inequality, and climate change. They serve as key drivers of research, education, and policy innovation, essential for achieving the Sustainable Development Goals.



Picture courtesy: UN 2024 SDG report

Our approach to sustainability is purpose-driven, emphasizing long-term impact through a comprehensive, inclusive, and proactive strategy. We believe in continuous improvement, embracing challenges as opportunities to innovate and refine our practices. Through this lens, we have identified eight key themes aligned with our operational priorities and mapped them to relevant Sustainable Development Goals (SDGs). These themes serve as a framework guiding our sustainability initiatives and community engagement efforts.

This report provides an in-depth overview of our sustainability and CSR initiatives undertaken at our Chennai campus during the financial year **2023-24**. It highlights key achievements, ongoing efforts, and the measurable impact of our initiatives, reinforcing our commitment to responsible and sustainable growth. By integrating sustainability into every aspect of our operations, we strive to create a lasting positive impact on our students, faculty, staff, and the larger community.



## **Sustainability at Greatlakes:**

GLIM has initiated a variety of sustainability programs across campus operations, demonstrating commitment to environmental and social responsibility. Some of the highlights include:

**Electrification:** All intra-campus shuttles have been replaced with electric buggies, significantly reducing fossil fuel consumption for campus mobility.

**Energy Efficiency:** The campus has adopted LED lighting, BLDC fans, BEE-rated air conditioners, and smart meters/thermostats to reduce energy use.

**Renewable Energy:** A Power Purchase Agreement (PPA) signed in the reporting year enables the purchase of renewable electricity, covering approximately 21.7% of annual consumption in the reporting year. Additionally, an on-site solar PV system has been commissioned, supplies an estimated 7.6% of campus electricity. Combined, these efforts have decarbonized over 29.3% of GLIM's electricity use. In the coming years, the use of renewable energy is expected to decarbonize the electricity by 2/3 of annual consumption.

**Water Conservation:** A well-designed rainwater harvesting system is in place. Reportedly, further efforts toward low-flow fixtures, leak detection, and reuse systems are being implemented.

**Built Environment:** The GLIM Chennai campus is the first in South Asia to receive LEED Platinum certification, reflecting its leadership in green building standards.

**Carbon Sequestration:** The 30-acre green campus boasts diverse flora and fauna, with large areas under grass, shrubs, and trees—including fruit-bearing trees, herbs, and indigenous species. The campus has more than 10700 tree and saplings of 67 varieties. Periodic tree plantation drives of up to ten trees per month further enrich the biodiversity and contribute to carbon capture.

## **Karma Yoga**

A Leadership Experiential Action Program (LEAP) is a cornerstone of student life at Great Lakes. This transformational program empowers students to evolve as leaders by discovering themselves through service to others. It instills the deeper realization that true leadership is rooted in serving followers.

At Great Lakes, we have embraced the 27 neighbouring villages as our immediate community, forging strong partnerships to drive meaningful change. Over the years, Great Lakers have actively organized health camps, financial inclusion initiatives, agricultural training sessions, and activity-based learning programs, collaborating with leading hospitals and prominent NGOs.

Karma Yoga runs year-round, quietly but powerfully transforming lives — both within the community and among the students. At its heart, Karma Yoga is about fostering an environment of continuous engagement, inspiring and motivating others to improve their lives while shaping the leaders of tomorrow.

## **Facts and Figures about Karma Yoga**

- First aid boxes were distributed to 27 villages and given training.
- 10 self-help groups were formed to help the villagers.
- Total of 146 toilets were constructed in Nallur and Perumalchery.
- 100 + medical camps were organized benefiting more than 10k villagers
- 5000+ students benefited from the weekend tuition conducted by KY.
- 27 villages benefitted from savings through the kitchen garden program.
- INR 5 lakhs given every year (merit-based scholarship) to toppers in government schools.

## Our Themes mapped with SDGs:



Pic Courtesy: UN SDG goals

We have mapped our themes with relevant SDG goals and identified the primary goal for each theme.

This structured approach strengthens our commitment to sustainability while enhancing strategic clarity. By prioritizing a primary SDG for each theme, we establish a action framework that enables progress measurement, and the advancement of meaningful, globally aligned sustainability initiatives.

Themes	SDG goals	Primary Goal
Sustainable Water Management	6,12,15	6 - Clean water and Sanitation
Responsible Energy Consumption	7,12,13	7 - Affordable and Clean Energy
Effective Waste Management	3,6,11,12,15	12 - Responsible consumption and Production
Sustainable Land Scape	6,12,13,15	15 - Life on Land
Transportation	9,11,12,13,17	11 - Sustainable cities and Communities, 13 - Climate Change
Inclusive and Fair Ecosystem	3,4,5,8	8 - Decent Work and Economic Growth
Gender Equality	4,5,8	5 - Gender Equality
Carbon Footprint	6,7,12,13,15,17	13 - Climate change

Our campus total area is 120800 Sqm and built up area is 40,771 Sqm. The buildings are divided into:

- (a) Academic blocks – 12,750 Sqm
- (b) Hostel blocks – 20,200sqm
- (c) Faculty Residential blocks – 3850 sqm
- (d) Canteens – 1750 sqm
- (e) Student Activity centre – 500 sqm

## Theme 1 Sustainable Water Management:

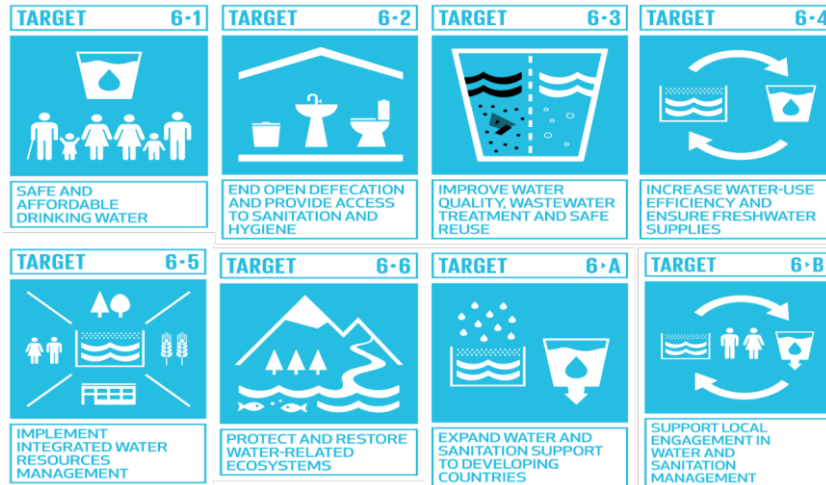
SDG Goal 6\* Clean water and Sanitation

SDG Goal 12 Responsible Consumption and Production

SDG Goal 15 Life on land



\*- Primary Goal



Pic: SDG 6 Targets

**Objective** - This effort of GLIM is to promote responsible water management across the campus through the implementation of strategies that ensure the efficient and sustainable utilization of water resources. By raising awareness and adopting effective conservation measures, the initiative aims to secure the long-term availability of water while creating a culture of environmental stewardship among the communities.

### Ongoing activities:

GLIM is aware that Water conservation in campus and its surroundings is an essential initiative to promote sustainability and it is considered as environmental responsibility. Effective strategies for water conservation is being followed. Rainwater harvesting systems has been implemented to collect and store rainwater for non-potable uses such as irrigation and cleaning which in turn improves the ground water.

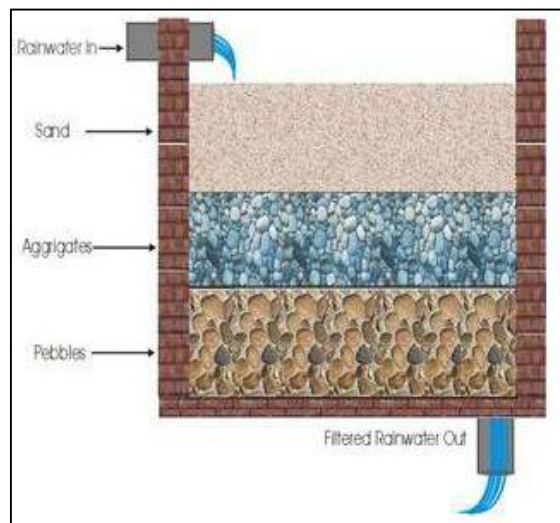


Fig1: Rain water Conservation

GLIM has 5 water reservoirs in campus. Three artificial ponds and two well.

