GREAT LAKES CHENNAI

Sustainability Report 2025

For Great Lakes Institute of Management

1 Apr '25 - 31 Mar '26

Contents

Introduction

Great Lakes Institute of Management provides elite management education to aspirational young people, dynamic professionals, and executives who want to succeed via inclusive growth and general personality development. In order to make excellence a way of life, Great Lakes operates under the tagline "Global Mindset; Indian Roots". Padma Shri Dr. Bala V. Balachandran launched Great Lakes Institute of Management in 2004 with the goal of becoming India's top management school, offering human capital for emerging economies and high-quality education at affordable costs. This institute has expanded significantly over the past two decades in terms of its reputation and stature, green atmosphere, high-quality outputs, benchmarking standards, core value systems, and superior infrastructure. The institute's greatest ambassadors have been the graduating students and corporate executives who enroll in various programs, bringing honor and recognition to both their alma institution and themselves.

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 33-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, 55% renewable energy utilization, biogas and sewage treatment systems, rainwater harvesting, and green landscaping designed to enhance carbon sequestration.

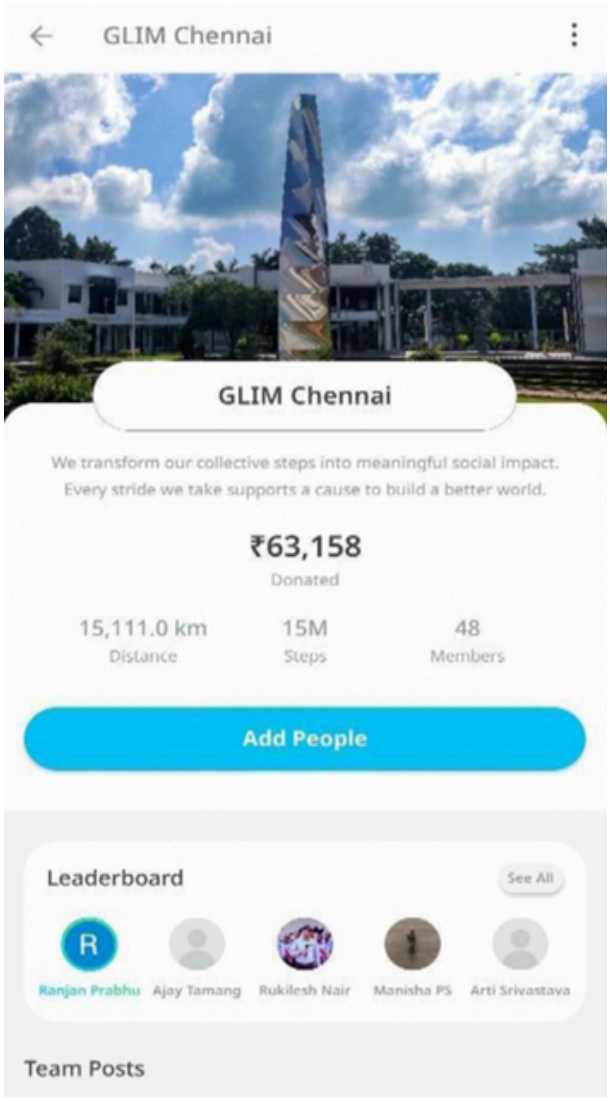
Our purpose-driven approach to sustainability emphasizes long-term effect through an all-encompassing, inclusive, and proactive approach. We embrace obstacles as chances to innovate and improve our procedures since we are committed to continual improvement. Using this lens, we have mapped eight major themes to pertinent Sustainable Development Goals (SDGs) that are in line with our operational priorities. Our community participation and environmental initiatives are guided by these concepts. This report delivers a comprehensive summary of the CSR and sustainability projects we carried out at our Chennai location in the financial year 2025–2026. It reaffirms our dedication to responsible and sustainable growth by highlighting significant accomplishments, continuing projects, and their quantifiable effects. We aim to make a long-lasting positive influence on our students, professors, staff, and the greater community by incorporating sustainability into every facet of our operations.

Sustainability at Great Lakes

GLIM has initiated a variety of sustainability programs across campus operations, demonstrating commitment to environmental and social responsibility. Keeping campus clean, green and vibrant is our motto and solemn duty. Towards the end of 2025, we have taken multiple initiatives to enhance campus life experience by upgrading various facilities used by staff, students and corporate clients. Some of these initiatives are listed below:

- 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, Motion based corridor lights, BLDC fans, BEE-rated air conditioners, and smart meters/thermostats to reduce energy use.
- Renewable Energy: During the reporting year, GLIM continued procurement of renewable electricity through a Power Purchase Agreement (PPA), contributing approximately 65.5% of the campus electricity consumption. In addition, the on-site solar photovoltaic (PV) installation contributed an estimated 12.2% of the annual electricity demand. Together, these initiatives enabled the decarbonisation of approximately 77.7% of the campus electricity consumption. GLIM is also exploring opportunities to further increase the share of renewable energy in its electricity mix in the coming years.
- 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.
- Waste Management: The campus has implemented waste segregation and responsible waste handling practices across various waste streams.
  - A biogas plant commissioned in February 2025 has a processing capacity of up to 100 kg/day of food waste.
  - Sewage generated on campus is treated through a Sequential Batch Reactor (SBR)-based Sewage Treatment Plant (STP), with treated water reused for gardening purposes.
  - Recyclable waste streams such as paper, plastic, metal, and e-waste are periodically handed over to authorized recyclers.
- Carbon Sequestration: The 33-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.



pic: Charitable fitness based Mobile application

- Great Lakes Institute of Management has financially supported the Manamai Village Panchayat in construction of the new temple in the Manamai village from ground up.
- Further, Great Lakes Institute of Management has supported the Manamai Panchayat Secondary health clinic with development of the herbal garden and initial bulk provision of stationery materials for regular operations of the clinic services towards National Quality Assurance Standards inspection in Feb 2026.
- Student DSLC committee conducted fund raiser event Le Bal in Feb 2026 and donated approx. INR Two Lakhs for Football Club Madras Academy, a neighboring charitable trust.
- GLIM staff are part of the Charitable fitness based Mobile application community with 48 Members donating approx. Rs. 62,156/- with being fit through walk and marathon almost 14,845 km with 15M steps.

- Students undertook blood donation camp and cloth donation drive as part of their volunteer activity for charitable trusts.

pic: blood donation camp and cloth donation

- Following a strategic interior refurbishment of MSH, the facility has seen a marked increase in guest satisfaction. Feedback consistently highlights the improved aesthetic and operational quality of the environment. This investment reflects our commitment to maintaining high-quality, sustainable infrastructure that meets the evolving needs of our visitors.

pic: MSH Interiors

- To support our growing student community, we successfully transformed our fitness facilities to enhance accessibility and well-being. By optimizing the existing architectural footprint, we increased the gym's capacity from 10 to 30 students per session—a 200% improvement in operational efficiency. This refurbished space now stands as a cornerstone of campus life, ranking as the second most frequented wellness hub after the pickleball courts.

pic: Gym space with AC units

- We have successfully expanded our residential infrastructure by constructing covered parking slots to accommodate the increasing number of staff living on campus. By transitioning vehicles into these 13 newly designated bays, we have prioritized pathway safety and campus aesthetics, while simultaneously offering our staff an improved sense of security and protection for their personal assets.

pic: Car parking for staff residing on campus

- As a primary touchpoint for institutional engagement, the Director's Office reception area has undergone a comprehensive renovation to reflect our commitment to excellence. This revitalization project enhances the guest experience by providing a sophisticated and welcoming environment for visiting dignitaries and partners, ensuring our physical infrastructure aligns with the Institute's prestigious standing.

The institute will continue to explore innovative solutions in energy efficiency, smart infrastructure, and sustainability. Future projects will focus on deeper integration of renewable energy, digital monitoring systems, and behavioral awareness programs.

