



SUSTAINABILITY REPORT

January 2024 - December 2024



Prepared by :



CENTRE FOR EXCELLENCE IN
**SUSTAINABLE
DEVELOPMENT**



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DIRECTOR'S MESSAGE

It gives me great pleasure to present the third edition of Goa Institute of Management's Sustainability Report- a reflection of our unwavering commitment to creating a greener and sustainable future. At GIM, we believe that higher education institutions play a significant role in driving the green transformation through impactful research, meaningful community engagement, and responsible campus practices, we continue to work towards becoming a model for sustainability in the academic world.

Guided by a robust governance structure and dedicated systems, we have implemented several strategic initiatives aimed at reducing our carbon footprint and fostering long-term positive impact for all our stakeholders- including the communities around us. Sustainability remains a core value in every decision we make, and it is deeply embedded in our mission and daily operations. As we continue on this long journey, we remain committed to engaging all stakeholders in our shared mission of creating a more sustainable and liveable planet.

This report captures the collective efforts of our faculty, staff, students, and researchers, all of whom have contributed through innovative research, thoughtful assessments, and hands-on implementation of sustainability projects.

One of our most significant milestones has been generating close to 35% of our campus's energy requirements through renewable sources, primarily solar power.

In the past year, we undertook the task of calculating the carbon footprint of the GIM campus. This initiative is paying the groundwork for our upcoming environmental policy, which will serve as a blueprint in our journey towards becoming a net-zero campus. Additionally, to align student-led events with our sustainability goals, we developed a carbon emission assessment tool- a step that not only tracks impact but also cultivates environmental consciousness among our students.

As we look ahead, we reaffirm our commitment to a greener future- one where GIM continues to lead by example, strengthens its energy self-sufficiency, and inspires the next generation to embed sustainability in all that they do.

Dr. Ajit Parulekar



About Goa Institute of Management

Goa Institute of Management is a 30-year-old premier management institute in India focused on transforming and improving management education. From a small beginning in 1993, with six faculty members, teaching a single class with an intake of 24 students in a rented premise, GIM has grown to 75+ full-time faculty members, six courses with an intake of over 900 full-time students, and a 50-acre campus with world-class infrastructure. The institute has grown under the visionary leadership of Late Fr. Romuald D'Souza, the founding Director.

GIM is an autonomous body approved by the norms of the All-India Council of Technical Education (AICTE). The Association of Indian Universities (AIU) has recognized GIM's Post Graduate Diploma in Management (PGDM) programme as equivalent to an MBA degree. It offers full-time residential post-graduate programmes, i.e., PGDM, PGDM-Healthcare Management (HCM), PGDM-Big Data Analytics (BDA) and PGDM-Banking, Insurance and Financial Services (BIFS), as well as the Fellow Programme in Management (FPM). PGDM- Hybrid is a non-residential programme carried out for working executives. The Executive Post-graduate program started in HCM is a 11 months online certificate program.

The Institute attracts students from all over India. GIM celebrates bonding and connections with over 6,000 of its influential alumni located in more than 15 countries across the globe. GIM has continued to maintain 100% placements for the past many years. GIM students are placed and have interned in all major corporates in India and abroad. GIM was registered as a Society on February 16, 1994, bearing Registration No. 35/Goa/94 with the District Registrar and Head of Notary Services Office of Inspector General Societies, Panaji, Goa. The official Address of the Institute is Goa Institute of Management, Sanquelim, Poriem Sattari, Goa, India 403505.

1.1 Mission of GIM

To develop responsible and agile leaders at the forefront of cutting-edge business practices.

1.2 Vision of GIM

To be a preeminent business school at the forefront of management education and research. GIM's graduates should be acknowledged as transformative leaders focused on responsible, ethical, and sustainable business practices.

The mission and vision statements are clearly displayed in the Institute. Every new employee is briefed by the HR team about the organization's values, principles, standards and behaviour norms during induction and via an employee manual.

1.3 Accreditations

- South Asian Quality Assurance System (SAQS)
- National Board of Accreditation (NBA)
- Association of MBA's (AMBA)
- Business Graduates Association (BGA)

1.4 Memberships

- Association to Advance Collegiate Schools of Business (AACSB)
- European Foundation for Management Development (EFMD)
- Associated with Principles for Responsible Management Education (PRME)
- Member of Global Business School Network (GBSN)
- Confederation of Indian Industry (CII) Goa Chapter
- Goa Management Association
- India International Centre
- Goa NIPM (National Institute of Personnel Management)
- Association of Indian Management Schools (AIMS)
- Consortium of Universities for Global Health
- United Nations Global Compact (UNGC)
- Sustainable Development Solutions Network (SDSN)
- Association of Management Development Institutions in South Asia (AMDISA)



About the Report

The third Sustainability Report of Goa Institute of Management, Sanquelim campus, aims to report the performance of the Institute on the ESG (Environmental, Social and Governance) parameters. The reporting period is January 2024 to December 2024.

The contact point for questions about the Sustainability Report or the reported information is:
Prof. Arpita Amarnani
Chair, Centre for Excellence in Sustainable Development,
Goa Institute of Management
Email: sustainability@gim.ac.in

The GRI content index at the end of the Report maps the points that address the specific GRI indicators. The Report has been prepared as per the “Core option” of the Global Reporting Initiative (GRI) 2020 Standards. The Report also tries to map the points covered against the UN's Sustainable Development Goals (SDGs) by providing the icons associated with the SDGs against each section of the Report.

The reporting exercise involved the following steps:

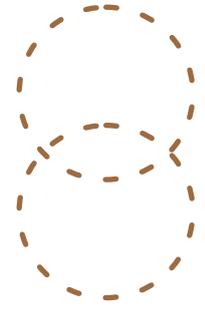
- Formation of the core team for preparation of the Report
- Study of various frameworks for sustainability reporting for identification of suitable framework for GIM
- Capacity building about the selected framework (the GRI reporting standards 2020)
- Structure conceptualization of the report
- Enlisting all the data required for the report
- Coordinating with various departments for obtaining data, collation, validation, and analysis of all data
- Creating a presentable sustainability report for the institute

The Report has been prepared internally by a team of members from the Institute as per the roles mentioned below. It has been validated by the Director of the Institute through a consultative process.

Prof. Arpita Amarnani	Overall project lead, Lead for environmental sustainability section, Critical review of the report
Prof. Shiv Nath Sinha	Lead for governance and social sections
Mr. Kapil Sinai Desai	Updating and formatting of the Sustainability Report

3 Material topics for the Institute

No.	Material Topic	Description	Stakeholders	Relevant SDGs
1	Student Diversity and Inclusion	This issue demonstrates the existing students' diversity and inclusion.	Existing and Prospective Students	 
2	Student Competitiveness	Steps taken by GIM to ensure that the increasing number of students are agile and competitive	Existing Students, Faculty members, Industry Experts,	
3	Student experience & well being	Ways in which GIM fosters a supportive environment for students to nurture their physical and mental wellbeing and support their learning processes	Existing Students, Faculty and Staff of GIM	
4	Faculty training & Development	Steps taken by GIM for training and development of faculty in their domains, teaching pedagogies, and cutting-edge technology	Faculty Members	
5	Faculty, staff & inclusion	The existing diversity among GIM employees	Faculty and Staff	 
6	Faculty, staff & retention	GIM's approach to attracting and retaining good quality faculty and staff	Existing and Potential Faculty and Staff	 
7	Campus Sustainability	Steps taken to ensure sustainable campus development and reduce our carbon footprint.	Senior Management, Existing Faculty, students and staff	 
8	Sustainability Research	How research at GIM contributes to the global sustainability agenda	Faculty members	  
9	Engagement with Local Community	GIM's role in creating awareness about various aspects of sustainability as well as engaging with the authorities for sustainable growth and development of the local communities	Local Communities, GIM Students and Faculty members	
10	Financial Sustainability	Measures taken by GIM to ensure financial stability to progress as a sustainable and competitive institute	Senior Management	 



Governance Reporting

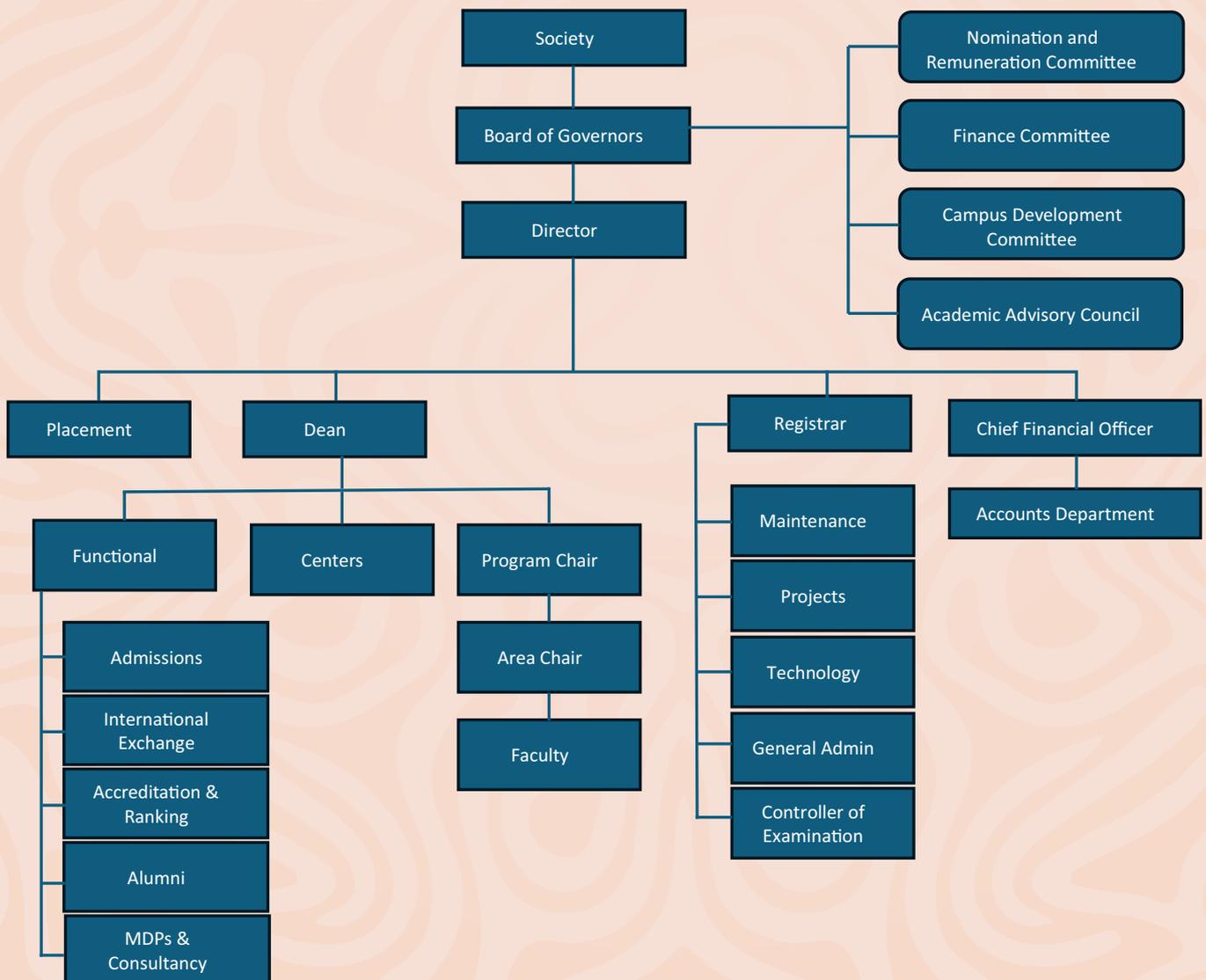
4 GIM's Governance Philosophy

GIM believes that since academic institutions play an immense role in creating and disseminating knowledge, shaping future business leaders, and influencing policymakers, the governance process must be robust enough to meet societal and stakeholders' expectations.