(a) Rain Water storage capacity -70.65 m<sup>3</sup>

(b) Storage capacity of ponds – 2,700 m<sup>3</sup>

(c) Storage capacity of Wells – 3,000 m<sup>3</sup>



Fig 2: Pond 1



Pic 3: Pond 2





Pic 4: Pond 3



Fig 3: A Storage Well 1-constructed inside the campus for water storage



Fig 4: Storage Well 2-constructed inside the campus for water storage

We are using to irrigate the entire garden with the treated water -2,00,000 Ltrs and the balance treated water pumped out to the pond. GLIM has installed water-efficient fixtures such as low-flow

faucets, showers, and dual-flush toilets which prevents the wastage of water. After Installing the earthfokos water savers, 10% reduction per tap in the usage. So far 250 numbers of the water saver faucet installed and per day saving is approximately 30,000 ltrs.

Before the installation of the water savers the consumption of water was 15LPM.

After Installing the earthfokos water savers, 10% reduction per tap in the usage i.e. 1.5LPM.

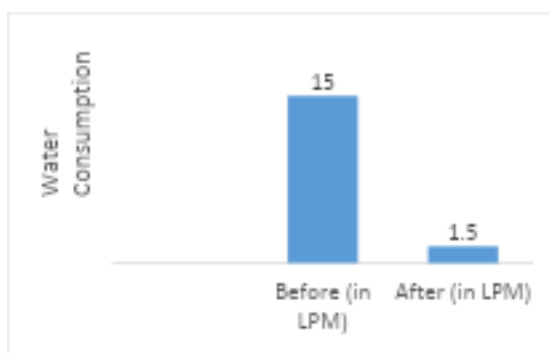


Fig :5 The before and after impact of utilization of water after installing the water saver in the taps.

### **Future Plan planned for (AY 24-25) in nearby Villages (Through Curriculum-Karma yoga activities)**

GLIM extends its commitment beyond the campus, actively contributing to the well-being of its surrounding communities. Tree Plantations will be carried out in nearby villages. The trees will be selected as the native varieties which has the capacity of holding the ground water. Awareness will be created among the people about the importance of water conservation and recycling of water. The importance of kitchen gardens will be highlighted, focusing on their benefits, and it will be taught how they can be grown using the kitchen wastewater.



## Theme 2 Effective Energy Conservation

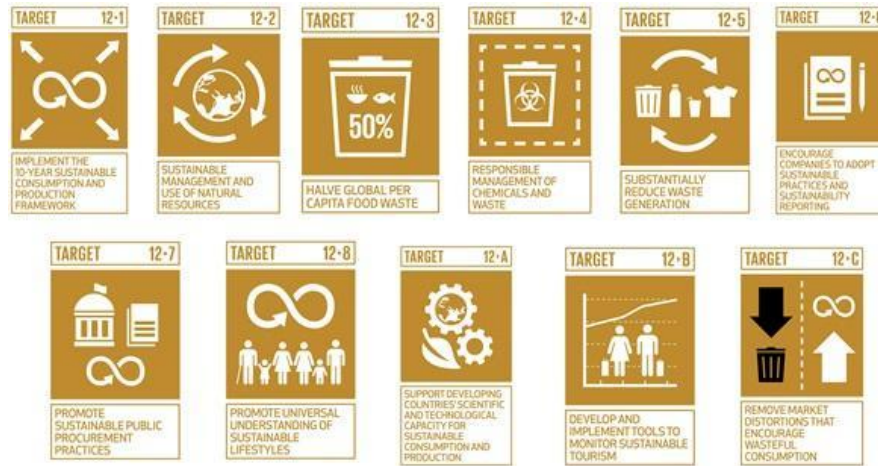
SDG Goal 7 Affordable and Clean energy

SDG Goal **12\*** Responsible Consumption and Production

SDG Goal 13 Climate change



**\*-Primary Goal**



Pic: SDG 12 Targets

**Objective** - GLIM is committed to optimize the energy utilization, reducing operational costs, and minimizing environmental impact while promoting sustainable practices. Through the adoption of efficient energy management strategies, the institution strives to build a more sustainable and environmentally responsible campus surroundings.

### Ongoing Initiatives on campus

GLIM has the practice of using energy more efficiently and reducing unnecessary consumption to preserve resources and minimize environmental impact. Some of the initiatives followed by GLIM are

- ☐ GLIM had replaced all the traditional lighting with LED bulbs. Unlike traditional incandescent or CFL bulbs, LED bulbs consume up to 75-80% less energy and last up to 25 times longer, making them an excellent choice for reducing energy costs and environmental impact.
- ☐ GLIM has Installed 350KW of solar panel in campus which serves the major source for renewable energy.

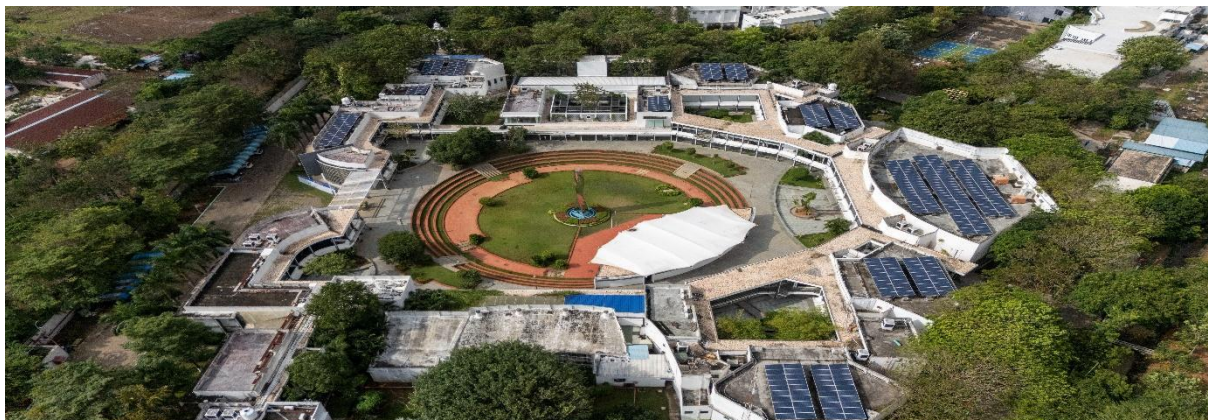


Fig 6: Solar panels in the campus

- ☐ GLIM had replaced its AC systems from BVRF to IVRF. Currently it is installed in Student accommodation, and it reduced 40% of power consumption.
- ☐ Buildings are constructed in a such a way which utilizes the maximum usage of day lighting and prevents the usage of electricity.
- ☐ Individual lightings are provided for tables to reduce the usage of common LEDs.



GLIM regularly organizes energy conservation workshops and campaigns for students and staff.

#### **Sustainable Development Initiatives in Nearby Villages (Through Curriculum-Karma yoga)**

GLIM will conduct meetings to the people in nearby villages to create awareness about the responsible conservation of energy. It Promotes the habits like switching off the devices when not in use and optimizing natural lighting during day times.