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

- Academic blocks – 12,750 Sqm
- Hostel blocks – 20,200 Sqm
- Faculty Residential blocks – 3850 Sqm
- Canteens – 2366 Sqm
- Student Activity centre – 500 Sqm

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 instils 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. The Karma Yoga Field Projects represent a structured framework of community-based interventions designed to align local development with the United Nations Sustainable Development Goals (SDGs). These initiatives cover a diverse spectrum of social, environmental, and economic issues, ranging from tribal education and coastal conservation to financial literacy for women and mobile veterinary care.

Facts and Figures about Karma Yoga:

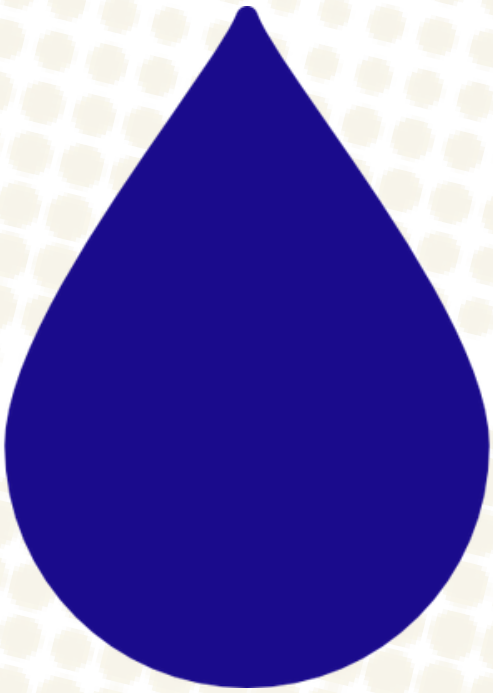
- 30 self-help groups were formed to help the villagers
- Total of 146 toilets were constructed in Nallur and Perumalchery.
- 200 + medical camps were organized benefiting more than 10k villagers.
- 5000+ students benefited from the weekend tuition conducted by KY.
- 27 villages benefitted from savings through the kitchen garden program.

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 an 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, 14, 15	12 - Responsible Consumption and Production
Sustainable Land Scapes	6, 12, 13, 15	15 - Life on Land
Transportation	11, 12, 13, 17	11 - Sustainable Cities and Communities, 13 - Climate Action
Inclusive and Fair Ecosystem	1, 3, 4, 5, 8	8 - Decent Work and Economic Growth
Non Discriminating and Secured Work Environment	3, 5, 8	5 - Gender Equality
Carbon Footprint	6, 7, 12, 13, 15, 17	13 - Climate Action



THEME 1

Sustainable Water Management

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	

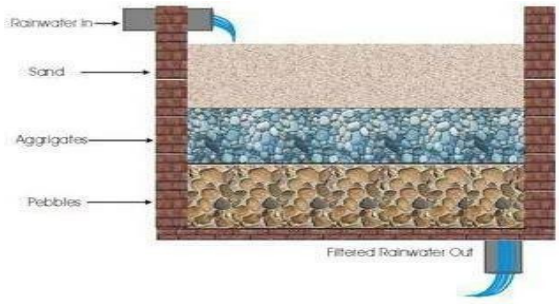
***- Primary Goal**

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.

Enduring Interventions and Future Outlook in Campus

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. 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.



Pic: Rain water Conservation

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

- Rain Water storage capacity – 70.65 m^3
- Storage capacity of ponds – 2,700 m^3
- Storage capacity of Wells – 3,000 m^3

Pond 1

Pond 2

Pond 3

Storage Well 1 – constructed inside the campus for water storage

Storage Well 2 – constructed inside the campus for water storage

- 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

- The Institute has taken a proactive step toward sustainable resource management by retrofitting campus-wide fixtures with high-efficiency flow conservators. This strategic upgrade addresses the critical challenge of low groundwater levels by yielding a measurable saving of 6 liters per minute per tap. This project successfully balances institutional utility with environmental conservation, demonstrating our commitment through innovative, low-impact infrastructure solutions.

Pic: Flow Conservators for Washbasin Taps

- We have been replacing all faulty sensors in a phased manner in urinals by waterless urinal technology at the same cost of that of a new sensor. This has resulted in savings of 250 ml of water per flush (avg urinal usage per person 3-4 times a day). So far 12 nos. out of 165 nos. of urinals available on campus have been converted to waterless. Given our scale of residential students, the overall volume of water saved will be quite high once all the urinals will be switched over to waterless ones. We expect a total savings of 700 litres of water per day once all urinals are converted to waterless.

Pic: Waterless Urinals in Hostel blocks

- To enhance the resilience of our water infrastructure against high TDS and mineral scaling, the Institute is transitioning toward advanced, chemical-free maintenance solutions. Following a successful pilot, we are implementing ultrasound descaling technology campus-wide. This innovative, non-invasive approach significantly reduces limescale accumulation, optimizing the operational efficiency of our water pumps and RO plants while extending the lifecycle of our piping network—eliminating the need for harsh chemical treatments.

Pic: Descaling of Water pipelines using Ultrasound Technology

- In a landmark collaboration with our 2014 alumni batch, the Institute successfully commissioned a modern semi-automated laundromat in a record duration of 30 days. This facility significantly advances our sustainability goals by optimizing water consumption; centralized high-efficiency processing eliminates the waste associated with under-capacity private machine use. Beyond resource conservation, the laundromat enhances the student experience by drastically reducing time spent on domestic tasks, allowing for a greater focus on academic and personal development.

Pic: Laundromat

Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

Extending our mission beyond the campus gates, GLIM partners with local communities to build a resilient, green future. We are revitalizing the local ecosystem through the targeted planting of indigenous, water-retentive trees. By fostering a culture of conservation, we transform how water is valued—turning kitchen wastewater into a resource for thriving home gardens and promoting sustainable self-sufficiency for every household.

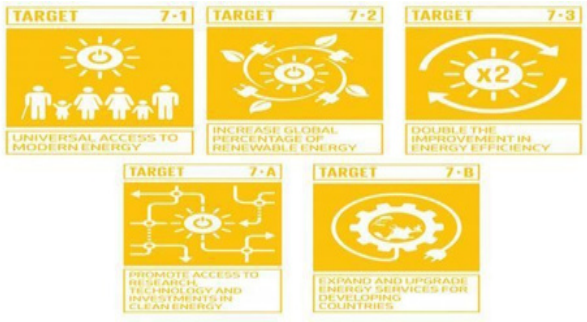
THEME 2

Responsible Energy Consumption

Theme 2 - Responsible Energy Consumption

SDG Goal 7*	Affordable and Clean energy	
SDG Goal 12	Responsible Consumption and Production	
SDG Goal 13	Climate Action	

***- Primary Goal**



Pic: SDG 7 Targets

Objective - GLIM is dedicated to encouraging sustainable practices while optimizing energy use, cutting operating expenses, and limiting environmental effect. The institution works to create a campus environment that is more sustainable and ecologically conscious by implementing effective energy management techniques.

Enduring Interventions and Future Outlook in 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 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.

Pic: Solar panels in the campus

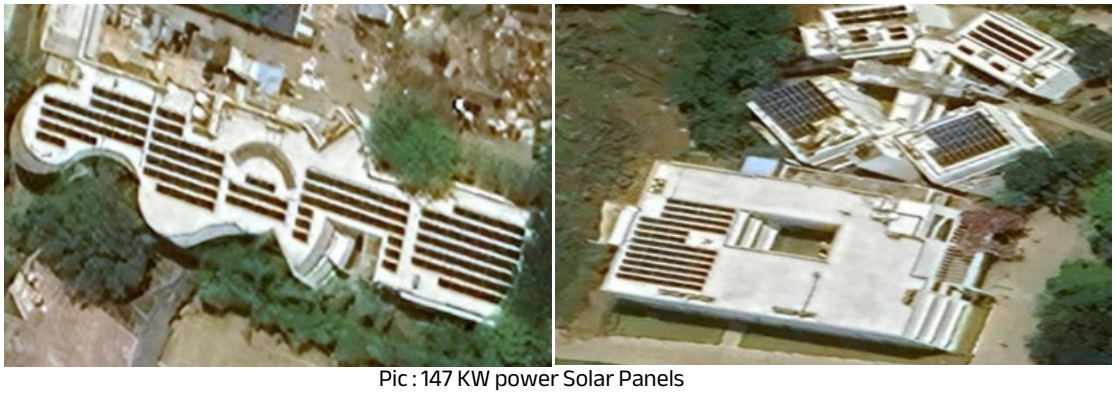
- GLIM had replaced its AC systems from BVRF to IVRF all over campus.
- Buildings are constructed in a such a way which utilizes the maximum usage of day lighting and prevents the usage of electricity.
- Individual lightings are provided for tables to reduce the usage of common LEDs.
- Installation of energy efficient BLDC fans in place of Conventional fans in new Hostel blocks & Dining hall was done, since BLDC fans consume half of the power required than Conventional coil type fan 30W vs 60-75W per conventional fan.