4.1 Governance Structure

GIM's governance processes ensure that sustainability principles are embedded in its strategies, policies, and daily decision-making. GIM believes that a good governance policy shall be based on the empowerment of the management. The Governance should create a system of checks and balances to ensure that the powers vested in the management are used in the best interest of GIM and its stakeholders. GIM's core governance principles are based on Transparency, Responsibility, Ethical Leadership, and Accountability.



4.2 GIM Society

GIM is a Society registered under the Societies Registration Act, 1860. The general superintendence, direction, and control of the society vests in the members of the society. The members of the society elect one of the members as the President who chairs the meetings for a period of three years. The Society takes critical strategic decisions, makes the broad policy of the institution, appoints the members of the Governing Board, and monitors the implementation of decisions by the Board. The society has the power to nominate a maximum of seven members to the Board of GIM.

4.2.1 Members of the GIM Society

GIM Society comprises eminent people from diverse backgrounds like industry, academics, policymaking, regulatory bodies, etc. A new member of the society is appointed with the approval of two-thirds of the existing members. The minimum number of members of the society shall not be less than 14, and the maximum number of members shall not be more than 24. As of December 31, 2024, the total number of members of the society is 18, comprising of three women members. Selection of members is primarily based on merit, but within similar levels of competency, a preference is given to female members.

No.	Name	Position
1	Mr. Peter F.X. D’Lima, Former Director, Goa Institute of Management Former Chairman EDC, Panaji, Goa Former Director, Sesa Goa Ltd	President
2	Mr. Satish Shetye, Former Vice-Chancellor, Goa University, Goa	Vice President
3	Mr. Dale Menezes, Director, CMM Group of companies	Secretary
4	Mr. Shivanand V. Salgaocar, Managing Director, V. M. Salgaocar & Bro., Ltd., Goa	Treasurer
5	Mr. Pratapsingh R Rane, Former Chief Minister of Goa	Member
6	Ms. Kiran Dhingra, Retd. Chief Secretary, Govt. of Goa	Member
7	Mr. Nasser Munjee, Chairman, Development Credit Bank Former MD and CEO, IDFC Ltd	Member
8	Mr. Ashank Desai, Founder, Mastek Ltd., Mumbai	Member
9	Mr. Dattaraj V. Salgaocar, Managing Director, V. M. Salgaocar & Bro., Ltd., Goa	Member
10	Mr. Shrinivas V. Dempo, Chairman and Managing Director, V.S. Dempo & Co. Ltd., Goa	Member
11	Ms. Swati Salgaoncar, President, V. M. Salgaocar & Bro., Ltd., Goa	Member
12	Mr. Yatin Kakodkar, Director, Apex Packing Products Pvt Ltd	Member
13	Ms. Kshama Fernandes, MD & CEO, IFMR Capital, Chennai	Member
14	Mr. Arjun Deepak Gadre, Managing Director, Gadre Marine Export Pvt. Ltd.	Member
15	Mr. Ketan Hajarnavis, Founder & Managing Director, ScaleFactor Consulting Labs Pvt. Ltd.	Member
16	Mr. Raman Madhok Chairman-GEA Process Engineering (India) Pvt Ltd Former Executive President –Zuari Industries Ltd	Member

17	Former Division Head – Niro A/S Denmark Dr. T. V. Rao Chairman, T.V.Rao Learning Systems Pvt. Ltd	Member
18	Prof. Furqan Qamar Professor of Management Centre for Management Studies, New Delhi	Member

4.2.2 Details of the Society's Meetings during the Year ended 2024

The Society convenes an ordinary general meeting to discuss and decide matters during the year, besides an Annual General Meeting during the month of July is convened to receive the Annual Report along with the Annual Accounts.

Date of Meeting	Type of meeting	Strength	No. of Members Present
06/01/2024	AGM	17	12
04/05/2024	Special Meeting	17	12
06/07/2024	AGM	16	10

From January 2024- December 2024, the Society met three times. The table above shows the date of the meeting along with the number of members who attended the meeting.

4.3 GIM's Governing Board

The Governing Board is a diversified body, comprising of (a) members nominated by the Society, (b) the Director of the GIM, (c) the Academic Dean of the GIM, (d) members of GIM Alumni Association, (e) One of the faculty members of GIM, (f) One representative of the Goa Government, (g) One representative of the AICTE, and (h) Other eminent persons as decided by the Board. The members of the Governing Board are appointed for a period of 3 years and can be re-appointed for another successive period of 3 years. The control and management of the affairs and interests of the Institute vest in the Governing Board. The Governing Board appoints the Director of the GIM. The members of the Governing Board do not receive any remuneration except for the Director, Dean, and Faculty.

4.3.1 GIM's Board Members

As of December 31, 2024, the Governing Board comprises 14 members, including three women members. The following are the current members of the Governing Board:

No.	Name	Position
1	Mr. Ashank Desai, Founder, Mastek Ltd., Mumbai	Chairperson
2	Dr. Ajit Parulekar, Director, GIM Director, GIM	Secretary
3	Mr. Shivanand V. Salgaocar Managing Director, V. M. Salgaocar & Bro., Ltd., Goa	Member
4	Mr. Dattaraj V. Salgaocar Managing Director, V. M. Salgaocar & Bro., Ltd., Goa	Member
5	Mr. Satish Shetye Former Vice-Chancellor, Goa University, Goa	Member
6	Mr. Arjun Deepak Gadre, Managing Director, Gadre Marine Export Pvt. Ltd.	Member
7	Prof. Furqan Qamar, Professor of Management Centre for Management Studies, New Delhi	Member
8	Ms. Kshama Fernandes MD & CEO, IFMR Capital, Chennai	Member
9	Mr. Sahil Barua Managing Director/CEO/Co-Founder, Delhivery Ltd	Member
10	Mr. Nagraj Ijari Strategic Advisor – Business & IT, and Executive Coach	Member

11	Mr. Anis Chakravarty Partner and Lead Economist, Deloitte India	Member
12	Ms. Rituparna Chakraborty GIM Alumnus Co-founder and EVP of Team Lease Team Lease Services Ltd	Member
13	Dr. Venkatesh Naga Dean-Academics, Goa Institute of Management	Member
14	Dr. Divya Singhal Faculty, Goa Institute of Management	Member

4.3.2 Details of the Governing Board Meetings during the Year ended 2024:

From January 2024- December 2024, the Governing Board met five times. The following table shows the dates of the meetings along with the number of members who attended each meeting:

Sr. No.	Date of meeting	Strength	No. of members present
1	06/01/2024	14	10
2	06/04/2024	15	12
3	06/07/2024	14	12
4	28/07/2024	17 (old & New Board members) Special Board Meeting	11
5	26/10/2024	15	15



4.4 Board Committees

To effectively discharge its Governance responsibilities, the Governing Board has constituted three Board Committees.

4.4.1 Nomination and Remuneration Committee

The role of the Nomination and Remuneration Committee is to have an effective policy and processes for the appointment, remuneration, performance appraisal, promotion of the faculty, Dean and Director and key administrative persons of GIM.

As of December 31, 2024, the Nomination and Remuneration Committee comprises three members. The following are the current members of the Committee:

Sr.No.	Name	Position
1	Prof. Furqan Qamar Professor of Management Centre for Management Studies, New Delhi	Chairperson
2	Dr. Ajit Parulekar Director, GIM	Secretary
3	Ms. Rituparna Chakraborty GIM Alumnus Co-founder and EVP of Team Lease Team Lease Services Ltd	Member

4.4.2 Details of the Nomination and Remuneration Committee Meetings during the Year ended 2024

From January 2024- December 2024, the Committee met once. The following table shows the date of the meeting along with the number of members who attended the meeting:

Sr. No	Date of Meeting	Strength	No. of Members Present
1	27/12/2024	03	03

4.4.3 Finance Committee

The role of the Finance Committee is to discuss matters relating to fund management and investment before they are put up for the approval of the Board and to ensure that a system and process is in place for authorization, documentation, auditing of financial transactions, and other statutory compliances.