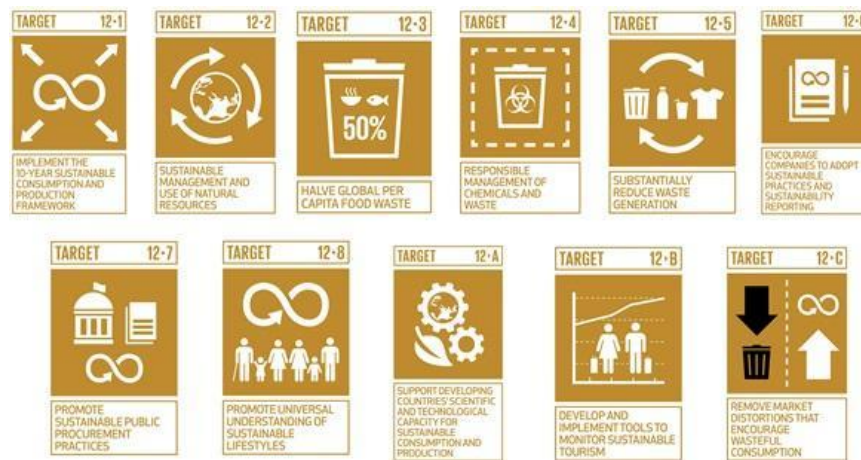


## Theme 3 Responsible Waste Management

SDG Goal 3	Good health and well being
SDG Goal 6	Clean water and sanitation
SDG Goal 11	Sustainable cities and communities
SDG Goal <b>12*</b>	Responsible consumption and production
SDG Goal 14	Life below Water
SDG Goal 15	Life on land



\*-Primary Goal



Pic: SDG 12 targets

**Objective** – GLIM implements effective waste management strategies focused on minimizing, recycling, and repurposing waste through sustainable practices. These efforts reflect the institution's commitment to environmental responsibility and resource efficiency, fostering a culture of sustainability within the campus community

### Ongoing Initiatives

GLIM has implemented color-coded bin system inside the campus for separating waste into categories such as biodegradable, recyclable, and hazardous and educate students for proper segregation of the wastes.



GLIM has set up composting units to process organic waste from food courts and gardens into nutrient-rich compost for campus landscaping. The wastes generated in the campus are

- (a) Food waste – 100 Kg – is being used for Bio Gas plant installed inside the campus.
- (b) Garden waste – 30 Kg – Shredded Garden waste converting to compost
- (c) Plastic waste – 5 Kg – separated waste handed over to the village authorities.



Pic: Bio gas plant



Fig: Vermicomposting for organic manures

GLIM insists E learning through its Learning Management System to promote a paperless culture. The LMS system used here is Mycamu. Mycamu is a mobile app and web application that provides



access to the student and parent portal of the Camu Digital Campus. It is a cloud-based campus management software that helps streamline administrative and academic processes.

### **Sustainable Development Initiatives in Nearby Villages through Curriculum-Karma yoga**

GLIM Students took initiative towards social responsibility by community program aimed at promoting cleanliness and sustainable waste management practices. The initiative was conducted in Nallur, a nearby village, with a special focus on engaging and educating members of the Irula community.

As part of this outreach program, the students organized cleanliness drives and interactive sessions to raise awareness about the importance of hygiene, proper waste disposal, and environmental sustainability.



The initiative not only addressed immediate cleanliness concerns but also aimed to instill long-term behavioral change by empowering community members with the knowledge and tools. The goal was to empower people to take charge of their surroundings and make cleaner, healthier living a part of their everyday lives.

GLIM regularly conducts Beach cleaning campaign, which also insists the public for proper disposal of the wastes.





- ❑ At GLIM, we believe in fostering community well-being through initiatives that make a real difference. Our health camps go beyond providing medical support—they also serve as a platform to raise awareness about hygiene and the importance of proper waste disposal. By promoting responsible waste management practices, we aim to create a cleaner and healthier environment for all. As a heartfelt gesture of appreciation, our students honored the unwavering dedication of sanitary workers by draping them in shawls, acknowledging their invaluable contribution to keeping our surroundings clean.



- ❑ The Local communities are invited to actively participate in beach cleaning activities, contributing to a cleaner coastline while making a sense of environmental responsibility and community engagement.
- ❑ GLIM is committed to supporting local villages by providing them with the necessary tools, resources, and guidance for effective waste management. Our goal is to help communities adopt sustainable waste disposal practices, raise awareness and encourage habits about environmental responsibility.
- ❑ The following are the provisions provided by GLIM to the nearby villages.
  - (a) Waste collection e-carts – 2 numbers. This initiative received heartfelt appreciation from the village head, Mr. Senkeni, who emphasized its significance for the local community. He highlighted that with a population of 6,500 residents, the village generates nearly one tonne of waste every day. Until now, conservancy workers had to manually push heavy tricycles to collect and transport garbage—a physically demanding and time-consuming task. With the introduction of electric vehicles, their workload will be significantly



reduced, making the process more efficient and less strenuous. Mr. Senkeni expressed his gratitude for this thoughtful intervention, recognizing it as a meaningful step toward improving both working conditions and overall cleanliness in the village sustainably.

## GLIM donates two electric garbage collection vehicles to Manamai Village

**CHENNAI:** Great Lakes Institute of Management (GLIM), Chennai donated two electric garbage collection vehicles to Manamai Village as part of its Corporate Social Responsibility (CSR) initiative. This will help the village collect and segregate garbage effectively.

The Dean of the institute, Dr. Suresh Ramanathan presented the vehicles to T. Senkeni, President of Manamai village panchayat in the presence of Panchayat Vice president S. Poornima, BDO Mr. Jeyabal and Deputy BDO Mr. Duraivel, Chief Administration Officer, Mr. K Subaash, Finance Manager, Mr. Venkit and other staff and faculty members from Great Lakes.

Upon receiving the vehicles, Mr. Senkeni, said that there are 6,500 residents in the village panchayat and close to one tonne garbage is generated every day. "The conservancy workers used to push tricycles and make



multiple stops to collect waste from households. These two electric vehicles will make work easier for them," he said.

Dr. Suresh Ramanathan said that ethics are rooted in every programme of Great Lakes. "We motivate our students to contemplate on how business can contribute to the greater good of the society. In the future, when they become corporate leaders, such initiatives will help them consider the impact their decisions will have on the environment and on

people," said Suresh Ramanathan, Dean, Great Lakes Institute of Management.

He explained that similar activities are being carried out through the Leadership Experiential Action Program (LEAP) called Karma Yoga. "It is an integral part of both full time programmes - the PGPM and PGDM at Great Lakes. The mission is to enhance the self-esteem and self-efficacy of the villagers, empowering them to be able to lead a better-quality life," he added.

Pic: News feed about GLIM donating electric garbage collection vehicle in nearby village

- (b) As part of a charitable initiative aimed at supporting underprivileged communities, 150 old mattresses were collected and distributed to the Irular community in the nearby villages of Naduvakkarai and Pulikundram. Many families in these villages lack access to basic necessities, and this small yet meaningful contribution was intended to bring them some relief.



- (c) GLIM reaffirms its commitment to community welfare through the donation of Fiber Reinforced Plastic (FRP) toilets to the local government school. This initiative enhances sanitation infrastructure, promotes hygiene, and contributes to the overall well-being of students. By providing durable and sustainable restroom facilities, GLIM actively supports public health while upholding its dedication to social responsibility and community development.

Great Lakes Institute of Management (GLIM) is committed to advancing women's health and hygiene through international research collaborations and policy development initiatives. As part of this effort, GLIM serves as the academic partner in a project funded by the University of California, Berkeley.

Project - Improving Menstrual Hygiene Management among Indian women: A RCT in Tamil Nadu

Partners - Prof David Levine, HAAS Business School, University of California, Berkeley.