Pic:BLDC fans

We have installed 147 KW power Solar Panels on empty rooftops this year while carefully selecting newer generation bi-facial panels which not only capture the direct sun rays but also the reflected sunlight from the roof surface to generate electricity much more efficiently.

This selection outcome was partly due to advanced training on solar energy carried out by the Project Team members. Bifacial Solar panels can generate 5 units per KW. Moreover, the addition of 140 KW solar Roof top helped us to meet Campus Electrical demand, after addition of Saraswati hostel (G+5) Electrical load – 300 KW, without going for Demand addition from TNEB. TNEB charges us Rs 608 per KW additional demand load.

By adding the new Saraswati hostel we would have added a minimum 200 KVA demand, from the existing 900 KVA demand, which would have cost us Rs.1,21,000 per month. Thus, not only are we now getting cheaper electricity through renewable sources but we are also saving on paying TNEB for additional demand load. Cost Savings for a year – Rs.14,59,200 has been saved due to addition of Solar Roof top (captive) system.



Pic : 147 KW power Solar Panels

- In a strategic move to decarbonize our energy footprint, GLIM successfully transitioned to a Third-Party Access (TPA) framework in November 2024. By leveraging government policies for High Tension (HT) consumers, we secured a zero-CAPEX renewable energy solution. To date, this tripartite solar farm agreement has offset approximately 66% of our monthly energy demand (200,000 kWh of 300,000 kWh), generating a total cost saving of ₹26.9 Lakhs. Beyond direct savings, the initiative has optimized our capital efficiency by significantly reducing our interest-free Electricity Board (EB) consumption deposits.

LT Side Metering :YES Meter SL No : Service Date : 30/04/2009

Details	C24	C1	C2	C3	C4	C5
Consumption Summed (Gross (Recorded) egy. consumed)	283290.00	43700.00	53370.00	0.00	106020.00	80200.00
Add Computed Consumption *	0.00	0.00	0.00	0.00	0.00	0.00
Add Transformer Loss	0.00	0.00	0.00	0.00	0.00	0.00
Less Other Consumption						
Less Quarters Consumption						
Less Commercial Consumption						
Less Temp. Supply Consumption	2335.00	0.00	0.00	0.00	0.00	0.00
IEX						
THIRD PARTY	203938.00	20054.00	0.00	0.00	103685.00	80199.00
CAPTIVE						
BIOMASS						
BAGASSE						
SOLAR						
Wind Adjustment	0.00	0.00	0.00	0.00	0.00	0.00
Net Industrial Consumption	77017.00	23646.00	53370.00	0.00	0.00	1.00

Pic: Purchase of Renewable Energy under TPA scheme

- In a significant leap toward energy efficiency, GLIM executed a comprehensive infrastructure retrofitting project, replacing legacy air conditioning systems with state-of-the-art Integrated Variable Refrigerant Flow (IVRF) technology. By phasing out inefficient BVRF units in favor of the VRF V Plus models, we achieved a landmark reduction in energy intensity. This transition resulted in a fiscal saving of ₹63.94 Lakhs, demonstrating our commitment to decoupling institutional growth from environmental footprint while significantly enhancing occupant well-being in Chennai's tropical climate.

- We are in the process of installing motion sensor-based lighting (including solar based street lighting) and exhaust fan controls in corridors, restrooms and offices thus allowing for automated switching off of lights and exhaust fans when not in use. 60% installation work has been completed and 100% will be completed by May 2026.

Pic: Motion sensor-based lighting

The current LPG crisis is a reminder to all of us as to how much we have dependency on one single source of energy for our kitchens. In order to mitigate and reduce risks in the future we have implemented certain key initiatives which will ensure we have alternate energy sources available to feed our residents. Some of initiatives are as follows:

- A bio gas plant has been activated which uses all organic waste be it from our kitchens or from our horticulture grounds to generate up to 6 hours of gas for cooking. The plant is currently charged fully and is being retrofitted with a pressure chamber to ensure piped supply into our kitchens.

Pic:Bio Gas Plant

- We have modernized our campus dining infrastructure through the systematic deployment of advanced electric appliances. The transition to precision equipment like combi-ovens, electric Tawas and electric steamers optimizes energy intensity per meal prepared. To ensure the longevity and adaptability of this project, a dedicated add-on electrical panel has been installed, providing the necessary framework for future technological integrations and increased capacity.

- The Institute's rigorous approach to energy efficiency has been formally recognized by the Government of India through the National Energy Conservation Awards. Based on audited data verified by the Bureau of Energy Efficiency, this recognition underscores our success in reducing carbon footprints while enhancing campus infrastructure. By integrating smart digital monitoring and renewable energy, we continue to set a national benchmark for institutional sustainability.

Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

GLIM 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. The "Environmental Awareness and Green Initiatives" project, implemented in the villages of Neikuppi, Veerapuram, Mullikolathur, and Naduvakkarai, serves as a cornerstone for promoting sustainable living and clean energy.

The initiative focuses on educating community members about the importance of reducing their ecological footprint by adopting green technologies such as solar lamps and biogas. By encouraging energy conservation and the transition to renewable sources, the project aims to foster long-term environmental resilience. Expected outcomes include increased awareness of pressing issues like climate change and the practical application of sustainable habits, such as recycling and water conservation, to ensure a cleaner and more energy-efficient future for the adopted villages. By involving the village children, the initiative transformed a one-day event into a lifelong lesson in eco-friendly responsibility.

The profound takeaway was a lesson in moving from capital expenditure to operational sustainability. Rather than merely planting the trees and departing, the students focused on transferring ownership to the villagers. By encouraging the local community to take responsibility for the maintenance and growth of these saplings, the project ensured that the impact would be felt by future generations.

Pic: Environmental Awareness and Green Initiatives activities

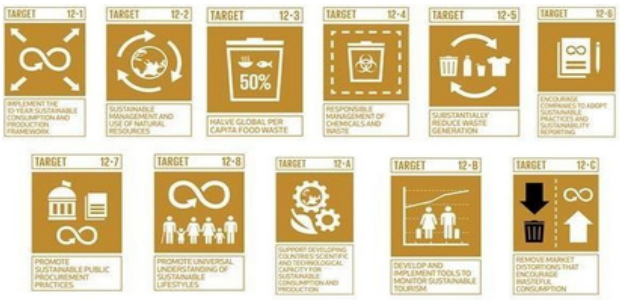
THEME 3

Effective Waste Management

Theme 3 - Effective 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 12*	Responsible consumption and production
SDG Goal 14	Life below Water
SDG Goal 15	Life on land

***-Primary Goal**



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.

Enduring Interventions and Future Outlook in Campus

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.

Pic: Coloured dustbins for biodegradable and hazardous 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:

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

Pic: Bio gas plant

Pic: Vermicomposting for organic manures

- A special E-Waste Collection Bins have been placed close to the Bistro Café and Salon for the secure disposal of electronic waste. The purpose of this initiative is to make sure that our campus complies with the E-Waste Management Rules, 2022, which require that electronic waste be handled, separated, and recycled in an environmentally responsible manner.