As of December 31, 2024, the Finance Committee comprises four members. The following are the current members of the Committee:

Sr.No	Name	Position
1	Ms. Kshama Fernandes MD & CEO, IFMR Capital, Chennai	Chairman
2	Dr. Ajit Parulekar, Director, GIM	Secretary
3	Mr. Shivanand V. Salgaocar Managing Director, V. M. Salgaocar & Bro., Ltd., Goa	Member
4	Mr. Raman Madhok, Chairman-GEA Process Engineering (India) Pvt Ltd Former Executive President – Zuari Industries Ltd Former Division Head – Niro A/S Denmark	Member

4.4.4 Details of the Finance Committee Meetings during the Year ended 2023

From January 2024- December 2024, the Committee met six times:

Sr. No	Date of Meeting	Strength	No. of members present
1	02/01/2024	3	3
2	22/03/2024	2	2
3	27/06/2024	2	2
4	22/08/2024	4	4
5	06/09/2024	4	4
6	17/10/2024	4	3

4.4.5 Campus Development Committee

The role of the Committee is to draw development plans, negotiate, draft contracts, monitor, and review the implementation of plans to create a green, clean, safe, comfortable and ecologically sustainable campus keeping in view the present and future additional requirements. As of December 31, 2024, the Campus Development Committee comprises of Seven members. The following are the current members of the committee:

Sr. No.	Name	Position
1	Mr Arjun Gadre Managing Director, Gadre Marine Export Pvt. Ltd.	Chairperson
2	Dr Ajit Parulekar Director, GIM	Secretary
3	Ms Swati Salgaocar President, V.M. Salgaocar & Bro. Pvt. Ltd. Goa	Member
4	Mr Dale Menezes Director, CMM, Group	Member
5	Mr Hadrian Lobo Senior Project Architect, Somaya & Kalappa Consultants, Mumbai	Member
6	Mr. Jeyakumar J Senior Technical Manager, GIM	Member
7	Mr. Nishikant Pathak Project Head, GIM	Member

4.4.6 Details of the Campus Development Committee Meetings during the Year ended 2024

From January 2024- December 2024, the Committee met three times. The following table shows the date of the meeting along with the number of members who attended the meeting:

Sr. No	Date of Meeting	Strength	No. of members present
1	29/03/2024	7	6
2	28/06/2024	7	6
3	21/10/2024	7	7

4.4.7 Academic Advisory Council

The Governing Board has also constituted the Academic Advisory Council. The Advisory Council comprises the President-GIM Society, Director, Dean, Registrar & Controller of Examinations, Program Chairs, CER Chair, MDP-Chair, besides distinguished academicians. The Advisory Council has multiple responsibilities in supporting the growth and evolution of GIM as an academic institution. The council offers strategic inputs regarding the current activities, programs, and opportunities for GIM to scale and evolve. During the periodical meetings, the Advisory Council reviews the report/status of academic / research / industry-related activities and provides guidance to the institute.

As of December 31, 2024, the Academic Advisory Council comprised of 19 members. The following are the current members of the Council:

Sr. No.	Name	Position
1	Prof Furqan Qamar Former Secretary General of AIU Professor of Management Centre for Management Studies Jamia Millia Islamia, New Delhi - 110025	Chairperson
2	Dr Venkatesh Naga Dean (Academic), GIM	Secretary

3	Dr Ajit Parulekar Director, GIM	Member
4	Dr Parveen Kumar Director, ICAR Research Complex for Goa	Member
5	Prof. Rajesh K Aithal IIM Lucknow	Member
6	Mr. Paritosh Anand Senior Vice President & Head- Digital Platforms, Analytics & Strategic Initiatives at Reliance Industries	Member
7	Dr. P. Balasubramanyam PGDM – BDA Chair, GIM	Member
8	Prof. Suman Kundu, Director BITS Pilani, K K Birla Goa Campus	Member
9	Dr Jelani Mohammed Registrar & Controller of Examination, GIM	Member
10	Mr Ketan Hajarnavis Founder & Managing Director, ScaleFactor Consulting Labs Pvt. Ltd., Pune	Member
11	Prof Nandakumar Mekoth PGDM - FPM Chair, GIM	Member
12	Dr. Ajay Vamadevan PGDM-HCM-Chair, GIM	Member
13	Dr. N Rajendran Chief Digital Officer & Addl. charge of CTO Multi Commodity Exchange of India Exchange Square, Suren Road, Andheri East, Mumbai	Member
14	Dr. Rohit Prabhu Desai PGP (H) – Chair, GIM	Member
15	Prof. P. D. Jose Professor, IIM – Bangalore	Member
16	Prof. Abhishek Ranga PGDM – BIFS Chair, GIM	Member
17	Dr Sebastian Morris CPPG Chair, GIM	Member
18	Prof. Abhishek Naresh CER Chair, GIM	Member
19	Prof. Manas Mayur PGDM FT Chair, GIM	Member

4.4.8 Details of the Academic Advisory Council Meetings during the Year ended 2024

From January 2024- December 2024, the Advisory Council met twice. The following table shows the dates of the meetings along with the number of members who attended each meeting:

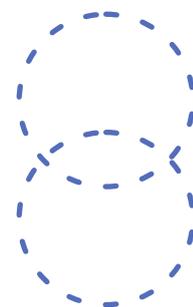
Sr. No	Date of Meeting	Strength	No. of Members Present
1	28/05/2024	21	14
2	18/11/2024	21	17

4.5 Risk Management at GIM

As an educational institute, GIM operates in a dynamic environment where effective risk management is essential to ensure stability and sustained growth. At GIM, the emphasis on agility and dynamism has helped manage some risks, and concrete steps to address the rest are in progress. The table below highlights the risks and some actions to mitigate and/or manage these risks.

	Type of Risk	Management initiative
1	Business Model Risks	<p>GIM largely relies on students' tuition fees for its operations and is subject to restrictions from state-level and central-level committees. Recognizing the risk that comes with this model, efforts are being made to increase the number of executive development programmes and consultancy projects.</p> <p>PGDM business model that GIM has is currently facing issues on two counts. Firstly, the IIM bill has enabled IIMs to offer MBA now instead of PGDM, impacting the market value of all PGDM programmes. GIM is trying to communicate appropriately with various stakeholders about its offerings to handle this issue. This issue has also increased the need for external validation.</p> <p>The National Education Policy 2020 of India is envisaged to emphasize building multi-disciplinary prominent institutes with a minimum of 3000 students under each institute. GIM is a management institute, and the total number of current students is only 1400. Future decision-making will need to keep this in mind.</p>
2	Operating Model Risk	<p>GIM actively participates in various national and international accreditations like NBA and SAQS to ensure robust operating processes. This ensures that the processes are strengthened and validated by external associations. NBA accreditation is also necessary for a variety of statutory approval and permissions</p>
3	Reputation Risk	<p>Brand management is critical for GIM to attract high-quality students, retain competent faculty members, and maintain strong alumni relations. The institute takes proactive measures to build and communicate its brand identity through transparent governance, ethical practices, and community engagement.</p> <p>Additionally, committees such as the Internal Committee, Anti-Ragging Committee, and Disciplinary Committee ensure campus safety and inclusivity, while the Grievance Redressal Committee provides a fair platform for addressing concerns. Standard operating procedures are documented, communicated, and reinforced through training and regular review.</p> <p>In recent years, the National Institutional Ranking Framework (NIRF) has become a key external benchmark that significantly influences institutional reputation and student choice. Any decline or stagnation in NIRF ranking poses a reputational and competitive risk. GIM continuously reviews its performance metrics related to NIRF parameters such as research output, teaching-learning resources, academic outcomes and perception. A dedicated internal team monitors NIRF-related data quality, identifies areas for improvement, and ensures that institutional strategies are aligned with ranking enhancement.</p>
4	Enrolment-supply risk	<p>This is critical for the institute as it largely depends on tuition fees for its operations. GIM believes that there will be a requirement for good quality MBA programmes in the foreseeable future; hence, sincere efforts to continuously improve the quality of our programmes are being made. New programmes have been added after analysing the demand of the industry.</p>
5	Compliance Risk	<p>Higher education institutes must comply with a growing array of state and central regulations. Failing to comply may result in severe long-term consequences. To manage this risk, GIM conducts regular internal audits. Institution-level compliance, as well as programme level compliance audits, are completed. Internal and external audits are conducted annually for financial performance monitoring.</p>

The Board frames the Risk Management Policy, reviews its implementation, effectiveness and adequacy of the risk management systems, processes and plans of GIM. The Board approves the risk management framework of GIM, reviews the risk mitigation strategies and results of risk identification, prioritisation and mitigation plans.



Social Sustainability Reporting

5 Student Engagement and Support

GIM is a campus where students actively participate in the institute's activities. Several activities of GIM revolve around students and an enriched student experience. This Section highlights how GIM ensures continuous student engagement in academic and co-curricular activities by providing an ecosystem for learning and personal and professional growth.



5.1 Student diversity

GIM is an equal opportunity institution for male, female, third gender as well as Indian and international students. While students of Goan domicile get a score reduction in qualifying written exams as part of an MoU with the State Government, all selections are made on an All-India Merit basis. Attracting students from various parts of the nation with diverse educational backgrounds and job experience increases the diversity and classroom learning experience. GIM has students from 23 states of India.

5.1.1 Student diversity based on Gender

Batch	Program	No. of Students	Total	% of Male	% of Female
2024-26	PGDM Core	288	846	69.94	30.06
	HCM	61			
	BDA	176			
	BIFS	63			
	FPM	3			
	Hybrid	255			
2023-25	PGDM Core	300	611	74.73	25.27
	HCM	61			
	BDA	143			
	BIFS	58			
	FPM	4			
	Hybrid	45			
2022-24	PGDM Core	191	441	63.27	36.73
	HCM	51			
	BDA	116			
	BIFS	59			
	FPM	4			
	Hybrid	20			
2021-23	PGDM Core	241	475	66.74	33.26
	HCM	62			
	BDA	102			
	BIFS	58			
	FPM	4			
	Part-Time	8			
2020-22	PGDM Core	232	473	63.85	36.15
	HCM	58			
	BDA	121			
	BIFS	31			
	FPM	6			
	Part-Time	25			

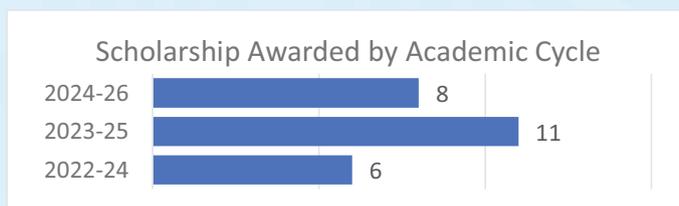
5.2 Financial support and student recognition

5.2.1 Financial Support

GIM enables, access and quality by providing scholarships for deserving students. This includes scholarships, tuition fee waivers and facilitation for getting educational loans. The following financial facilities are available for students at GIM:

5.2.2 Tuition Fee Waiver

All students whose family income is less than Rs 8 lakhs/annum are eligible for a tuition fee waiver for up to 5% of admitted students. For batch 2024-26, the Tuition fee component is Rs. 12,48,000.



5.2.3 International Student Exchange

International student exchange provides an opportunity for students to experience a new cultural and learning environment. Two types of scholarships are available for international programs:

Means-based Scholarships: Offered to exchange students (up to 4 students), with financial support of up to ₹2 lakh. In AY 2022–23, 1 student received a scholarship, which increased to 2 in 2023–24. Scholarship for 2024–25 has not yet been declared.

Merit-based Scholarships: Awarded to immersion program participants based on their CGPA, ranging from ₹61,500 to ₹1,75,000. In AY 2023–25, 40 students were awarded scholarships, and in 2024–26, 34 students received scholarships.