GLIM Partners: Prof. Vidya Mahambare, Dr. Arti, and Dr. Rammyya



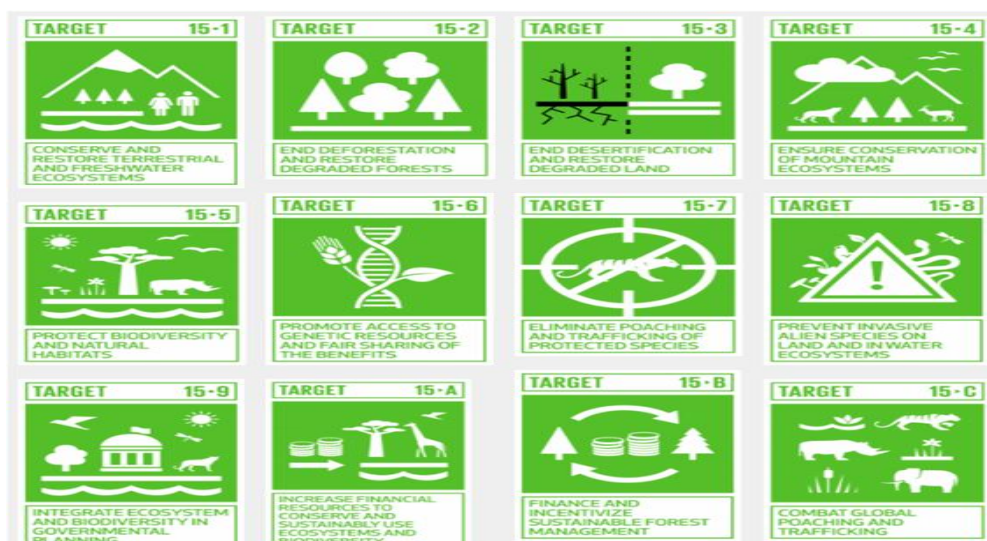


## Theme 4 Sustainable Land Scapes

- SDG Goal 6      Clean water and Sanitation
- SDG Goal 12      Responsible consumption and production
- SDG Goal 13      Climate change
- SDG Goal **15\***      Life on Land



\*-PrimaryGoal



Pic: SDG 15 targets

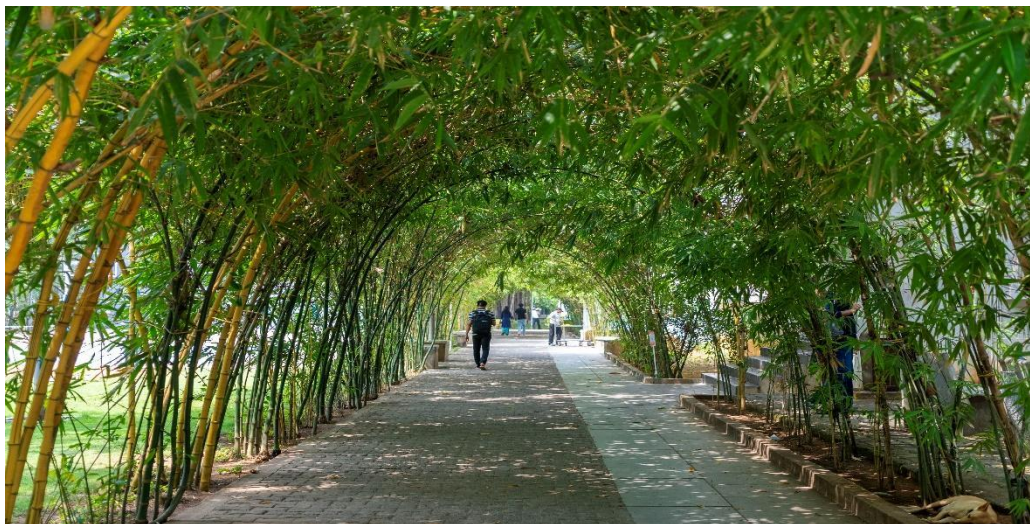
**Objective** – This initiative of GLIM aims to conserve essential resources and advance the development of a green and sustainable environment. By implementing strategic practices and innovative solutions, it seeks to reduce environmental impact, enhance resource efficiency, and foster a culture of sustainability across the campus and nearby communities.

### Ongoing Initiatives

- ❑ GLIM has Planted around 1200 native trees, plants and drought-resistant species that require minimal watering and maintenance. It has planted 650 bamboo trees inside the campus which enrich the environment with oxygen.



Pic: Native trees in the campus



Pic: Bamboo pathway

- ❑ To avoid chemicals as fertilizers, GLIM utilizes organic compost manures from its own plant wastes.





Pic: Organic compost manures

- ❑ GLIM has implemented effective water management practices for the land scape by using STP water. We are using to irrigate the entire garden with the treated water -2,00,000 Ltrs balance treated water pumped out to the pond.



Pic: Sewage water treatment plant

- ❑ Planting trees has become a national priority throughout this decade, as addressing climate change and protecting biodiversity are urgent global challenges.
- ❑ The landscape of GLIM is thoughtfully designed to support local fauna, incorporating features such as pollinator gardens to provide habitats for bees, butterflies, and other essential species.





Fig: Pollinator gardens with native trees

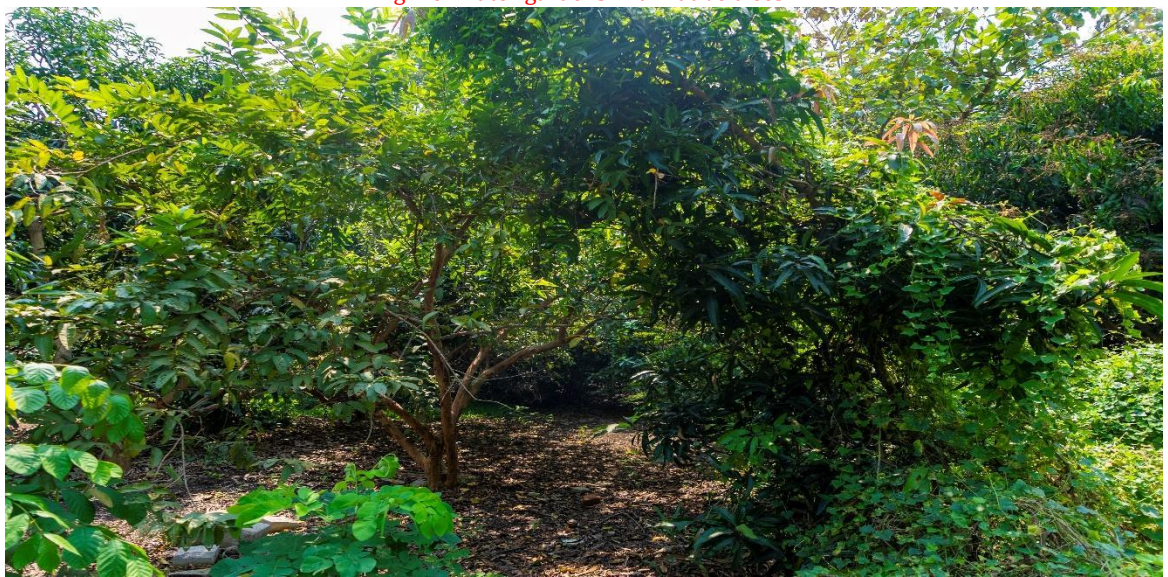


Fig: Green space for Flora and Fauna

- ❑ GLIM has a native herbal garden where varieties of native herbs have been planted.