Pic: E-Waste Collection Bins

- The Institute has significantly enhanced its food safety and sanitation protocols by transitioning from open waste collection to a sophisticated, centralized garbage management facility. By relocating waste disposal away from culinary areas and implementing a dedicated covered yard with source-segregation for dry and wet waste, we have achieved a 100% reduction in stray animal presence and a 50% decrease in insect activity. This strategic infrastructure upgrade has substantially fortified our food hygiene standards and campus biosafety.

Pic: Covered and Fly Proof Garbage Yard

- Food waste and fallen leaves/garden waste mulch are composted in available area inside campus and used as organic manure inside campus.
- A pilot project is under taken as a medium size Food waste management to generate bio gas viable to feed the kitchen with alternative fuel for slow boiling and cooking.

Pic: Food compost pit

GLIM insists E learning through its Learning Management System to promote a paperless culture. The LMS system used here is Digicampus. 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 "Waste Management Project" serves as a critical pillar of the Karma Yoga initiative's commitment to responsible consumption and production. The initiative was conducted in Nallur North area, Tirukazhukundram, Kollamedu, Kothimangalam. By implementing systematic waste collection and segregation at the source, the project aims to drastically reduce open dumping and environmental pollution in rural communities.

A key component of the initiative is the establishment of sustainable infrastructure, such as compost pits and recycling stations, which facilitate resource recovery and income generation through "waste-to-value" activities. These efforts not only improve public health by reducing disease-breeding grounds but also promote a circular economy by encouraging the use of organic compost in local agriculture.

Through continuous awareness campaigns and the formation of village-level waste management committees, the project fosters long-term behavioral change and community ownership over sustainable living practices.

Pic: Waste Management Project activities

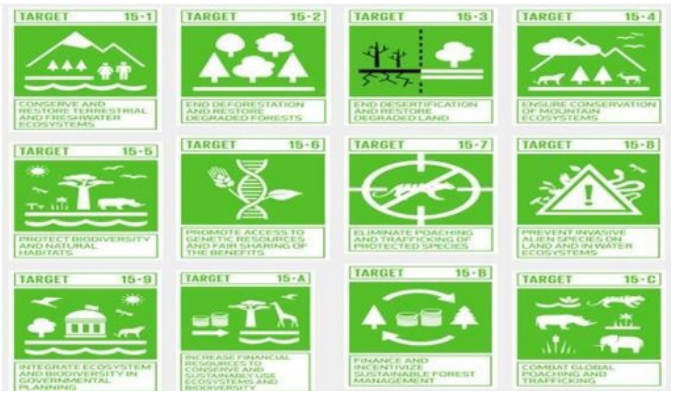
THEME 4

Sustainable Landscapes

Theme 4 - Sustainable Land Scapes

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

***-Primary Goal**



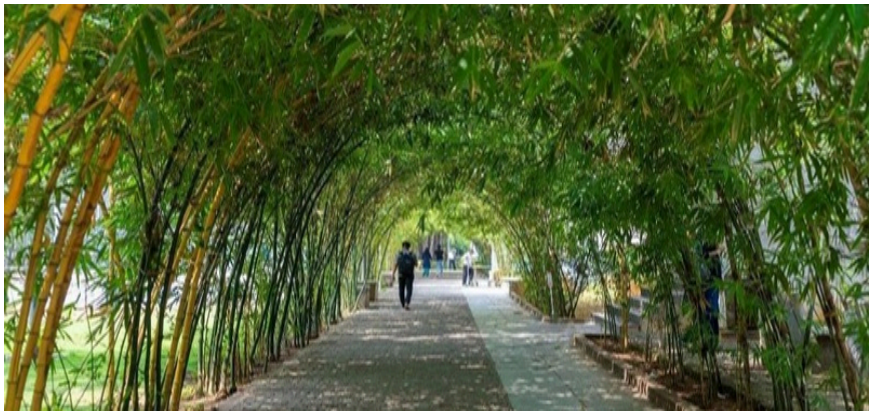
Pic: SDG 15 Targets

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.

Enduring Interventions and Future Outlook in Campus

- 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

- Recognizing that the current decade is a critical window for climate action, we have integrated intensive tree-planting initiatives into our core strategy to combat environmental degradation and safeguard local biodiversity.
- 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.

Pic: Pollinator gardens with native trees

Pic: Green space for Flora and Fauna

- GLIM has established a dedicated Herbal Garden, featuring a curated collection of indigenous medicinal flora. By prioritizing native species, we are actively preserving local phytodiversity and promoting the restoration of regional ecosystems.

Pic: Herbal Garden

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

- GLIM has executed a specialized plantation drive of 300 Mahogany trees across the campus in a strategic aid with the State Forestry Department. This initiative leverages institutional resources and governmental expertise to enhance our green cover with high-value, carbon-sequestering species, contributing directly to regional biodiversity targets.

Pic: Mahogany trees and bamboo samplings Plantation

GLIM has revitalized its campus infrastructure through a strategic greening initiative that integrates aesthetic landscaping with functional biodiversity, including the development of native floral corridors, a sequestering bamboo-covered walkway, and an edible landscape that provides organic harvests of fruits viz mango, banana, coconut; seasonal vegetables viz chillies, brinjal, ladies finger and herbs like lemon grass, turmeric, siriya nangai, periya nangai, thuthuvalai etc to the institutional community.

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: **Great Lakes Institute of Management Plantation Project to support Farmer community.**

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)

Through a community program, GLIM students demonstrated their commitment to social responsibility by offering vital animal healthcare to underprivileged rural communities, such as Lattur and Natham Kariachery. The project directly addresses Life on Land by protecting domestic biodiversity from infectious illnesses and encouraging the sustainable management of terrestrial ecosystems through the provision of immunizations, deworming, and emergency care. By mapping livestock distribution and environmental risks using Transect Walks and Situation Analysis, the technique ensures that interventions prevent land degradation brought on by animal loss and preserve the health of species that are essential to the local ecological and economic balance. In the final phase, these camps make smallholder livelihoods more resilient by guaranteeing that robust livestock populations continue to sustained, profitable land usage.

Pic: Animal Health: Mobile Veterinary Camps

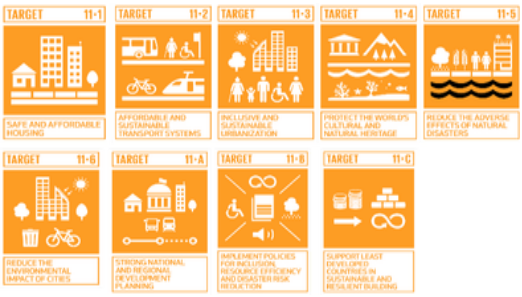
THEME 5

Transportation

Theme 5 - Transportation

SDG Goal 11*	Sustainable cities and Communities
SDG Goal 12	Responsible consumption and Production
SDG Goal 13*	Climate Action
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.

Enduring Interventions and Future Outlook 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.

Pic: 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 Refex eVeelz. This partnership ensures an eco-friendly and environmentally conscious transportation solution for the campus community.

Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

GLIM emphasizes the value of wearing seat belts and helmets in its road safety awareness program for the residents of neighboring villages. GLIM educates the local population about the advantages of sustainable transportation for the environment through campaigns. GLIM students showcased their dedication to social responsibility through a community program.

The project "Coastal Action: Beach Cleaning and Awareness Campaign" is a comprehensive capacity-building initiative designed to transform the coastal settlements of Pudupattinam and Sadras into resilient, sustainable hubs by directly addressing Sustainable Cities and Communities and Climate Action. By integrating disaster preparedness training, infrastructure mapping through participatory "Transect Walks," and community-led waste management, the campaign significantly reduces local vulnerability to climate- induced hazards like cyclones and rising sea levels.

Beyond immediate environmental mitigation, the project employs a data-driven Situation Analysis to foster economic diversification and nature-based solutions—such as mangrove preservation—ensuring that fishing communities evolve from passive observers of climate change into empowered leaders of long-term environmental stewardship and socio-economic stability.