5.2.4 GIM – ACCESS Scholarship

80 Access Scholarships at Rs.5 lakhs per student are offered to meritorious students who excel in the selection process and demonstrate a positive attitude toward learning and with a promise for a good use of the award. Over the past three academic years, scholarship awards have varied, with 19 students in AY 2022–24, 16 students in AY 2023–25, and 40 students in AY 2024–26 received scholarship.

5.2.5 GIM - MBBS Scholarship (GMS)

The Institute offers seven scholarships, each amounting to Rs.5 lakhs, to candidates holding an MBBS degree and admitted into the PGDM Healthcare course. In the past three academic years, 3 students received scholarships in AY 2022–24, 4 in AY 2023–25, and 2 in AY 2024–26.

5.3 Student Health and wellbeing

5.3.1 Faculty Mentor

In the first year, students are assigned faculty mentors to assist in the induction process and monitor their progress during their continuance in the Institute. By cultivating social relationships with the students, the Faculty Advisor promotes a feeling of solidarity and a sense

of commitment to the Institute's objectives and greater participation in the Institute's activities. The faculty mentor monitors their advisees' progress and is available for advice on matters such as selecting electives and careers.

5.3.2 Counselling and Psychological support

Experienced Counsellors are available on campus, offering free and confidential counselling support to students. The Institute also has an agreement with 'YourDost', a service provider that offers 24X7 online services for counselling and emotional support for the students through a technology platform designed to foster mental health.

5.3.3 Medical Assistance

The Institute provides medical assistance to the students through a team of doctors on the campus. In any medical emergency, the medical team will attend to the cases. It will ensure prompt referral and transport of the beneficiary to a fully equipped hospital if the need arises. All the students are covered under free medical coverage through a group health insurance policy during their training.

5.3.4 Sports Facilities

Students have access to a range of sports facilities on campus, such as badminton court, basketball court, football field, table tennis, tennis court, volleyball court, swimming pool, and gymnasium.

5.4 Student training in sustainability

The mission of GIM is to develop responsible and agile leaders at the forefront of cutting-edge business practices. The vision of GIM is to be a preeminent business school at the forefront of management education and research and that the Institute’s graduates should be acknowledged as transformative leaders focused on responsible, ethical, and sustainable business practices. Thus, the concept of sustainability is well included in the mission and vision of the Institute GIM aims to develop future managers who are not only run by profit motives but also are driven by socio-environmental sustainability motives. This sense of ecological ethos has made the students of better and responsible managers.

5.4.1 Credit Course: The GiveGoa program/ Service Learning and Rural Immersion (SLRI)

GiveGoa is an initiative of GIM to promote social responsibility among the students through service to the less privileged communities and thereby contribute to the goal of a more inclusive society. It is operationalized as a compulsory 4-credit course in the first year of the PGDM program. The course has two components: a three-credit experiential project with partner organizations (such as banks and NGOs) and a one-credit classroom learning experience. Each group is assigned a faculty guide from GIM and a mentor from the client organization. Projects are taken up broadly in the fields of Education, Social Welfare, Agricultural extension and Public Health. Give Goa was initially designed for students to undertake social projects within the state of Goa. In 2024, the scope was expanded to other parts of the country by facilitating student engagement with NGOs across India, and the program was subsequently renamed Service Learning and Rural Immersion (SLRI). The number of GiveGoa projects completed in alignment with the SDGs over the last five years are as follows:

(Academic Year)

SDG	2019-20	2020-21	2021-22	2022-23	2023-24
1 No Poverty	12	7	0	3	22
2 Zero Hunger	3	6	1	1	22
3 Good health and well-being	7	7	9	11	34
4. Quality Education	6	10	15	8	30
5. Gender Equality	5	4	3	4	29
6. Clean water and Sanitation	1	0	1	1	10
7. Affordable and clean energy	0	2	2	1	3
8. Decent work and economic growth	11	10	12	6	16
9. Industry, Innovation and Infrastructure	4	7	6	6	6
10. Reduced Inequalities	4	5	6	11	19
11. Sustainable cities and communities	2	6	8	3	5
12. Responsible consumption and production	4	5	11	6	4
13. Climate Action	0	1	5	2	3
14. Life below water	0	0	0	0	2
15. Life on land	1	0	4	5	1
16. Peace, justice and strong institutions	2	0	1	0	4
17. Partnerships for the Goals	0	2	0	5	0
Total	62	72	84	73	210



5.4.2 Samarthan - The CSR Club

This club manages and coordinates the Institute’s CSR program (GiveGoa) and organizes events to promote the spirit of community & social well-being by promoting SDG awareness among multiple stakeholders. In 2024, Samarthan carried out a series of impactful service-oriented projects in collaboration with GiveGoa. Highlights included ‘PawsUp’, a volunteering drive at an animal shelter, and a beach cleanup during ‘Daan Utsav’ to encourage environmental responsibility. The team also celebrated Diwali with residents of an old age home and spread festive cheer among girls at an orphanage during Christmas. The flagship event, ‘Make A Wish’, mobilized widespread donations to fulfil the wishes of underprivileged children across five orphanages. Through these meaningful initiatives, Samarthan made notable contributions towards advancing several SDGs, including SDG 3 (Good Health and Well-being), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), SDG 14 (Life Below Water), and SDG 15 (Life on Land).



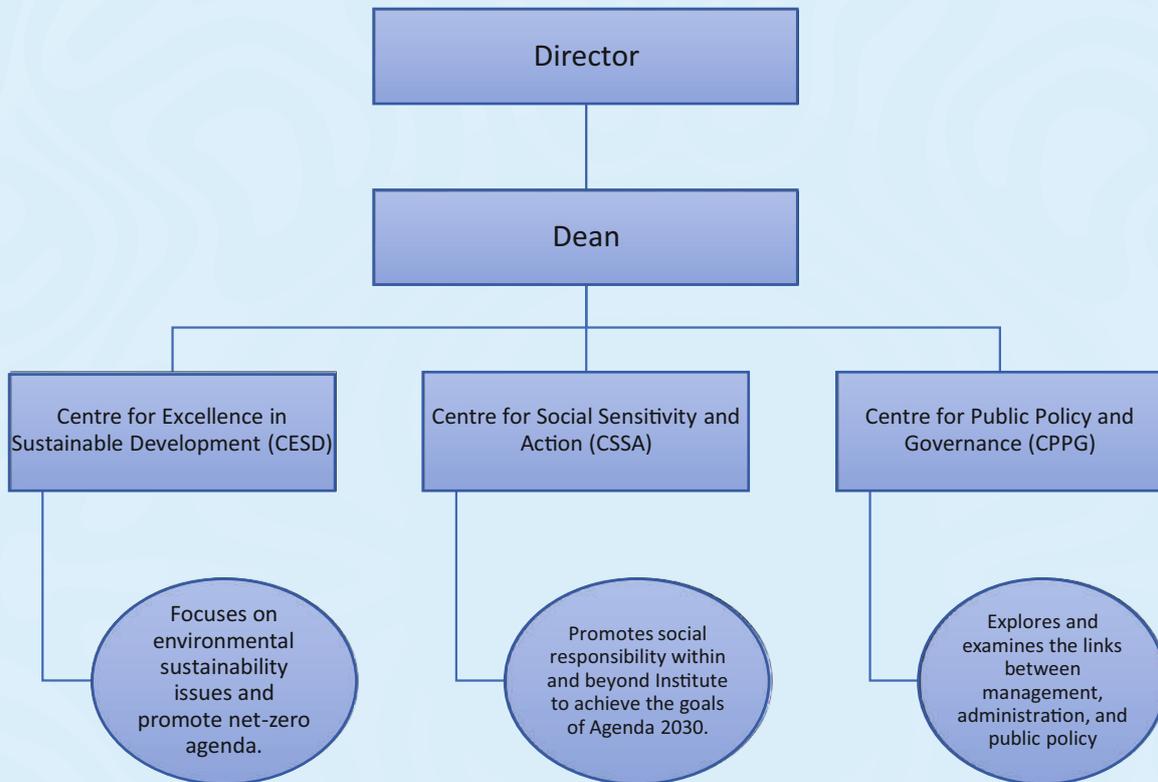
5.4.3 Engaging Staff and Faculty in Sustainable Practices

Since sustainability is an essential agenda for the institute, faculty and staff are encouraged to actively participate in the sustainability initiatives undertaken on the campus, for instance

- Awareness about sustainability initiative on GIM campus through a sustainability expedition organised on World environment day
- Participation in sustainability hackathon organized by CESD

5.4.4 Centres for Excellence

Various Centres for excellence at GIM provide an opportunity for students to engage in and develop specific skill sets in their areas of interest, emphasising sustainable development. The Centres undertake various projects leading to partnerships with national and international agencies. The Institute hosts several Centres of Excellence, the following specifically advance its mission in addressing ESG Initiatives:



6 Creating an inclusive and fair workspace

Goa Institute of Management believes in creating a culture of inclusivity and building a workspace sensitive to nurturing its workforce.



This section describes various measures the Institute took towards ensuring gender equality, multiple benefits provided to employees, awards and recognitions for valuing employee performance, and opportunities available for employees for continued learning and career growth.

At GIM, fostering an environment of inclusivity and fairness is considered fundamental to academic and professional life. Leaders, management, faculty, students and professional staff are collectively engaged to evolve a shared understanding of an ideal academic culture. The management strikes a balance between centralization and decentralization and adopts a consultative approach to the institute's management with adequate sensitivity toward all stakeholders. Integrity and reliability must be essential personality components of all members of GIM.

6.1 Gender Equality and equal opportunities

Equality and diversity are essential aspects of social sustainability. GIM values recruiting talent from varied backgrounds, ensuring a fair and inclusive workplace that empowers the organization to embrace challenges and foster fresh ideas and innovations. Creating a culture where employees can understand, respect, and empathize with diverse values and perspectives is essential.

As of December 2024, GIM had a total of 192 employees consisting of faculty and staff, with the distribution as shown below. The distribution of permanent and contractual employees is as also given below.

					
Faculty	64 (72.7 %)	24 (27.3%)		Permanent	Contractual
Staff	43 (41.3%)	61 (58.6%)	Faculty	58	6
Total	107 (55.7%)	85 (44.3%)	Staff	25	18
				Permanent	Contractual
				24	0
				30	31

As of December 2024, GIM had a total of 194 support staff all of whom are recruited from the local community.