VASANTHA HERBAL GARDEN									
S.NO	Tamil Names	English Names	Botanical name	Purpose	S.NO	Tamil name	English name	Botanical name	Purpose
1	Nemochi	Chaste	Vitex leucoxylon	Mosquito control	23	Karpooravalli	Country borage	Colous aromaticus	Cold cough
2	Thaneer vittan kzhangu	Wild asparagus	Asparagus racemosus	Tuberculosis nervous disorders	24	Nannari	Sarsaparilla	Hemidesmus Indicus	Urinary infections
3	Garudan Kizhangu	Indian Tinospora	Corollo carpus epigaeus	Insectbites	25	Seenthil	Tinospora cordifolia	Tinospora cordifolia	Fevers and reducing inflammation
4	Vettiver	Vettiver	Vetiverja zizanioides	Water purifier	26	Thavasi keeral	Thavasi keeral	Justicia tranque bariensis	Reduce high blood pressure
5	Vallirai	Indian pennywort	Centella asiatica	Improve memory	27	Pirandai	Adamant creeper	Cissus quadrangularis	Hemorrhoids and Piles
6	Putthina	Mint	Ocimum basilicum	Multi vitamin throat infection	28	Mudakathan	Indravalli	Cardos pernum halicababum	Joint aches
7	Manjal	Turmeric	Curcuma aromatic	Skin diseases cosmetic	29	Karpooora thulasi	Camohor basil	Ocimum kilimanoscharicum	Cold flu muscular aches
8	Ranakalli	Air plant	Kalanchoe pinnate	Wounds ulser	30	Thulasi	Holy basil	Ocimum sanctum	Cough bronchitis
9	Siriyanganal	Green chirayta	Andrographis paniculata	Skin diseases	31	Kesavardhini	Brazilian button flower	Centrantheram punctatum	Hair promoter
10	Manai	Sanke	Sanseria roxburghiana	Ear related problems	32	Elumbotti	Bone knit	Ormoscorpum cochichinensis	Fractures joint pains
11	Nithya kalyani	Rose peri wintle	Catharan thusseus	Lower blood pressure	33	Aarai kilangu	Arrowroot	Curcuma angustifolia	Acidity indigestion
12	Karunochi	Chastetree	Vitex negundo	Body pain Eead ache	34	Voppalai	Pala indigo	Wrightia tinctoria	Skin diseases tooth ache
13	Elumichai pul	Lemongrass	Cymbopogon citratus	Head ache flavouring agent	35	Rasathikeerai	Phillipine spinach	Talinum triangulare	Remove blood clot
14	Chittarathi	Lesser galangal	Alpinia calcarata	Headache sore throat	36	Mangal ingi	Mangoginger	Curcuma amada	Digestion problems
15	Thiruneestru pachai	Sweet basil	Ocimum basilicum	Multi vitamin throat infection	37	Patchouli	Patchouli	Pogostemon cablin Benth	Traditional medicinal practices
16	Miliagu	Black pepper	Piper nigrum	Cold tooth decay	38	Rosemary	Salvia rosmarinus	Rosemarinus officinalis	Commonly used in food to medicine
17	Thoothuvalai	Purple fruited pea eggplant	Solanum thilobatum	Respiratory issues	39	Nagamalli	Snake Jasmine	Rhinacanthus nasutus	Snake bite
18	Poonai meesai	Cats whiskers	Orthosiphon spiralis	Kidney disorders	40	Katralai	Aloevera	Barba densin	Laxative Ulcer
19	Arugampul	Bermuda grass	Cynodon dactylon	Juice act astringent	41	Aadathodai	Malabarmet	Justicia aadathoda	Cough tightness around chest
20	Agraharam	Spanish pillory	Anacyclus pyrethrum	Tooth Ache	42	Kostam	Insulin	Cosus igneus	Diabetes
21	Sirukurinjan	Gymnema	Gymnema sylvestre	Diabetes	43	Ingi	Ginger	Zingiber officinale	Bloating and intestinal gas
22	Vasambu	Sweet flog	Acorus aromaticus	Gastric problems	44	Mulluseetha	Soursop	Antepoa muricata	Curing cancer

Fig: List of Varieties of native herbal plants in the herbal garden





Fig: Herbal garden

Forests are essential for life on Earth, serving as a source of food and shelter for countless species. However, they are rapidly disappearing due to deforestation, forest fires, and other environmental threats. Preserving and restoring forests is crucial to maintaining ecological balance and ensuring a sustainable future for generations to come.

- ❑ GLIM has been working closely with an NGO called Prasiddhi Environment and Social Welfare Society. Dedicated to building a sustainable future, this NGO actively undertakes a variety of non-profit initiatives aligned with global priorities. Its efforts focus on promoting good health and well-being, ensuring quality education, driving climate action, and safeguarding life below water and life on land. Through these initiatives, the organization continues to create a lasting impact on communities and ecosystems, fostering a healthier and more sustainable world.

They are involved in various CSR activities like

- Tree Plantation
- Swachh Bharat
- Knowledge Sessions with orphanages & special children homes

GLIM joins hands with this NGO in tree plantation under the project,

Project Name: Title - Great Lakes Institute of Management Plantation Project to support Farmer community. For more details, [click here](https://prasiddhiforest.org/project-location.php?pld=29).

<https://prasiddhiforest.org/project-location.php?pld=29>

Project Description: Plantation Project empowers rural farmers by providing saplings, training, and market linkages. This initiative aims to enhance agricultural productivity, improve livelihoods, and promote sustainable farming practices.

Furthermore, our corporate gifting initiative aligns with sustainability by offering eco-friendly gifts in the form of trees. We plant a tree on behalf of the corporate, geo-tag it, and present them with a certificate as a token of their contribution to environmental conservation.



### **Sustainable Development Initiatives in Nearby Villages through Curriculum-Karma yoga**

- ☐ Initiatives to Plant native trees in and around the local areas which helps in maintaining the ground water level.



Fig: Afforestation drive in nearby village

- ☐ Organizing mobile veterinary camps that protects the livestock and thus enhances the bio diversity.
- ☐ Creating awareness about the use of organic compost from kitchen organic waste and utilizing them as fertilizer for kitchen garden and landscaping.





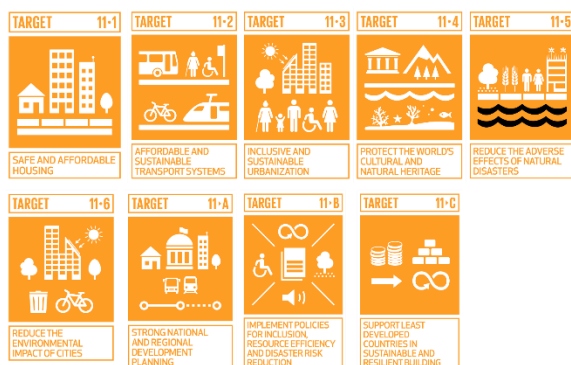
Pic: Encouraging the villagers to use paper bags

## Theme 5 Transportation

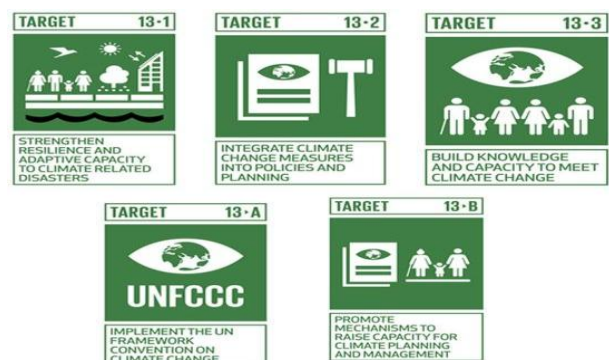
- SDG Goal **11\*** Sustainable cities and Communities
- SDG Goal 12 Responsible consumption and Production
- SDG Goal **13\*** Climate Change
- SDG Goal 17 Partnership goals



### \*- Primary Goal



Pic: SDG 11 targets



Pic: SDG 13 targets

**Objective** – The main objective of GLIM is to reduce carbon emissions and improve air quality by promoting eco-friendly commuting options. By encouraging sustainable transportation practices, it seeks to foster environmental responsibility and support the creation of a healthier, cleaner campus environment.

### Ongoing Initiatives in Campus

- ☐ GLIM has established collaborations with transport agencies to provide dedicated bus services for employees commuting to campus.



Pic: Campus buses for staffs

- ☐ The campus has installed electric vehicle (EV) charging stations to support sustainable transportation options.



Pic: EV charging station

- ☐ The campus is designed with pedestrian-friendly pathways and dedicated cycling lanes to encourage sustainable transportation.
- ☐ The pathways are constructed using favor blocks, which allow rainwater to drain efficiently into the underground. It is made from compressed earth or minimal cement, reducing environmental impact.