Pic: Coastal Action: Beach Cleaning and Awareness Campaign

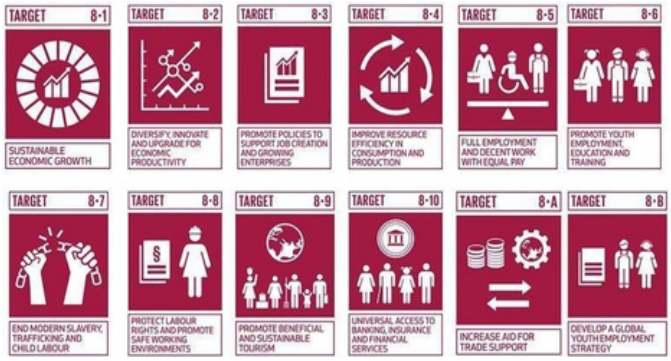
THEME 6

Inclusive and Fair Ecosystem

Theme 6 - Inclusive and Fair 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.

Enduring Interventions and Future Outlook in 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 counselling, internship, placement services, and leadership talks, it helps the students to prepare for the job market.
- We provide mentoring support to students by faculties. 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.
- GLIM has pioneered a comprehensive ecosystem for mental and physical health by integrating AI-driven wellness solutions into the campus experience. Through a strategic partnership with GoodLives, a premier holistic wellness platform, we provide students and staff with data-driven, personalized mental health support and one-on-one professional counselling. This initiative democratizes access to well-being resources, empowering our community to proactively manage their mental health through an intelligent, engagement-focused interface.
- GLIM Offers reskilling programs to support long-term employability, especially during technological shifts.
- The Great Lakes Program on Management & Entrepreneurship serves as a cornerstone Institutional Social Responsibility (ISR) initiative, specifically designed to advance the United Nations Sustainable Development Goals by bridging the gap between secondary education and professional life. By bridging the gap between conventional school curricula and the demands of professional life, the program offers essential exposure to financial literacy, ethical reasoning, and leadership frameworks. The Great Lakes Program on Management & Entrepreneurship is a year-long ISR initiative delivered to Class 11 CBSE students at the school premises, culminating in a 4-day residential immersion at the Great Lakes campus near Mahabalipuram.

Program Delivery Metrics

Students Reached	Schools Partnered	Teaching Hours Delivered	Campus Immersion Days
126	3	300	15

School Cohorts — AY 2025-26

School	Stream	Number
PS Senior Secondary School	CBSE	66
Sri Sankara Senior Secondary School	CBSE	38
PSBB Millennium (OMR)	CBSE	22
Total		**126**

Curriculum — 10 Courses, 100 Hours

Business Communication, Business Ethics & Values, ICT & Business Transformation, Financial Literacy, Business Finance & Decision Making, International Economics, Leadership & Management

Skills, Entrepreneurship & Innovation, Marketing Basics, Experiential Lab (Brand You, AI for Students, Capital Markets, Design Thinking).

Delivery Model

80 hours at school premises (alternate Saturdays, June–January)

20 hours — 5-day residential immersion, GL campus, Mahabalipuram (April)

Faculty: Great Lakes faculty team including FTF and JF | Honorarium: ₹2,500/hr per faculty

Campus stay: ₹500/student/day (AC, twin-share, all meals included)

Program Impact

During the 2025–26 academic year, the program successfully empowered 126 Class 11 CBSE students from three prestigious partner schools, equipping them with 100 hours of specialized instruction. By integrating a rigorous curriculum that spans 10 diverse courses—including forward- looking modules like AI for Students, Capital Markets, and Design Thinking—the initiative directly supports Quality Education and Decent Work & Economic Growth. The unique delivery model balances 80 hours of classroom learning with an intensive 5-day residential immersion at the Great Lakes campus, fostering a mindset of "opportunity creation" rather than just opportunity seeking. This mission is further reinforced by its alignment with Reduced Inequalities, as it provides high-level analytical and leadership frameworks at cost, ensuring that premier management education is accessible to a wider demographic of young learners.

Pic: Great Lakes Program on Management & Entrepreneurship activities

Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

- 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.
- Through the Karma Yoga initiative, our campus has successfully integrated the local village community into our economic ecosystem. By providing dedicated spaces for stalls, we have empowered community members to manage sales and retain 100% of the generated revenue, directly fostering rural entrepreneurship and sustainable livelihoods. The combined efforts of tender coconut initiative, Support for SHGs through sugarcane sales, the spinach and vegetable

cultivation project, sale of millet laddus, powder, and handicrafts, cold pressed oil project, Fish, prawn, and chicken pickle sales and the live seafood fries stall at GL Campus generate over 1.3 million in total annual sales, all of which directly benefits the village community and Self-Help Groups.

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

- The Anti-Drug Addiction Awareness Program, which was carried out by GLIM students in Vasuvasamudram, Neikuppi, Ammanampakkam, and Mullikolathur, is an essential intervention that is directly related to Good Health and Well-Being and focuses on the prevention and treatment of drug addiction. In order to reduce the stigma associated with addiction, the project effectively identified localized vulnerability zones and mapped available resources using community-driven approaches like Transect Walks and Situation Analysis. The main outcomes of the program are a stronger referral pathway to recovery facilities, the development of peer support networks in schools, and a quantifiable increase in community awareness of the physiological and social dangers of drug use. The initiative ensures healthy lives and promotes well-being for all ages through proactive education and the encouragement of resilient, drug-free lifestyles among youngsters, ultimately developing a more knowledgeable and self-sustaining community health infrastructure.

Pic: Anti-Drug Addiction Awareness Program

- By closing the access gap to healthcare for underprivileged rural people, the Community Health Camps initiative in Echur, Lattur, Kuzipandhandalam, and Sooradimangalam was a crucial intervention for Good Health and Well-Being. The project effectively delivered necessary medical examinations, early illness tests for problems like diabetes and hypertension, and crucial immunization programs by combining Transect Walks to map community assets and Situation Analysis to prioritize local needs. The primary outcomes include the development of a baseline Community Health Profile to direct future public health policies, a notable increase in health literacy regarding nutrition and hygiene, and a noted improvement in community health indicators through the early detection of preventable diseases.

Pic: Community Health Camps

- The study of Migratory Workers around L&T Roundana and Bhavani HCC is a vital research-driven activity that supports Reduced Inequalities and is primarily in line with Decent Work and Economic Growth. The initiative methodically determined the legislative and administrative obstacles that keep low-wage workers in the manufacturing and construction industries out of crucial social security systems by using Transect Walks and Situation Analysis. The project effectively tracked the socioeconomic characteristics and real-world experiences of these workers, exposing a considerable gap between the minimum wage requirements for 2024 and actual wages. The creation of evidence-based policy proposals for universal registration and benefit portability are important results, guaranteeing that migration becomes a secure and formal route to economic empowerment.

- The Agricultural Business Enterprises project, centered on Keerai (Spinach) Cultivation in Veerapuram, Nallur North, Naduvakkarai, and Kollamedu, serves as a dual-impact intervention supporting Good Health and Well-Being & Decent Work and Economic Growth. By promoting kitchen garden workshops, the project directly addresses nutritional security through the local production of nutrient-dense greens, while simultaneously fostering agribusiness development by training youth and women in modern farming techniques and market analysis. The project identified localized challenges such as soil quality and pest management, leading to the adoption of climate-smart, sustainable practices. The primary outcomes include increased household incomes through online sales and value-chain integration, enhanced health literacy regarding organic consumption, and the creation of resilient, community-led agricultural enterprises. This initiative successfully transforms traditional home gardening into a scalable economic model that ensures both the physical well-being and the financial inclusion of rural communities.

Pic: Agricultural Business Enterprises project

THEME 7

Non discriminating and Secured Work Environment

Theme 7- Non discriminating and Secured Work Environment

SDG Goal 3	Good health and well being
SDG Goal 5*	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.