SUPPORT EMPLOYEES OF GIM	Team Size	% from the local community	% of female employees	General	OBC	SC/ST
Horticulture Team	23	99%	44%	18	5	-
Housekeeping Team	91	80%	81%	53	36	2
Security Team	80	100%	32%	70	7	3
Total	194					

6.2 Employee turnover

The institute has consistently strengthened its workforce to support academic, administrative, and operational functions. The following section provides a year-wise overview of employee hiring from 2021 to 2024, reflecting the institution's ongoing efforts to attract and onboard qualified talent in line with its growth and strategic objectives.

	Employees as of 31.12.2024	(Jan- Dec 2024)	
		Contractual	Permanent
Faculty	88	-	9
Female	24	-	3
Male	64	-	6
Staff	104	10	1
Female	61	4	0
Male	43	6	1
Total	192	10	10

6.3 Employee distribution by age and region

GIM's workforce includes the following age diversity:

(Age as on 31 st December '24)	Faculty		Staff	
	Female	Male	Female	Male
Under 30 years	0	0	25	11
30-50 years	20	48	32	27
>50 years	4	16	4	5

Employee distribution by region shows that GIM faculty and staff represent 20 states of India. 52% of the total employees are from Goa.

Region	Faculty	Staff	Total
Goa	12	93	105
Other states	76	11	87
Total	88	104	192

6.4 Parental Leave

All female employees are entitled to avail of maternity leave. The number of employees availing maternity leave in the past years is given below. 100% of the employees returned to work after availing of such leave.

The institute offers a paternity leave policy that provides up to 15 days of leave to support employees in balancing family responsibilities. In recent years, employees have availed this benefit and resumed duties smoothly after their leave period. To complement parental support, the institute also provides a crèche facility for children up to the age of six. This initiative helps employees, particularly women returning from maternity leave, transition back to work with greater ease, emotional security, and reduced stress.

	2020-21	2021-22	2022-23	2023-24
No. of employees that availed parental leave	3	2	1	Nil
No. of employees that returned to work in the reporting period after parental leave ended	3	2	Nil	Nil
No of employees that availed paternity leave	NA	NA	2	2
No. of employees that returned to work in the reporting period after paternity leave ended	NA	NA	2	2

6.5 Equal Remuneration

GIM fosters an inclusive workplace where individuals are valued for their talent and potential and does not discriminate on the basis of race, religion, gender, age, etc. All employment is decided based on qualifications, merit, and job requirements. The average and median salaries of faculty and staff are given in the table below. As per GIM's policy, equality is maintained in all aspects. The differences between male and female employees' average and median remuneration are basically because of the difference in the positions of responsibility and seniority. At the same level of the hierarchy, there is no discrimination on the grounds mentioned above. Following table indicates the remuneration paid to faculty and Staff including remuneration paid based on seniority as of 31.12.2024.

Faculty

		
Average	2,67,000	2,19,000
Median	2,73,000	1,95,000

Staff

		
Average	81,000	43,000
Median	45,000	35,000

(All figures in Rs/month, rounded up to the nearest 1000)

Faculty				
	Average Remuneration	Average Age	Average Remuneration	Average Age
Senior Professor	4,23,000	70	-	-
Professor	3,71,000	54	3,21,000	48
Associate Professor	2,80,000	44	2,72,000	45
Assistant Professor	2,12,000	37	1,80,000	35
Senior Lecturer	-	-	-	-
Lecturer	1,09,000	35	1,08,000	33

Staff				
	Average Remuneration	Average Age	Average Remuneration	Average Age
Chief Officers	2,08,000	47	-	-
Managers	1,14,000	45	93,000	43
Senior Executives	49,000	34	55,000	43
Research Associate	-	-	48,000	27
Academic Associate	36,000	27	37,000	30
Administrative Assistant	34,000	29	29,000	29

(Remuneration figures in average Rs/month, rounded up to the nearest 1000)

As an education institution, GIM has policies and goals in place giving considerable weightage to the two key issues, women's inclusion and equality. The aim is to better the gender balance in the institute and see more women colleagues in teaching and leadership roles. GIM wants to create a workplace where everyone can bring their most authentic selves forward, and work without the fear of being judged.

The institute has implemented several initiatives to support and encourage women to participate in the workforce, including the provision of safe and reliable transportation facilities for daily commutes to and from the campus. The crèche facility enables employees to remain focused and at ease while at work, supporting a smooth transition back to their professional roles following parental leave. It provides flexibility, emotional reassurance, and helps reduce stress, thereby fostering a more inclusive and supportive work environment.

6.6 Statutory Committees

The Institute has various statutory committees for compliance with the AICTE and other norms for employee welfare. These committees orient students/staff on related human rights violations and their redressal mechanisms.

Anti-Ragging Committee 2023-24

- As per the directions of the Honourable Supreme Court of India, an Anti-Ragging Committee is constituted at GIM. This Committee is responsible for ensuring that ragging in any form does not take place within the GIM Campus. The Committee consists of 17 members and is chaired by the Director.

Anti-Ragging Squad 2023-24

- The Anti –Ragging Squad will function under the guidance and supervision of the Anti-Ragging Committee. It will carry out raids periodically and, if requested, resort to surprise raids, to detect and prevent ragging. The Anti-Ragging Squad has 8 members.

Internal Complaints Committee 2023-24

- As per the POSH Act, 2013, GIM has constituted an Internal Committee (IC) to prevent, prohibit, and redress sexual harassment. The ICC has 11 members, with a women presiding officer, an external member, and more than 50% women members in line with the POSH Act, 1993.

SC, ST, Diversity & Inclusion Committee 2024-25

- The SC, ST, Diversity & Inclusion Committee strives to promote equality in the truest form via recognition and inclusion of the SC, ST, and Diversity, thus keeping the spirit of GIM as a truly inclusive institute alive. The committee will work actively for creating awareness about SC, ST, and Diversity by providing a platform for the expression of views and promoting inclusivity.

Grievance Redressal Committee 2023-24

- The Institute as constituted a Grievance Redressal Committee comprising of four members, chaired by the Registrar. GIM has an annual subscription with Edu-Grievance, an online grievance redressal mechanism designed in accordance with AICTE directive aims at resolving the grievances of students, parents, staff and others with optimal transparency and accuracy.

7 Building a safe and secure workplace

Safety is a core value at GIM. The Institute is committed to advancing an institutional safety culture with strong personal safety programs, accident and injury prevention, wellness promotion, and compliance with applicable environmental and health and safety laws and regulations.



7.1 Workplace safety measures

GIM's program for providing a safe workplace for faculty, staff and students includes facility design, hazard identification, workplace inspection and corrective action, a shutdown of dangerous activities, medical surveillance, and emergency preparedness. Facilities are designed

consistently with health and safety regulations and standards of good design. GIM's maintenance and project divisions ensure an appropriate health and safety review of facility concepts, designs, and plans and conduct periodic inspections of workplaces to identify and evaluate workplace hazards and unsafe work practices. Measures including the following ensure the security and safety of campus occupants:

1. The Institute has restricted entry points staffed by security guards. Women security personnel are present at each entry point. Also, Entry to hostels and the gym is managed through the Spintly mobile application, allowing smart access. App-based authentication also enables tracking and monitoring of movement within these facilities.
2. Entry registration of all visitors
3. CCTV cameras for monitoring
4. Attendance monitoring through RFID
5. FSSAI compliance for the canteen
6. Communication of code of conduct to students through induction programs and the Student manual
7. Institute-empanelled transport service provided to students for project-related local travel

7.2 Medical Surveillance and facilities

Through the in-house medical team, GIM the health of faculty, staff, and students.

- In addition, the Institute has signed an MoU with Healthway Hospital for immediate medical attention/admission without any prior cash deposit. The MoU ensures that the hospital will extend this priority admission facility to the institute's faculty, students and staff. The Institute guarantees temporary payment of hospital admission charge or any other charge related to the treatment of beneficiaries up to an amount of Rs.50,000/- (Rupees fifty thousand only) for students and Rs.1,00,000/- (Rupees one lakh only) for any faculty and staff of the Institute.
- As part of worker health promotion, the faculty and staff at GIM are eligible for an annual reimbursement of INR 15,000/- towards family health insurance policies.
- GIM closely works with the local Government Health Services to organize training for the staff and support staff on health promotion, disease prevention, treatment, and rehabilitation of common diseases and conditions.
- GIM has partnered with Vision Hospital to provide annual health check-ups for all employees. The cost of the medical check-up, valued at ₹3,050 for men and ₹3,800 for women (including women-specific tests), is fully covered by GIM on behalf of its employees.

7.3 Emergency Response and Preparedness

The Maintenance and Project divisions coordinate overall emergency response planning for the institution, including fire control and natural disasters. The Institute has fire safety equipment and regular mock drills for faculty and staff. In addition, all the security guards on the campus are qualified fire safety personnel. The security staff ensures safety by carrying out the following testing and training.

Activity	Frequency
Briefing on the Institute’s culture, values, and SOPs for handling emergencies and other incidents on campus	During induction
Checking diesel generator provided for fire system viz. corridor lighting, fire alarm system, fire pumps, smoke extraction system	Always functional
Checking portable fire extinguishers	Annual
Checking fire pumps, fire hydrants, landing valves, and hose reels for satisfactory jet of water	Monthly
Automatic fire detection system	Monthly
Testing of manual call points and hooters in different locations	Weekly
Fire Drill	Once in three months

A Workmen’s Compensation policy is also in place to pay the compensation to the employees or their families in case of death, or bodily injury (permanent partial disablement / permanent total disablement / temporary disablement) caused due to injury and accident at the workplace.

7.4 Safety Communication and Training

Safety and compliance required training are communicated in a manner readily understandable to faculty, staff, and students. At the beginning of every academic year, faculty, staff, and students receive appropriate training and information regarding general health and safety practices of the workplace, including emergency procedures, job-specific health and safety practices, and hazards, recognition and assessment of health and safety risks, and, awareness of appropriate practices to protect the environment.

7.5 Ambulance Service on Campus

Recognizing the importance of health and safety on campus, GIM ensures the availability of a dedicated ambulance service for students, staff, and faculty. With the growing student community and the need for timely medical support, an ambulance is stationed within the campus to address any health emergencies promptly. To make sure that assistance is available at all times, GIM employs three trained drivers who operate in shifts, ensuring round-the-clock service. This arrangement not only guarantees swift response during emergencies but also provides a sense of security and reassurance to everyone on campus.

8 Maximizing impact through partnerships and community engagement

Goa Institute of Management believes in the importance of engaging in meaningful and strategic partnerships with the government, local communities, corporates, small businesses, non-governmental organizations and other stakeholders to maximize the impact of its education and research.