Fig: Pathway for walking and cycling

GLIM conducted an event to encourage cycling. The event included informative sessions, interactive workshops, and engaging activities to educate participants about health benefits, environmental impact, and community building that can be achieved with cycling, particularly focussing on its relevance to Natham Kariyacheri and other Karma Yoga adopted villages. Mr. Kurt Wolflingseder, our chief guest, a teacher by profession and a cyclist by passion has taken one year off from his work to travel around south East Asia; he has travelled around 8500 km and shared his extensive experience of cycling through different countries. His insights into sustainable transportation and personal well-being inspired everyone.



Pic: Event on creating awareness about the wellness of cycling with Mr Kurt Wolflingseder in campus



Pic: Event on creating awareness about the wellness of cycling in the nearby villages

The GLIM team promoted a sense of solidarity among cyclists and enthusiasts, emphasizing the importance of collective action in promoting cycling culture, especially in underprivileged communities. Our campus regular cycle commuters were recognized on that day.

- ❑ The campus actively facilitates carpooling and ridesharing among staff members. By encouraging shared commuting, GLIM aims to reduce traffic congestion, lower carbon emissions, and foster a collaborative and eco-conscious work environment.
- ❑ The cabs provided for faculty and staff at GLIM are 80% electric vehicles, supplied by Reflex eVeelz. This partnership ensures an eco-friendly and environmentally conscious transportation solution for the campus community.

### Sustainable Development Initiatives in Nearby Villages – Karma yoga

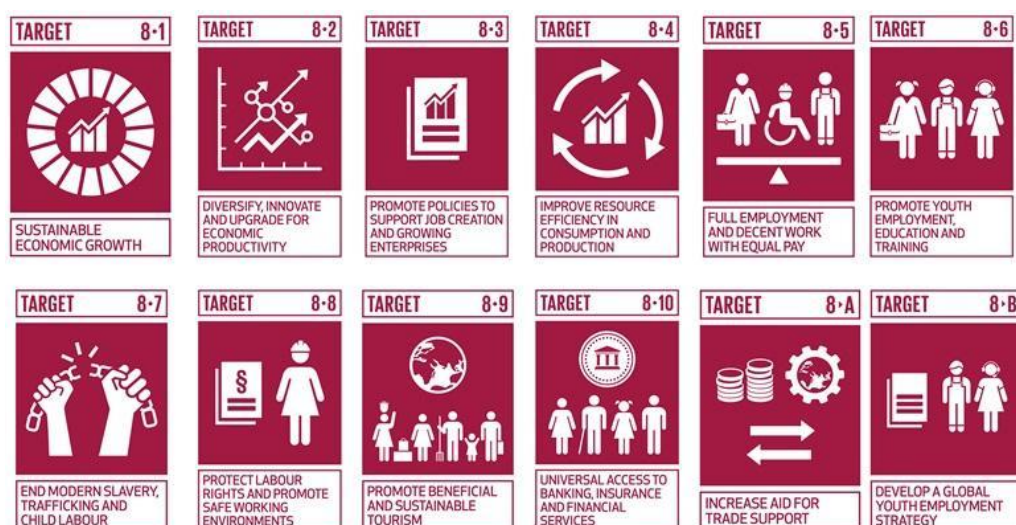
- ❑ GLIM Conducts road safety awareness program to the people in nearby villages by insisting the importance of wearing helmet and seat belts. By Conducting campaigns, GLIM educates the local community about the environmental benefits of sustainable transportation.

## Theme 6 Inclusive and Fair Campus Ecosystem

- SDG Goal 1 No Poverty
- SDG Goal 3 Good health and Well being
- SDG Goal 4 Quality Education
- SDG Goal 5 Gender Equality
- SDG Goal **8\*** Decent Work and Economic Growth



**\*- Primary Goal**



Pic: SDG 8 targets

**Objective** – The purpose of this initiative is to prioritize stability, equity, and financial growth opportunities for individuals within and around the campus by cultivating a growth-oriented work



environment. This approach is designed to foster a supportive atmosphere that promotes professional development and enhances the financial well-being of all stakeholders.

### **Ongoing Initiatives on Campus**

- ☐ GLIM has Established clear career advancement paths and regular performance-based salary increments.
- ☐ GLIM Ensures pay equity across roles, genders, and diverse employee groups. GLIM encourages employees to assume higher-level positions or lateral transfers for which they qualify.
- ☐ By offering emergency financial assistance or interest free loans to employees facing unexpected hardships, GLIM upholds its commitment to employee welfare and support.
- ☐ GLIM offers financial literacy programs to assist employees in managing their personal finances and planning for the future. These programs are designed to provide employees with the necessary knowledge and resources to make wise financial decisions and ensure long-term financial stability.
- ☐ GLIM Provides Life Insurance and medical insurance policies for employees as well as their families.
- ☐ GLIM is dedicated to maintaining a safe and inclusive environment, free from discrimination, harassment, and bias. By promoting a culture of respect and equality, the institution strives to create a welcoming atmosphere where all individuals can thrive and contribute without the concern of unfair treatment.
- ☐ By Providing career counseling, internship, placement services, and leadership talks, it helps the students to prepare for the job market.
- ☐ We provide mentoring support to students by faculties through The student mentorship program (SMP) which plays a vital role in helping students navigate their educational journey. Each faculty will be allocated with 8 to 12 mentees. This framework (SMPF) aims to establish a structured scaffolding to ensure student learning and development progress during the program. The SMPF will help students track their conceptual understanding, skill requirements, and personality development. This will help students pursue career paths that mirror their strengths and interests and help them prepare for the placement season. Overall the intent is to create a meaningful, end-to-end and impactful program experience for the students.
- ☐ Implementation of workplace wellness programs, such as gym, mental health support, like 1 to 1 counseling services for both staffs and students. Glim has GoodLives as partner in this initiative. GoodLives is an AI-powered holistic wellness platform that enables individuals and organizations to assess, manage, and improve their overall well-being. By leveraging data-driven, personalized solutions, it simplifies the process of staying engaged and taking control of one's wellness journey. With a clear mission to offer the right guidance and support, through GoodLives, GLIM focuses on promoting and maintaining the employees as well as student's strong mental health.
- ☐ GLIM Offers reskilling programs to support long-term employability, especially during technological shifts.

### **Ongoing initiatives: In nearby Villages**

- ❑ Conducting awareness program for financial literacy among women through training programs for SHGs in business enterprises.
- ❑ Conducting anti-drug campaigns that supports financial safety of the family.
- ❑ Conducting mobile veterinary camps that enhances the health of animal husbandry in the villages.
- ❑ Employing more people from local village ensures decent work and economic growth for them



Pic: Local people selling tender coconut and locally grown sugarcane juice inside the campus.

The nearby village ladies SHG were given the training in agarbatti and dhoop making, candle making, tailoring, soap making and silk thread jewel making workshops which was then marketed in the GLIM campus.







Our students provided financial literacy training and raised awareness about government insurance schemes for the members of Kunnathur SHG.



Pic: Students giving basic financial literacy training for SHG ladies

Students donated a sewing machine to a SHG member in kunnavakkam village for her small scale business which will help her to generate decent economy.



GLIM organized a successfully eye camp in kuzhipandalam and Neikuppi villages. The response from the community was overwhelming as a large number of people turned up to avail the services.





Pic: Eye camp in Kuzhipandalam and Neikuppi villages

GLIM team organized a special event in Nallur village to inspire tribal children with a love for education and storytelling. The team captivated the children with engaging tales rich in cultural heritage and moral lessons.



Fig: Story telling session

From 2017, a team of students from GLIM, donated a library rack and books to the Kunnavakkam Government School. Continuing this effort, 50 additional books were donated to the Kunnavakkam Government School this year.



Pic: Books donated to Kunnavakkam Govt school



Pic: Students interacted with locals, discussed sustainable development, and explored the role of representatives in connecting communities with resources.