Enduring Interventions and Future Outlook in Campus

- 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: Prof. Rajeshwari K (Professor of Practice)

Members:

- Ms. Pratima Lakshmanan (Head, Strategy)
- Col. Ranjan Prabhu (Director, Administration)
- Ms. Sanchita Tuli (Director, Human Resource)
- Ms. Vimala VM (Associate Director, Centralized Academic Administration)

NGO Partner: Alai Foundation (Mrs. Cerrina Charis)

In alignment with core diversity benchmarks, GLIM achieved equitable gender representation across all leadership echelons, institutional committees, and strategic decision-making bodies during AY 2025–26, as evidenced by the key metrics detailed below:

- Total No of Female in Leadership roles – 25%

- Total No of Faculty/JF – 55
- % of Female – 39%
- 39% female faculty in Asst professor category
- 29% of female faculty in Associate professor category
- 17% of female faculty in Professor category
- 65% 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 ECG, Thermogram for early detection of breast cancer, Pap smear tests for cervical health, eye checkup to detect early vision changes and underlying eye diseases that develop silently and routine blood tests to monitor overall wellness. We organised a doctor consultation post the test results as a value add. 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.

Pic: Health check up

- Our campus health framework offers a seamless integration of physical and mental wellness services. By providing 24/7 on-site medical professionals via Bluecircle and accessible tele-therapy through Good Lives, we provide a cost-free safety net for our entire community. This investment in proactive healthcare removes socioeconomic barriers, ensuring that the pursuit of excellence is never compromised by a lack of medical support.
- Free sanitary pads are provided for keeping up the hygiene of women staff and students in all ladies' rest room inside the campus.
- To champion gender equality and support career longevity, the Institute has established an on-campus early childhood care (crèche) facility. This initiative provides a vital support system for returning parents, ensuring that the transition back to the workplace after childbirth is seamless.

By integrating childcare into our infrastructure, we empower our team members to sustain their professional trajectories while ensuring the well-being of their families.

Pic : Crèche Facility

Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

- The Financial Literacy and Promotion of Women Enterprises project, implemented across Pudupattinam Ambedkar Nagar, Kariachery, and four other village clusters, serves as a transformative intervention directly aligned with Gender Equality by dismantling the economic barriers that traditionally exclude women from decision-making and resource control. By integrating Transect Walks to identify community-specific entrepreneurial assets and Situation Analysis to map formal financial gaps, the project successfully equipped adopted Self-Help Group (SHGs) with critical skills in digital finance, budgeting, and business management. The primary outcomes include a measurable rise in women-led startups, increased profitability of existing micro-enterprises, and strengthened linkages with formal banking institutions for microcredit access. Beyond economic metrics, the project achieved significant social empowerment, as participants reported higher confidence levels and increased agency in household financial decisions. By fostering a scalable mentorship ecosystem and promoting gender-inclusive innovation, the initiative ensures that women are not merely passive recipients of aid but active drivers of sustainable rural economic growth.

Pic: Financial Literacy and Promotion of Women Enterprises

- The Educational Support for Irula Tribal Children project, centered in Naduvakkarai and Nallur, serves as a transformative intervention for Gender Equality by specifically targeting the educational barriers that disproportionately affect tribal girls. The project identified critical gender-based vulnerabilities, such as early marriage risks and household labour demands, which often force girls out of the formal schooling system. The program's outcomes include a measurable increase in female enrolment and retention through the provision of safe transportation, school supplies, and culturally relevant remedial coaching. By fostering a child-

friendly environment and conducting awareness campaigns for parents, the project has successfully begun shifting community perceptions toward the value of female education. Ultimately, this initiative empowers Irula girls with the literacy and life skills necessary to exercise agency, participate in decision-making, and break the generational cycle of poverty and social exclusion.

Pic: Educational Support for Irula Tribal Children project

THEME 8

Carbon Footprint

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 13*	Climate Action
SDG Goal 15	Life on Land
SDG Goal 17	Partnership goals

***- Primary Goal**

Pic: SDG 13 targets

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.

Enduring Interventions and Future Outlook in Campus

- 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, faculty, and staffs about the importance of reducing carbon emissions.

Over the past year, our campus has undertaken a series of focused initiatives to improve energy efficiency, reduce operational costs, and enhance sustainability. These efforts reflect our commitment to responsible resource management while continuously improving the living and learning experience on campus. It also allows us to make the campus a live experimental environment on ESG thus allowing students to understand topics on sustainability better through experiential learning. The institute has implemented multiple high-impact projects across energy, water, and infrastructure domains. Key interventions include renewable energy adoption, energy-efficient appliances, HVAC optimization, and water conservation systems.

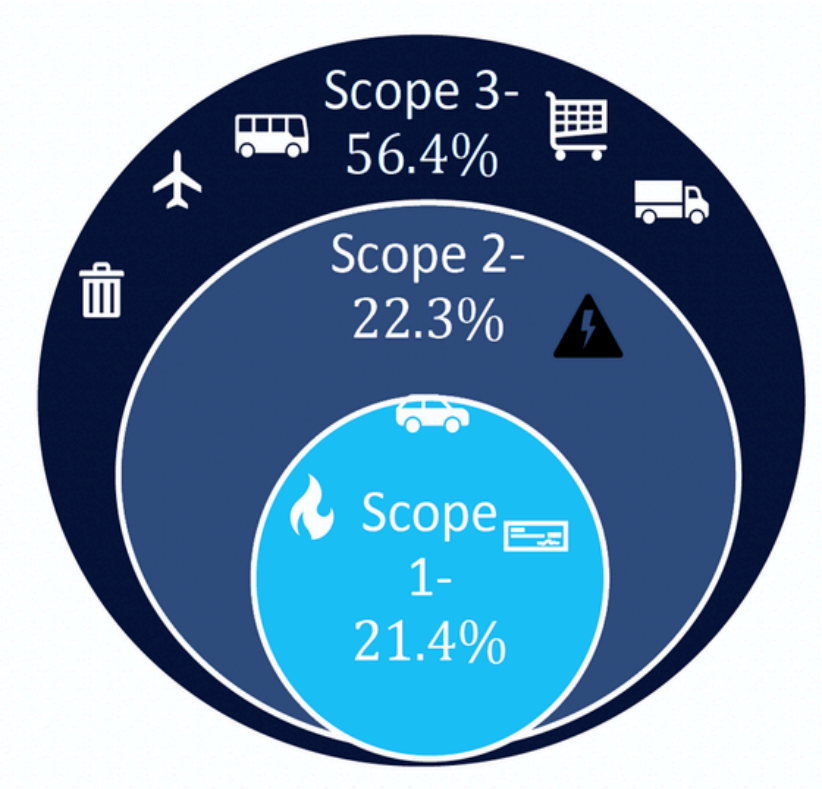
Sustainable Development Initiatives in Nearby Villages
(Through Curriculum – Karma Yoga)

- 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 2025-26 by scope for GLIM

GHG Emissions Scope	Emissions (tCO_2e)	Percentage
Scope 1 Emissions	592	21.4%
Scope 2 Emissions	617	22.3%
Scope 3 Emissions	1563	56.4%
Total Emissions	2771	100%
RE-Based Offsets (Reported Only)	2147	-



The GHG Protocol classifies emissions into three scopes:

Scope 3: Other indirect GHG emissions - Emissions that occur in the value chain of the institution, both upstream and downstream.

Scope 2: Indirect GHG emissions from purchased electricity - Emissions from the generation of electricity, heating, or cooling consumed by the institution but generated off-site.

Scope 1: Direct GHG emissions - Emissions from sources that are owned or controlled by the institution.

Scope-Wise Emissions Summary

Scope 1

Scope 1 GHG emissions are direct emissions from sources that are owned or controlled by the institution. For GLIM, these emissions arise from the combustion of fuels in generators and vehicles, biological and waste treatment processes, and fugitive refrigerant releases from air-conditioning systems.