As defined in the GRI 2021 standards, stakeholders include “individual or group that has an interest that is affected or could be affected by the organization’s activities”. This section describes the stakeholders of the Institute and their engagement.

8.1 Modes of Engagement

GIM's constant quest for excellence is supported by engaging with internal and external stakeholders to create an ecosystem where “learning never stops”. This engagement involves methods appropriate for the specific target group, including both in-person and digital engagement. GIM believes in constant improvement and engages in two-way communication with its prominent stakeholders. The Institute is responsive to the concerns of its stakeholders and considers these in decision-making. The diagram represents the methods of stakeholder engagement of the Institute with its major stakeholders.

Stakeholder	Mode of engagement	Engagement Frequency
Students 	<ul style="list-style-type: none"> • Induction feedback • Course feedback • Faculty Advisors • Centres for Excellence • Student clubs and activities 	<ul style="list-style-type: none"> • Annual • Annual • On-going • On-going • On-going
Faculty & Staff 	<ul style="list-style-type: none"> • Performance Appraisals • Faculty retreat • Events and activities • Workshops and seminars • Faculty Council 	<ul style="list-style-type: none"> • Annual • Annual • On-going • On-going • Quarterly
Alumni 	<ul style="list-style-type: none"> • Alumni association activities • Alumni newsletter • Alumni portal • Curriculum review 	<ul style="list-style-type: none"> • On-going • Annual • On-going • Once in three years
Industry 	<ul style="list-style-type: none"> • Consultancy projects • Management Development Programs • Student internships • Student placements • Curriculum review • Memberships of Industrial Associations 	<ul style="list-style-type: none"> • Ad-hoc • Ad-hoc • Annual • Annual • Once in three years • On-going
Government 	<ul style="list-style-type: none"> • Training Programs • Consultancy Projects • Sponsored Research • Participation in Government bodies 	<ul style="list-style-type: none"> • Ad-hoc • Ad-hoc • Ad-hoc • Ad-hoc
Local community 	<ul style="list-style-type: none"> • SLRI Program 	<ul style="list-style-type: none"> • Annual
Academia 	<ul style="list-style-type: none"> • Research publications • Newsletters, Annual Reports • Exchange programs • Focused training programs 	<ul style="list-style-type: none"> • On-going • Quarterly/ Annual • Annual • Ad-hoc
Vendors 	<ul style="list-style-type: none"> • Contractual engagement for various products & services 	<ul style="list-style-type: none"> • On-going
Digital audience 	<ul style="list-style-type: none"> • Website • Social media platforms • Other publications like newsletters, coffee table books, etc. 	<ul style="list-style-type: none"> • On-going • On-going • On-going
Prospective students, faculty & staff 	<ul style="list-style-type: none"> • Website • Placement Reports • Annual Report • Social media platforms 	<ul style="list-style-type: none"> • On-going • Annual • Annual • Annual

Thus, the Institute considers social sustainability a priority area and strives to achieve it through various measures described in this section. The Report now moves on to report the environmental sustainability initiatives at GIM.



Environmental Sustainability

9 Co-creating a Sustainable Campus

Goa Institute of Management recognises the importance of sustainable environmental management while conducting its operations. The institute is continuously undertaking measures to reduce its energy and water consumption and bring circularity in the waste management practices on the Campus.



9.1 GIM's approach

GIM has always been conscious of the impact of its decisions on the ecosystem and has continuously strived to reduce its carbon footprint. Along with measures like rainwater harvesting, solar power, treatment of water for reuse, tree plantation drives and many more, the institute has expressed its commitment to this philosophy through its emphasis on developing responsible leaders.

At GIM, there is a constant quest for improving campus sustainability, communication of these measures to stakeholders, engagement in national and international sustainability activities and a deep student engagement to groom transformative leaders focused on responsible, ethical, and sustainable business practices. The GIM governing body has prioritized adopting cost-effective measures from time to time to prevent potential environmental degradation. Being geographically and philosophically very well placed to work towards environmental sustainability, we at GIM strive to ensure that **“the grass is always greener on our side”**. The GIM campus is a living sustainability laboratory where all collectively work towards the incremental improvement of the sustainability initiatives of GIM.

9.2 The Campus

- Plot Area: 2,00,000 sqm
- Built-up Area: 54,614.13 sqm

9.2.1 Timeline of environmental initiatives



Sustainability highlights

-  Rainwater harvesting
-  Solar energy
-  Wastewater treatment
-  Scientific waste disposal
-  Rich biodiversity
-  Energy monitoring system
-  Bio Gas Plant

9.3 Environmental compliance

The Institute ensures compliance with applicable environmental laws and regulations including solid waste, e-waste, hazardous waste management rules, etc., and no non-compliance has occurred in the reporting period.

9.4 Water Management

The Campus is located on a plateau where groundwater availability is a challenge; hence water management is a material topic for the institute. GIM acknowledges the value of every drop of water and has been proactively undertaking various water conservation measures on the campus.



Considering that the Institute is rapidly growing in terms of the number of students, faculty and staff, as well as its requirement for infrastructure, accounting for future water usage and taking necessary steps toward water conservation become even more relevant for the Institute.

While GIM's annual water consumption is to the tune of 1,00,000 cum, the 50-acre campus attempts to contribute to groundwater recharge owing to its green cover and location on the top of a plateau. In addition, the Institute makes conscious and continuous efforts to reduce its water consumption.

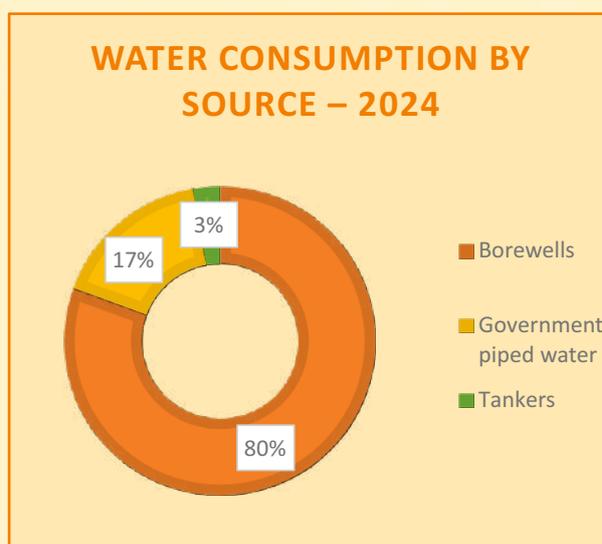
9.4.1 Water sources and consumption

Presently the Institute is served by the following sources of water:

(cum)	2021	2022	2023	2024
Borewells	77958	87235	86312	85841
Government piped water	7776	10532	18012	17722
Tankers	170	0	950	2960
Total	85904^[1]	97767	105274	106523
Increase in Water Consumption (%)	-	13.81	7.68	1.19
Increase in student strength (%)	2.12	-2.95	11.14	17.22

^[1]The lesser campus occupancy owing to the Covid-19 pandemic is a contributing factor to the reduced water consumption during the year 2021

The institution has been undertaking significant measures to reduce water consumption on campus. These include awareness campaigns, cultivation of less water-intensive plants, installation of water-efficient tap faucets, continuous monitoring to identify and repair leakages, and several other initiatives. While the data reflects year-on-year increases in overall water consumption, this trend is largely attributable to two key factors: the steady rise in the number of students, faculty, and staff on campus, and the institution's ongoing expansion of its infrastructure capacity. Despite these developments, the measures implemented have played a crucial role in managing and optimizing water usage across the campus.



Keeping in tune with the principle of “what is not measured cannot be controlled,” the institute has also taken proactive steps to closely track water consumption patterns. Water meters have been installed in nine hostels, four faculty housing blocks, and two cafeterias. With thirty sub-meters in place, flushing and domestic water usage are recorded separately, offering detailed insights into consumption behaviour. This data-driven approach not only strengthens accountability but also helps in identifying opportunities for targeted conservation interventions.

9.4.2 Water Consumption for Landscaping

(cum)	2021	2022	2023	2024
Treated water	26,923	35,944	35,003	45,455
Treated water as a percentage of consumed water ^[1]	31.34	36.76	33.25	42.67

^[1] The percentage represents the volume of treated water in relation to total water consumed (before recycling) This indicates the portion of total water use that was treated rather than discharged.

The Institute uses treated water exclusively for landscaping on campus. In recent years, the Institute has adopted less water-intensive plant species that are well-suited to the regional climate, resulting in more efficient water use for landscape maintenance.

9.4.3 Water conservation measures

Sustainable water management involves increasing water availability (supply-side measures) and reducing consumption and GIM has been taking active steps toward both of these aspects.

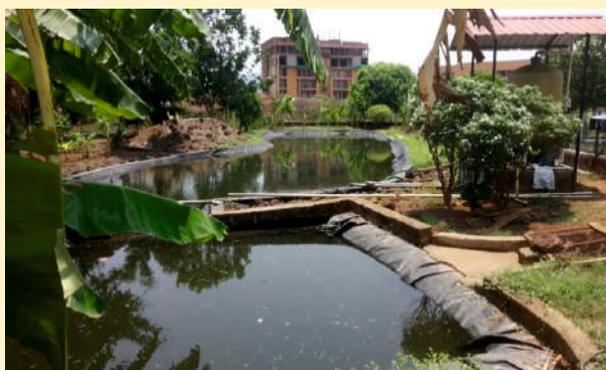
9.4.4 Supply-side measures

9.4.4.1 Construction of Rainwater harvesting pond

GIM hosts a rainwater harvesting pond of capacity 800 cum. The rainwater harvesting system in the Institution has been modified so that the collected rainwater can be used for flushing in the hostel blocks. A pump of 5000 LPH capacity has been installed along with a filtration unit.

9.4.4.2 Installation of “Vayujal”

An atmospheric water generator, “Vayujal” installed at the Institution, has been operational since May 2021, generating around 100 LPD drinking water. The water has been tested for quality and was found to be fit for consumption. Presently, this water is being used in the office for drinking purposes.



Rainwater harvesting pond



Filtration plant for rainwater



Vayujal system

9.4.4.3 Awareness Projects

Students have been involved in water management projects under the Give Goa initiative. One unique student project, where the team launched an inter-hostel competition under the brand name “Aquaman” to identify and appreciate the hostel that reduces its water consumption to the maximum. The project also included a poster campaign to encourage water saving.

Another project focused on identifying water reduction techniques on campus. As part of this, the group installed water-efficient tap faucets that reduce and sprinkle the water flow, effectively conserving water. They also tracked water consumption in the canteen and closely monitored usage before and after the installation to assess impact and found a significant reduction in water consumption post installation of the tap faucets.