The Great Lakes community came together to support Ms. Parisha, a bright young student from one of our Karma Yoga-adopted villages. Despite facing immense personal hardships, including the loss of her mother to blood cancer, she has shown incredible resilience and dedication to her studies. Now in her second year of physiotherapy at Chettinad Medical College, Chennai, she continues to excel. In a heartfelt gesture, our Dean, Dr. Suresh Ramanathan, presented her with a ₹30,000 donation on behalf of the community, reaffirming our commitment to standing by those in need.



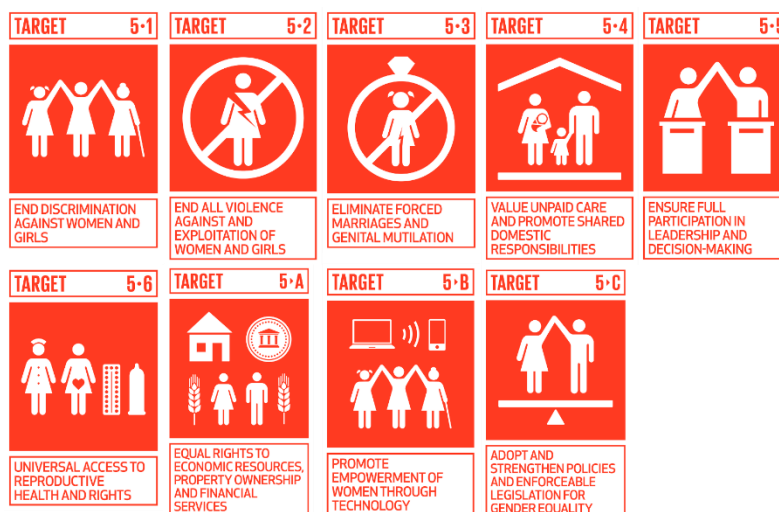


## Theme 7 Ensuring Non discriminating and Secured Work Environment

SDG Goal 3	Good health and well being
SDG Goal <b>5*</b>	Gender Equality
SDG Goal 8	Decent work and Economic growth



\*- Primary Goal



Pic: SDG 5 targets

**Objective** – The objective is to prioritize the holistic well-being of individuals, ensuring that both men and women have access to the resources, support, and opportunities needed to excel academically, professionally, and personally. By cultivating an inclusive environment, this initiative seeks to empower all individuals to realize their full potential across all facets of their lives.

### Ongoing initiatives in campus (Ongoing Initiatives)

- ❑ GLIM has implemented clear policies that address gender discrimination and harassment.

POSH committee have been established in the campus. By this GLIM ensures a safe, and inclusive work environment free from harassment and bias.

Internal Complaints Committee (ICC) for POSH Cases: For all Cases Other Than Students: As required by the provisions of Law, the Great Lakes Institute of Management has set up an Internal Complaints Committee (ICC) of the Institute.

Chairperson: Dr. Angeline Gautami Fernando (Associate Professor)

Members:

- Ms. Pratima Lakshmanan (Head, Strategy)
- Prof Vishwanathan (Senior Associate Professor)
- Mr. Rukhilesh Nair (PGDM hostel warden)
- Dr. Ranjitha Ajay (Asst Professor)

NGO Partner: Alai Foundation (Mrs. Cerrina Charis)

- ❑ GLIM ensures Gender-balanced representation in leadership roles, committees, and decision-making bodies.

- ☐ Total No of Female in Leadership roles -23%
- ☐ Total No of Faculty/JF – 59
- ☐ % of Female - 42%
- ☐ 38% female faculty in Asst professor category
- ☐ 25% of female faculty in Associate professor category
- ☐ 25% of female faculty in Professor category
- ☐ 58% of female faculties are in JF category
  
- ☐ Providing an active grievance redressal committee to address any issues in work place.
  
- ☐ The environment is installed with proper lighting, security systems, to ensure a safe environment for women.
  
- ☐ GLIM is deeply committed to the well-being of its employees and takes proactive steps to promote women's health. As part of its annual initiatives, GLIM organizes a comprehensive health check-up exclusively for its women employees during Women's Day week. This initiative is conducted in collaboration with Apollo Hospitals, ensuring access to quality healthcare and promoting the well-being of our women employees. These camps offer essential health screenings, including Thermogram for early detection of breast cancer, Pap smear tests for cervical health, and routine blood tests to monitor overall wellness. By providing these vital health check-ups, GLIM ensures that its women employees have access to preventive healthcare, empowering them to take charge of their well-being. This initiative reflects the institution's dedication to fostering a supportive and health-conscious workplace, reinforcing its commitment to gender-inclusive care and wellness.



- ☐ Providing medical assistance 24/7 for all students and staffs inside the campus at free of cost. By offering these essential services at no cost, the institution underscores its commitment to fostering a safe and supportive environment where students and staff can focus on their academic and professional pursuits without concerns about healthcare accessibility.

## Theme 8 Carbon Footprint

SDG Goal 6	Clean water and sanitation
SDG Goal 7	Affordable and Clean energy
SDG Goal 12	Responsible consumption and production
SDG Goal <b>13*</b>	Climate Change
SDG Goal 15	Life on Land
SDG Goal 17	Partnership goals



### \*- Primary Goal

**Objective** – The objective is to conduct a comprehensive carbon audit, implement strategies to reduce greenhouse gas (GHG) emissions, and ensure the creation of a sustainable and environmentally responsible ecosystem.

### Ongoing Initiatives

- ☐ By installing solar panels and solar lamps GLIM ensures its importance in transition to renewable energy.
- ☐ Promote sustainable transportation by providing buses for the employees and encouraging carpooling.
- ☐ GLIM educate students, faculties, and staffs about the importance of reducing carbon emissions.

### Ongoing initiatives: In nearby Villages (Through Curriculum – Karma yoga)

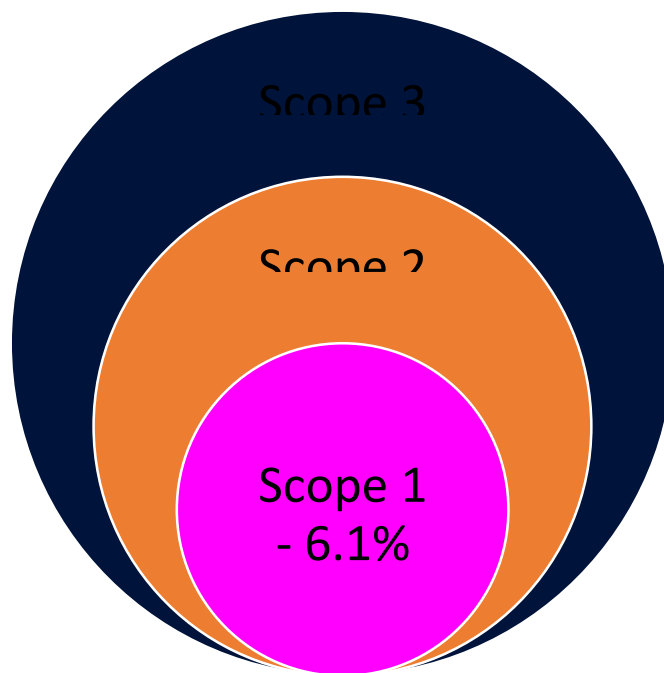
- ☐ Conducting awareness program about the importance of reducing carbon emission.
- ☐ Planting native trees that has an impact on the carbon emission.
- ☐ Promote responsible management of hazardous and chemical wastes.