Scope 1 Activity	Activity data	Emissions (tCO_2e)	%
Stationary Emissions			
Diesel Generators	31,464 litres of diesel consumed	84.9	14.4%
Mobile Emissions			
Dean's vehicle	2,683 litres of petrol consumed	6.6	1.1%
Procurement Manager's 2-wheeler	173 litres of petrol consumed	0.4	0.1%
Process Emissions			
Biogas Plant (Food Waste)	360 kg of biogas generated	7.6	1.3%
Conventional Composting	34,500 kg of food waste composted	0.3	0.1%
Sewage Treatment Plant (STP)	43,106 kilolitres of sewage treated	0.6	0.1%
Fugitive Emissions			
Air Conditioning Systems (Split, Ductable, VRF)	Refrigerant leakage from various AC units	491	83.0%
CO_2 Fire extinguishers	331 kg of CO_2 gas refilled	0.3	0.1%
Total Scope 1 Emissions	-	592	100%

The total Scope 1 emissions for the reporting year are estimated at 592 tCO_2e.

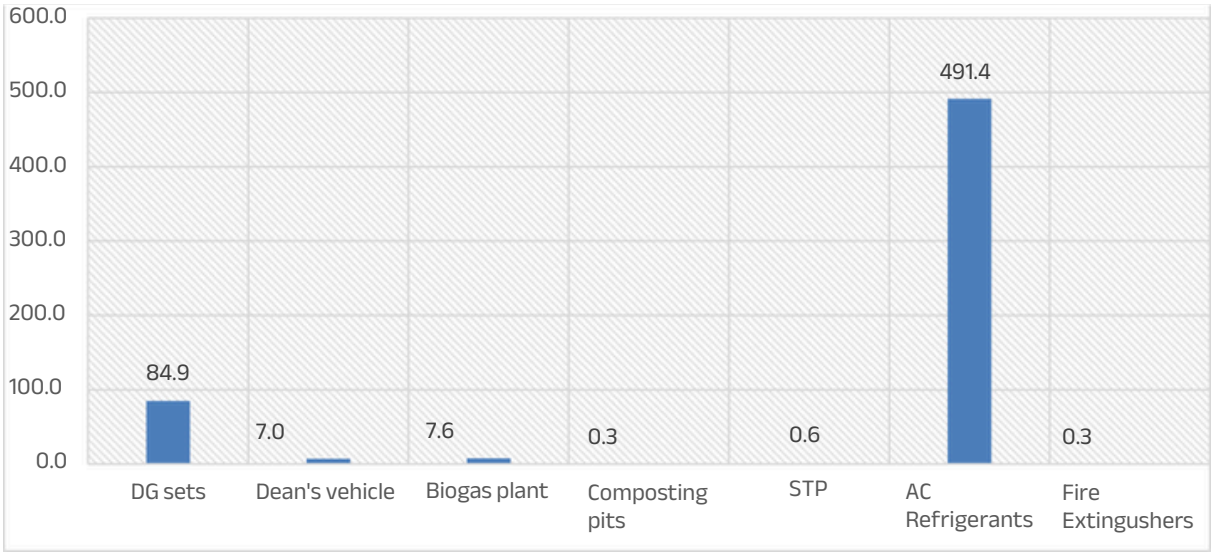


Fig: Scope 1 Emission

Scope 2

Scope 2 GHG emissions are indirect emissions resulting from the consumption of purchased electricity, which is generated off-site but consumed within the institution. These emissions form a significant portion of the carbon footprint for educational campuses due to the substantial energy demand from academic blocks, administrative offices, residential hostels, and other facilities.

During the reporting period April 2025 to March 2026, GLIM consumed a total of 38,92,303 kWh of electricity. Of this:

- 868,550 kWh (22.3%) was sourced from the conventional grid, contributing to Scope 2 emissions.
- 3,023,753 kWh (77.7%) was sourced from renewable energy (RE) — comprising onsite solar generation (12.2%) and purchased renewable electricity via Power Purchase Agreements (PPAs) (65.5%).

Scope 2 Activity	Activity data	Emissions (tCO_2e)	Percentage
Purchased Electricity from grid	868,550 kWh of grid electricity consumed	617	100%
Total Scope 2 Emissions	-	617	100%
RE-Based Offsets (Reported Only)	3,023,753 kWh from both onsite solar + renewable PPAs	2147 (offset)	-

The total Scope 2 emissions attributable to grid electricity consumption are estimated at 617 tCO_2e. The offsets achieved due to renewable energy usage are estimated at 2,147 tCO_2e.

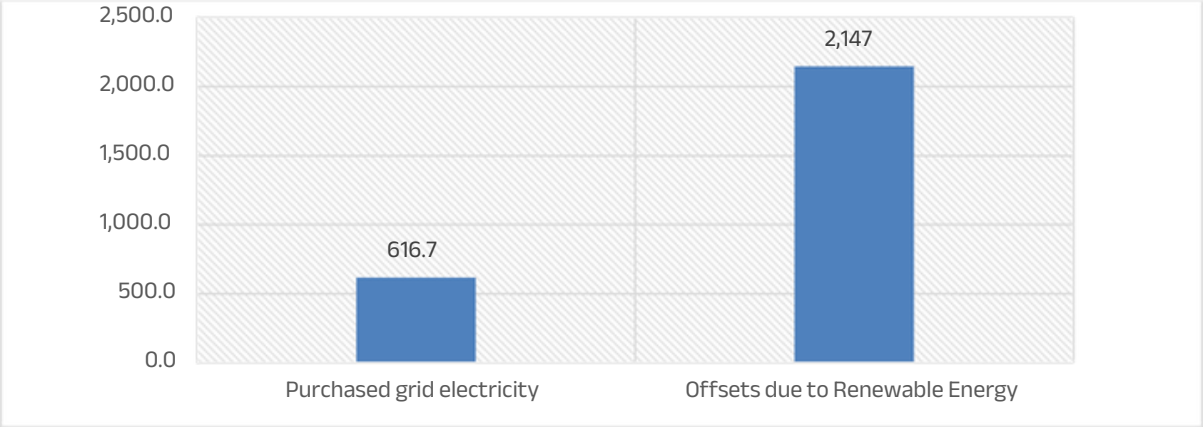


Fig: Scope 2 Emission

Scope 3

Scope 3 GHG emissions are indirect emissions that occur outside the boundaries of the institution, arising from upstream and downstream activities associated with GLIM's operations. These emissions occur at various points in the value chain, including procurement, outsourced services, commuting, and waste management. For the reporting year April 2025 to March 2026, the total Scope 3 emissions for GLIM are estimated at 1,563 tCO_2e.

Scope 3 Category	Activity data	Emissions (tCO_2e)	Percentage
Category 1: Purchased Goods & Services	32,48,81,451 INR spent on various purchased goods and services during the reporting year	888.3	56.8%
Category 2: Capital Goods	10,17,25,000 INR spent on various capital goods during the reporting year	320.5	20.5%
Category 3: Fuel and energy related activities	The same fuel and electricity consumption data used for Scope 1 and 2 GHG emissions estimation is used for this category	41.89	2.7%
Category 4: Upstream transportation	50,000 INR spent on transportation of kitchen consumables during the reporting period	0.36	0.02%
Category 5: Waste generated in operations	Waste generation and disposal data was considered for the estimations	3.5	0.2%
Category 6: Business Travel	A total of 62 air travel instances (9 international and 53 domestic), 4 train journeys, and 3 bus journeys were considered based on the business travel data shared by GLIM	194.5	12.4%
Category 7: Employee commuting	Employee commuting includes approximately 577 km/day through buses and tempo travellers combined, 25 km/day through two-wheelers, and an estimated 21,230 km of cab travel per month. In addition, approximately 2,870 km of cab travel per month has been decarbonised through the adoption of electric vehicles for planned trips.	113.5	7.3%
Total Scope 3 Emissions		1,563	100%