9.4.4.4 Irrigation for water-saving

A drip irrigation system installed for the plantation area helps reduce water consumption and the manual labour involved.

9.4.5 Wastewater management

Wastewater on the campus is treated by the two sewage treatment plants (150 cum/day each) that deploy the submerged aerobic fixed film reactor technology. The total capacity of 300 cum/day is being fully utilized. Treated water from the STP is used for watering the garden and can also be used for flushing. The quality of treated water is tested once a month to ensure that it meets the standards laid down by the Pollution Control Board.

9.5 Energy Management

The primary energy source for powering the campus is the electricity sourced from the State electricity grid. Since energy consumption is significant and most electricity is sourced from thermal power plants in India, energy is an essential topic for the Institution from the perspective of environmental sustainability.



GIM has taken a massive step towards improving self-sufficiency in energy by installing a large solar PV system.

9.5.1 Energy sources

The Institute is served by the following sources of energy:

Source	Purpose
Electricity from the state grid	Powers all operations such as lighting, air conditioning, pumping, etc.
Electricity from the solar PV system	Feeds into the grid
Diesel	Used for operating the generator set
Petrol	Used for operating the grass cutting machines
LPG	Used in the canteen

9.5.2 Energy consumption

The energy consumption from various sources for the past three years is given in the table below.

Source	Consumption (kWh)			
	2021	2022	2023	2024
Non-Renewable sources:				
Grid Electricity	1424445	1578166	1920675	2551635
DG units	84224	11904	9596	43750
Renewable sources:				
Solar PV generation	719972	1249562	1357485	1195349
Total kWh	2228641	2839632	3287756	3790734
Built-up area (sq.m.)	40267.92	46850	48929	54614
Specific energy consumption (kWh/year/sq.m.)	55.34 ^[1]	60.61	67.19	69.40
[1] The reduced energy consumption in 2021 can be attributed to lower campus occupancy resulting from the Covid -19 pandemic.				

The institute actively implements energy conservation measures; however, year-on-year energy consumption has continued to rise. This increase is largely due to higher student intake, which has also required a proportional rise in faculty and staff numbers, as well as ongoing infrastructure expansion to meet the growing needs of the campus. In the last two years, two new three-storey buildings have been constructed, contributing to the upward trend, while additional spikes in 2023 and 2024 can be attributed to energy demand from construction activities.

9.5.3 Energy conservation measures

The Institute has actively taken supply and demand-side management measures to achieve better energy conservation on campus.

9.5.3.1 Supply-side measure: Installation of grid-connected solar PV system

Goa Institute of Management has taken a conscious step towards energy security by setting up a state-of-the-art grid-connected solar PV facility of 745 kWp on the campus. The project was completed in record time during Feb-Mar 2021, including material procurement, site delivery, fabrication, construction of concrete blocks to host the solar panels and actual installation. The project is net metered. Presently, this plant helps to meet around 32% of the Institute’s total energy demand. The installed solar cells are monocrystalline to ensure a better solar energy conversion and utilize less roof area.



Solar PV system at GIM

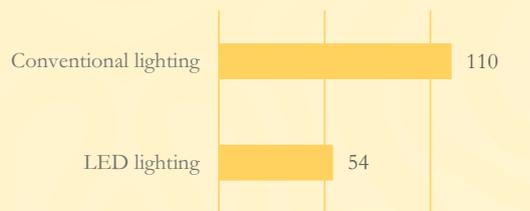
9.5.3.2 Demand-side measure: Solar Water heating system

Solar water heating systems have been installed for nine hostels, visiting faculty accommodation and three faculty housings with a total hot water generation capacity of 37 KLD.



Solar water heating system

Lighting load before and after LED light installation (kW)



Lighting load before and after LED light installation (kW)

9.5.3.3 Demand-side measure: Occupancy sensors

Occupancy sensors have been installed in washrooms and corridors, which have helped save energy.

9.5.3.4 Demand-side measure: Solar Streetlights

The Institute hosts 22 solar streetlights, contributing to around 634 kWh/year from renewable sources.

9.5.3.5 Demand-side measure: Energy management system

The Institution has a comprehensive energy management system that helps monitor energy consumption and performance to ensure optimal energy usage on the campus. Presently, the total and time-of-day energy consumption, current, and voltage of all buildings can be monitored using this system.



A screenshot of the Energy monitoring system

9.6 Waste Management

The Institute has a residential campus with close to 1000 occupants residing on the campus and others commuting to work. This results in the generation of a significant amount of waste; hence, waste management is considered a material topic for this sustainability report.



GIM has been conscious of its waste generation and has taken several measures to put the 3R-principles of Reduce-Reuse-Recycle into practice. Students are sensitized about the importance of the topic primarily when they work on live projects to reduce campus waste generation and bring in concepts of circularity on the campus.

9.6.1 Waste generation

Broadly, the following types of waste are generated on the campus:

Type of waste	Point of generation & examples	App. quantity 2022-23	App. Quantity 2024
Biodegradable waste	Canteen, faculty housing, shops in the academic area E.g. Fruit & vegetable peels, leftover food, etc.	~ 80-90 Tons/year	~ 50-55 Tons/year
Non-biodegradable non-recyclable waste	Academic area, student hostels, faculty housing E.g. Multi-layered packaging, thermocol, old clothes, footwear, etc.	~ 43 Tons/year	~9.6 Tons/year
Recyclable waste	Academic area, hostels, faculty housing E.g. Glass, plastics, paper, etc.		~ 43 Tons/year
Hazardous waste	Diesel generator E.g. Used oil	~ 0.17 Tons/year	~ 1.27 Tons/year
E-waste	Academic area, student hostels, faculty housing E.g. All electronic and electrical appliances	182 kgs	538.31 kg

9.6.2 Waste segregation

The Institute employs a four-bin segregation scheme for dry waste in addition to a separate bin for deposition of wet waste. The segregation scheme chosen is in line with that set by the local apex body for waste management in the State.



9.6.3 Management of biodegradable waste

The institute has implemented an effective system for managing biodegradable waste generated on campus. All wet waste is currently supplied to a local vendor, who processes it as feed for livestock, ensuring that the waste is put to productive use rather than being discarded. In addition, the campus has established a 300 kg/day biogas plant, which not only facilitates the systematic disposal of wet waste but also produces an average of 20 kg of biogas daily, contributing to the campus's renewable energy resources and supporting sustainable operational practices.



Biogas plant at the institute



Internal Set-up of the Biogas plant

9.6.4 Management of non-biodegradable waste

For handling the dry waste, a dedicated waste management shed of 151 sq.m. area has been set up to facilitate better waste segregation, storage and loading. The waste is then handed over to GWMC for further safe and scientific disposal.



Material recovery shed at the institute

9.6.5 Reduce – Reuse – Recycle (3R) measures

The Institute is constantly on the lookout for initiatives to make the campus sustainable in terms of reduced waste generation, efficient handling and disposal of generated waste, with no littering or burning.

- Replacement of plastic water bottles: The usage of plastic drinking water bottles on the campus was reduced by switching to reusable glass water bottles.
- Default settings for all the printers have been changed to “print on both sides” to save paper.

- Online platforms are used for sharing assignments, quizzes, and resource materials, saving significant amounts of paper.

9.6.6 Management of specialty wastes

9.6.6.1 Hazardous waste management:

Used oil from the DG set 0.2 MT is handed over to an authorized agency for scientific disposal as per the applicable rules.

9.6.6.2 E-waste management:

The Institute has taken active steps to comply with the E-waste management rules 2016 by collecting the E-waste and handing it over to agencies authorized by the Central/ State Pollution Control Boards. A separate provision has been made to deposit used batteries to ensure separate collection and safe disposal. E-waste collection drives are conducted on the campus for faculty, staff and students.

9.6.6.3 Construction debris:

All the excavated material is used within the project and campus. No debris is thrown out of the campus. The top layer of soil of the entire excavated site has been collected and stored separately for future use in gardening.

9.6.7 The “No more use-and-throw at GIM” campaign

The “**No more use-and-throw**” campaign was conceptualized and launched by CESD in December’21 to reduce the use of disposable use-and-throw items on the Campus. The first step in this campaign was to reduce the use of paper cups at various consumption points by switching to more sustainable, reusable alternatives. Since then, faculty and staff in the lounge have been using ceramic glass cups for tea. A performance review of the campaign in February 2022 estimated saving of around 14000 paper cups from going to the landfill. This would result in approximately 96000 cups in a year being saved.



Launch of the “No more use-and-throw at GIM” campaign



Poster conveying the impact of the campaign

9.7 Biodiversity conservation

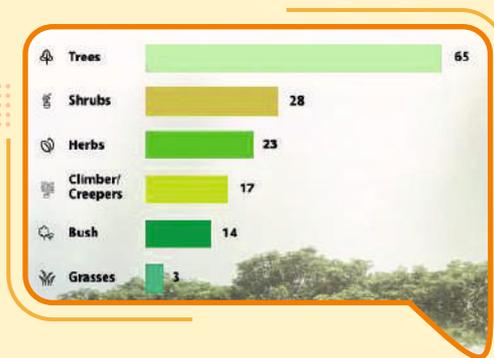
The campus of Goa Institute of Management lies at the Western Ghats' foothills, a world-known biodiversity hotspot. Also, the institute is located on a plateau, a landform usually recognized as a birthplace of biodiversity.



The original land use of the area has been modified because of the setting up of the Institute. Active measures are being taken to enhance the biodiversity of the campus, and the large variety of flora and fauna found on the campus is a testimonial to this.

9.7.1 Some key facts about the campus:

- No. of floral species observed: ~150
- No. of bird species documented: ~130
- Major floral species found:
 - *Peltophorum pterocarpum* (Copper Pod)
 - *Terminalia paniculata* (Kinal/ Kindal)
 - *Cocos nucifera* (Coconut)
 - *Mangifera indica* (Mango)
 - *Cassia fistula* (Bayo/ Amaltas)
- Distribution of types of species:



Various biodiversity conservation measures taken by the institute are explained next.