### Carbon audit:

Total GHG Emissions in FY 2024-25 by scope for GLIM

GHG Emissions Scope	Emissions (tCO <sub>2</sub> e)	Percentage
Scope 1 Emissions	245.9	6.13%
Scope 2 Emissions	2,119.8	52.82%
Scope 3 Emissions	1,647.3	41.05%
Total Emissions	4013.0	100%
RE-Based Offsets (Reported Only)	876.5	-





### Scope-Wise Emissions Summary

**Scope 1** – Direct Emissions: 245.9 tCO<sub>2</sub>e

- o Diesel generators: 96.1 tCO<sub>2</sub>e
- o Refrigerant leakage (AC units): 142.4 tCO<sub>2</sub>e (58% of Scope 1)
- o Biogas plant, composting, sewage: 7.4 tCO<sub>2</sub>e

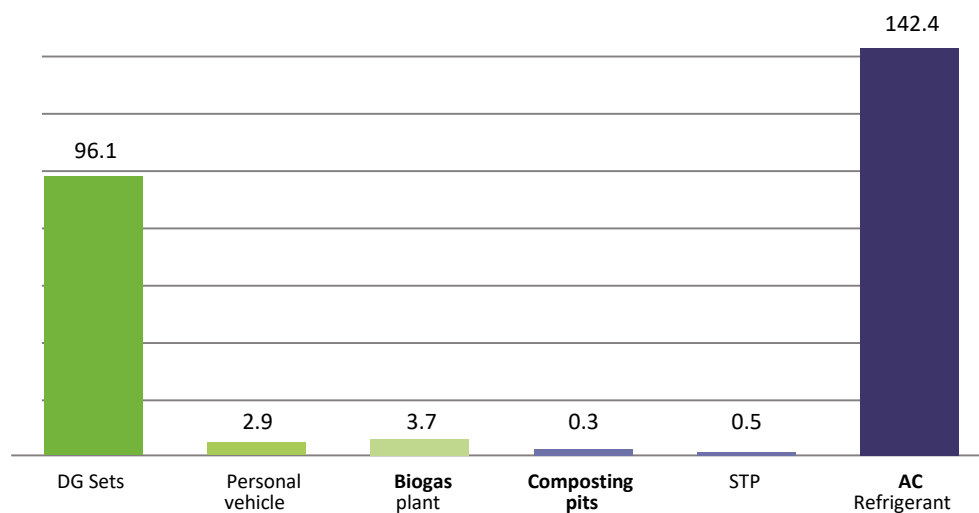


Fig: Scope 1 Emission

**Scope 2** – Indirect Electricity Emissions: 2,119.8 tCO<sub>2</sub>e

- Based on 2.9 million kWh of grid-supplied electricity



Fig: Scope 2 Emission

**Scope 3 – Value Chain Emissions: 1,647.3 tCO<sub>2</sub>e**

- o Purchased Goods & Services: 752.0 tCO<sub>2</sub>e
- o Capital Goods: 512.7 tCO<sub>2</sub>e
- o Fuel- and Energy-Related: 91.7 tCO<sub>2</sub>e
- o Upstream Transportation: 0.7 tCO<sub>2</sub>e
- o Waste generated in operations: 0.1 tCO<sub>2</sub>e
- o Business Travel: 146.0 tCO<sub>2</sub>e
- o Employee Commuting: 144.0 tCO<sub>2</sub>e

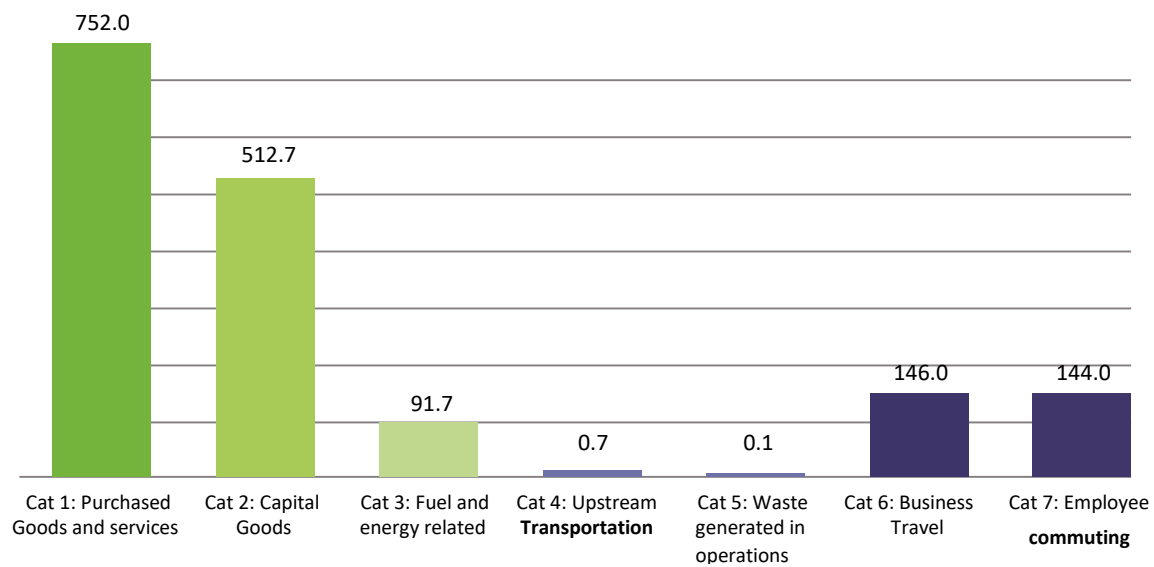


Fig: Scope 3 Emission

**Emission Intensity**

GLIM's per capita emissions for 1,050 campus occupants is 3.82 tCO<sub>2</sub>e/person. This emission intensity metric provides a benchmark for tracking year-on-year improvements and aligning with peer institutions.

### Data Collection Methods and Sources

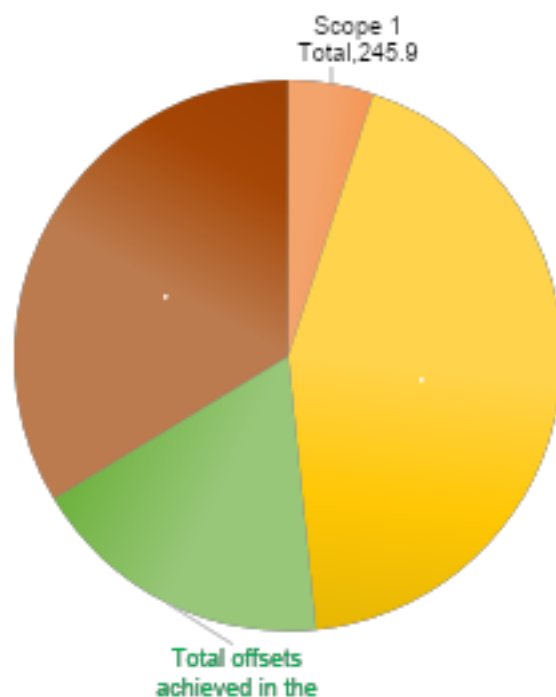
To estimate the GHG emissions across Scope 1, Scope 2, and relevant Scope 3 categories, both primary and secondary data sources were utilized. Primary data was collected directly from institutional records and stakeholder inputs, while secondary data provided standardized emission factors and methodological guidance. The following outlines the key data sources used in the assessment:

#### 1. Primary Data Collection

- Campus Utility Records: Diesel purchase logs, electricity bills, and Sewage treatment plant data.
- Administration: Mode of transport, frequency, distance travelled by faculty, staff, and students.
- Procurement Records: Annual spending and categories of purchased goods and services.
- Waste Data: From campus facilities and housekeeping teams.

#### 2. Secondary Data Sources

- Emission Factors: IPCC 2006 Guidelines, GHG Protocol tools and databases, India-specific factors from CEA (Electricity Emission Factors, 2023), CPCB and MoEFCC guidelines for waste management
- Global Warming Potentials (GWP): IPCC Sixth Assessment Report (AR6)



The carbon audit of GLIM provides critical insights into its current environmental impact and highlights key areas for improvement. The findings underscore the progress of adopting sustainable practices across campus operations, including energy consumption, transportation, waste



management, and resource use. By identifying major sources of carbon emissions, this audit serves as a foundation for strategic planning toward carbon reduction goals. By identifying major sources of carbon emissions, this audit serves as a foundation for strategic planning toward carbon reduction goals. Moving forward, GLIM has a significant opportunity to lead by example in climate action through policy changes, infrastructure upgrades, stakeholder engagement, and integration of sustainability into its operations.