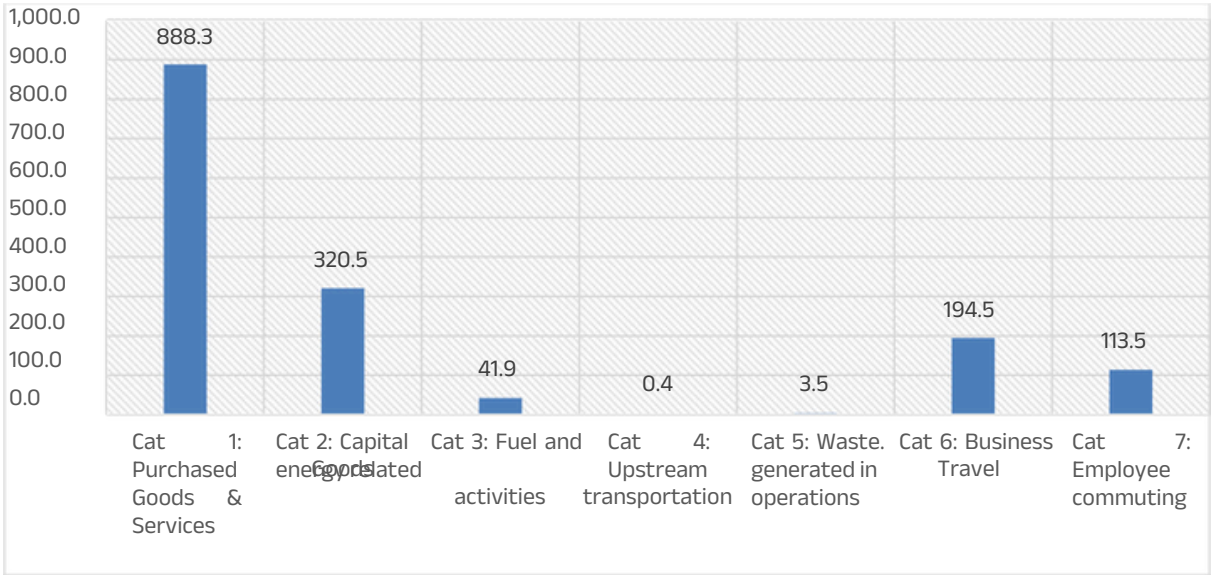


Fig: Scope 3 Emission

Emission Intensity

GHG performance is typically assessed using two key metrics:

- Absolute emissions, which represent the total greenhouse gas emissions generated during the reporting period; and
- Emission intensity metrics, which normalize emissions against a relevant operational parameter to support performance evaluation and benchmarking.

Absolute emissions provide an overall view of the institute's carbon footprint and serve as an important basis for tracking year-on-year performance and identifying major emission sources. However, absolute emissions alone may not provide meaningful comparisons across institutions due to differences in campus size, operational boundaries, infrastructure, occupancy levels, and academic activities.

For FY 2025–26, the total absolute emissions for Great Lakes Institute of Management Chennai campus were estimated at 2,771 tCO_2e, compared to the baseline year emissions of 4,013 tCO_2e reported for FY 2024–25. The reduction in emissions is primarily attributable to increased renewable electricity procurement, on-site solar energy generation, and changes in operational activities during the reporting period.

For this assessment, per capita emission intensity has been considered the most relevant indicator, as campus emissions are closely linked to occupancy levels and day-to-day institutional activities. The campus population has been categorized into different groups, and the corresponding per capita emission intensity values are presented below.

Per Capita Emission Intensity

Campus Community Group	Headcount in FY 2025-26	Per Capita Intensity (tCO_2e per person)
Students only	1,017	2.72
Students + Employees (on payroll)	1,189	2.33
Students + Employees + Contract Staff	1,469	1.89

GLIM's per capita emissions for 1,469 campus occupants is 1.89 tCO_2e/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 through stakeholder consultations, institutional records, utility documents, procurement information, and operational datasets, while secondary data from recognized national and international sources provided standardized emission factors and methodological guidance. The following outlines the key data sources used in the assessment:

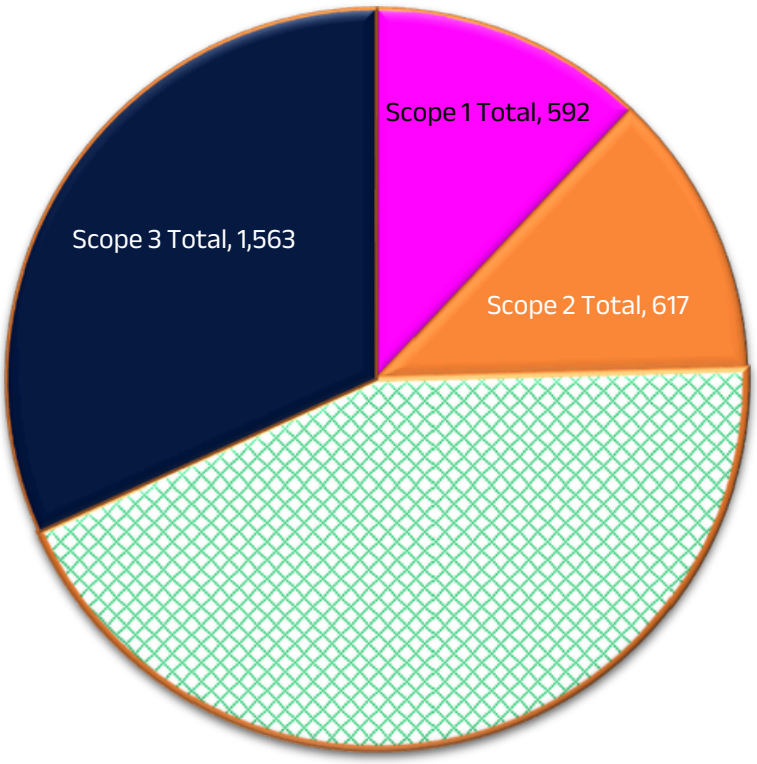
1. Primary Data Collection

- Campus Utility Records: Electricity consumption records, diesel purchase logs, and sewage treatment plant operational data.

- Administrative and Operational Data: Information related to employee and student commuting patterns, institutional transportation, and travel-related activities.
- Procurement Records: Expenditure data for purchased goods, services, and capital goods used for Scope 3 estimation.
- Waste Management Data: Information related to solid waste generation, treatment, recycling, and disposal practices obtained from campus facility teams and vendors.

2. Secondary Data Collection

- Secondary data sources were used primarily for emission factors, global warming potentials, and methodological references. These included: Central Electricity Authority (CEA), India, IPCC Guidelines, GHG Protocol tools and databases, DEFRA emission factor databases, USEPA Environmentally Extended Input-Output (EEIO) datasets, CPCB and MoEFCC guidance, wherever applicable, etc.
- Global Warming Potentials (GWPs) considered in the inventory are based on the IPCC Sixth Assessment Report (AR6), wherever applicable.



Total offsets achieved in the reporting year due to usage of Renewable Energy, **2,147**

Year-on-Year Performance Analysis and Conclusion

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. 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.

GLIM achieved a substantial decrease in total GHG emissions during FY 2025–26, moving from **4,013 tCO_2e to 2,771 tCO_2e.** This progress was headlined by a major reduction in Scope 2 emissions, driven by the successful implementation of Power Purchase Agreements (PPAs) and a steadfast commitment to on-site solar energy generation. While overall Scope 3 emissions also trended downward, the reporting period was characterized by significant advancements in data maturity.

By transitioning from baseline proxy assumptions to actual activity records for business travel and mobile combustion, and identifying fugitive refrigerant leakages through enhanced monitoring, the Institute has established a highly transparent and granular emissions profile. These improvements in data integrity provide a robust, evidence-based foundation for targeted decarbonization strategies and reinforce the Institute's accountability in its sustainability journey.

While the current inventory represents an important step toward understanding and managing the campus carbon footprint, there remains significant opportunity to further strengthen emissions management practices.

Potential focus areas for future years include:

- Expanding renewable energy usage
- Further electrification of transportation systems
- Transitioning toward more activity-based Scope 3 estimation methodologies
- Enhancing sustainable procurement practices
- Increasing supplier engagement for low-carbon products and services