9.7.2 Tree plantation

Tree plantation programs were carried out in collaboration with the Goa Forest Department, through which native species such as Jamun, Tamarind, Taman, Rose Apple, Palash, and Mango were planted on the campus with a high survival rate. As part of the World Environment Day celebrations each year, CESD handed out over 100 saplings to faculty and staff, fostering a culture of environmental responsibility

9.7.3 Saving trees through transplantation

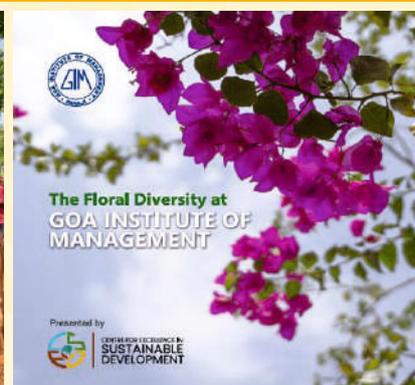
Since the construction was so required, four fully grown trees had to be removed from a patch of land on the campus. To save them, they were successfully transplanted with considerable effort from various teams on the campus. It was a joyous sight to witness the transplanted trees sprouting new leaves.



Indigenous species plantation



Transplantation of trees



Coffee table book on floral diversity

9.7.4 Campus bird count

Bird enthusiasts on the GIM campus have carried out detailed observations and bird counts to capture the avian diversity on the campus. Over the past seven years, more than 130 species of birds have been documented in and around the campus of GIM. The institute participates in an annual Campus Bird Count conducted in February each year.



The campus bird-count survey teams

9.8 Creating a culture of sustainability

At GIM, efforts are made to ensure that each student is a sustainability champion. Creating this culture requires continued support from the management and the active engagement of all stakeholders.



9.8.1 Student Learning and Rural Immersion in environmental sustainability

In the last five years, 99 student projects have focused on themes aligned with SDGs 6, 7, 11, 12, 13, 14, and 15, all of which address aspects of environmental sustainability. The program has been contributing to societal well-being for 11 years, and a commemorative volume capturing the philosophy and impact of GiveGoa was officially released on January 26, 2022.

Description of a few projects undertaken on the theme of environmental sustainability is given next:

(i) Study of sustainability initiatives of SMEs in Goa

Around 100 research papers from well-ranked journals were studied to understand the drivers and motivating factors that made SMEs invest in environmental initiatives, followed by interactions with close to 20 SMEs in Goa.

(ii) Preparation of Eco-businesses Registry for Goa

A total of sixty eco-friendly businesses were identified in Goa, and students conducted semi-structured interviews with thirty entrepreneurs to understand their offerings and the challenges faced.

(iii) Study of waste management practices of higher education institutes

Waste management practices in 30 HEIs, including Indian and international institutes, were studied to identify best practices that could be replicated in GIM and other HEIs.

(iv) Studying Sustainable rural development

A study of two villages in the vicinity of the institute was undertaken to arrive at points to improve the sustainability of these villages.

9.8.2 Sustainability Ambassadors

A team of seventeen student volunteers has been selected as the 'Sustainability Ambassadors' to take forward various activities of the CESD. These students have already worked with the centre for over a year and are contributing significantly. They will continue to work closely with the Institute over their 2-year tenure at GIM. One of the major projects these students have contributed to is the development of a Carbon Calculator for student-led events, which tracks the carbon footprint of campus activities and provides a basis for designing measures to reduce it.

9.8.3 SDG Samvaad

SDG Samvaad, a quarterly newsletter by The Centre in Social Sensitivity and Action. The newsletter provides a platform for engaging in conversations with the academia and the industry on SDGs related to health, education, gender equality, decent work and responsible consumption and production. The 10th issue (April 2024) focused on “Circularity in Practice” (SDG 9, 12 & 13), followed by the 11th issue (September 2024) on “Digital Transformation and Social Impact” (SDG 4, 9 & 10). The 12th issue (March 2025) featured the funded research project “Local Feminisms as Transformation Levers” (SDG 5, 10 & 16), while the 13th issue (July 2025) highlighted “Corporate Social Responsibility (CSR)” in India (SDG 1, 8 & 17). Together, these editions reinforce CSSA’s commitment to advancing dialogue on critical sustainability challenges and opportunities.



9.8.4 Sustainable transportation

The Institute has introduced a free pooled bus service for faculty and staff to encourage sustainable commuting and reduce reliance on private vehicles. This initiative provides a convenient and cost-free mode of travel while contributing to the reduction of emissions and supporting the Institute’s broader sustainability goals.

The buses run on key routes that connect areas where most staff members reside. By replacing individual travel with shared transport, the service has made commuting easier and lowered fuel consumption. This initiative reflects the Institute’s commitment to combining employee well-being with practical measures that reduce the overall carbon footprint.

No. of staff availing the facility	~71	Nos.
No. of bus routes	3	Nos.
Total distance for all three routes for one round trip	257.8	km/day

The Institute has also made available a pool of bicycles that can be used for the internal movement of students within the campus.

9.8.5 Sustainability in projects/construction at GIM campus

The Project team of GIM has recently completed 5 Major projects viz. Library expansion, Hostel 9C- 3rd and 4th floor, Gym expansion, Airconditioning of Hostel 7 & 8 and Shifting of STP Line. Over 95% of products used in civil finishes and Interior work are sustainable products. It includes paint, tiles, AAC blocks, laminates, false ceiling, sliding partition, AC duct insulation, etc. A detailed list of products with its sustainability details are given below:

Sr. No.	Material	Brand Used	Quantity Used	Sustainable Product	Details of Sustainability
1.	Cement	ACC	12832 Bags= 641600 KG= 641 MT	Yes (CII Green Certified Products)	Portland Slag Cement - This is a slag-based blended cement that imparts strength and durability to all structures. It is manufactured by blending and inter-grinding OPC clinker and granulated slag in suitable proportions as per our norms of consistent quality. ACC PSC benefits the structure, protects the environment by reducing CO2 emissions and helps conserve energy. Which is why it is often referred to as an eco-friendly cement.
2.	Steel	JSW	367.22 MT	Yes (CII Green Certified Products)	JSW Steel is a Green Pro Certified Product from CII.
3.	Laminates	Merino Laminates	2688 Sq. Ft	Yes (CII Green Certified Products)	CII Green Certified Products.
4.	Door Shutter	Anchor	46 Nos.	-	N/A
5.	Tiling	Somany, Natural Stone, Wonder Floor	10980 SQ. M	Yes	Natural stones are used for their durability and require less water during processing.
6	Bathroom Fittings	Jaguar	176 Nos (All types of fittings)	Yes (CII Green Certified Products)	CII Green Certified Products
7	Paint- Internal	Dulux & Asian	9241 m ²	Yes (CII Green Certified Products)	High quality water based acrylic emulsion paint with Low VOC (<50 gm/L)
8	Paint- External	Dulux	625 m ²	Yes (CII Green Certified Products)	Dulux Weathershield Max is a high-performance premium exterior emulsion powered by Polyurethane Technology that provides excellent protection against UV. It has Sunreflect Technology that reflects IR rays which keeps the exterior surface up to 5-degree cooler. Low VOC – 15-45 gm/L

9.9 International sustainability activities

GIM has also been involved in sustainability activities on international platforms, including international collaboration projects, sustainability progress reporting, networking, etc. These platforms help students and faculty at GIM to be updated with the recent sustainability developments and share best practices.



9.9.1 RISE Project

CESD is working on an international project, Responsibility and Innovation via Social and Sustainable Entrepreneurship (RISE), funded by Finnish National Agency, EDUFI. This project aims to co-develop a curriculum for partner Higher Education Institutions (HEIs) for capacity building in the social and sustainable entrepreneurship field. The international RISE project team for this project has applied seeking funding under the prestigious Erasmus+ project of the European Commission.



9.9.2 Co-LiFE Project:

The Co-LiFE (Co-designing Learning for Impact-focused Entrepreneurship) project is funded under the prestigious ERASMUS+ Capacity Building for Higher Education Institutions Program of the European Commission. This three-year initiative carries a total budget of 0.89 million Euros, with 90% of the cost supported through external funding and GIM contributing €85,355 towards the project. At GIM, the project is led by Dr. Arpita Amarnani, with Dr. Diya Guha Roy and Prof. Vithal Sukhathankar serving as co-investigators.



9.9.3 Network for Business Sustainability- Community for Sustainable Centres

CESD is a member of the Sustainability Centres Community (SCC). SCC is an engaged, virtual community of more than 150 sustainability centres worldwide. Centre leaders share the best practices and support one another through virtual collaboration and in-person events. CESD was formally introduced to the SCC members in February 2022.

9.9.4 Positive Impact Rating (PIR)

The Positive Impact Rating (PIR) rates B-schools globally based on 'Best FOR the World' rather than Best in the World. GIM was ranked among the top four business schools globally in 2021. Achieved the highest rating as a "pioneering" school in the Positive Impact Rating 2023 Report. This rating acknowledges GIM's commitment to responsible, ethical, and sustainable business practices. Based on student feedback, GIM is placed among the top business schools globally. The institute's curriculum, research endeavors, and community engagement initiatives reflect its dedication to sustainability, contributing to the positive impact GIM aims to create.

9.9.5 UN Global Compact

The UN Global Compact Network India (UN GCNI), established in November 2000, is the first legally recognized country network of the UN Global Compact, New York. It serves as a

platform for businesses, civil organizations, and the public and private sectors to align with the UNGC's Ten Principles on Human Rights, Labour, Environment, and Anti-Corruption, while advancing the Sustainable Development Goals and other UN initiatives. Prof. Ajit Parulekar (Director, GIM) serves as a member of the Governing Council of UN GCNI.

9.9.6 PRME Board

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 as a platform to raise the sustainability profile in schools around the world and equip today's business students with the understanding and ability to deliver change tomorrow (source).

In 2022, Prof. Ajit Parulekar (Director, GIM) was nominated to the Global Principles for Responsible Management Education (PRME), a United Nations Global Compact initiative. Following his nomination, he was appointed as a member of the PRME Advisory Board and the PRME Transformational Programmes Committee. The Advisory Board comprises 21 eminent members representing academia, industry, international accreditation bodies, and global networks such as GRII and GBSN.



9.9.7 Sustainability Dashboard

GIM is the first Indian Business School to publish its SDG-related best practices on the International SDG Dashboard developed by Erivan K., Saint Joseph's Haub School of Business, USA, in 2021. (Link to Dashboard).



9.10 Sustainability Research

At the Goa Institute of Management (GIM), research is considered a vital force in addressing complex global challenges. The institute has cultivated a thriving ecosystem that supports rigorous, impactful research across various domains. Sustainability research plays a central role in GIM's contribution to the United Nations Sustainable Development Goals (SDGs). As of December 2024, the institute's work spans diverse areas such as carbon emissions, green financing, carbon tax, corporate social responsibility, biomass energy, solid waste management, carbon intensity, air quality, clean energy, FDI in sustainability, and slavery in supply chains. This wide-ranging research not only reflects academic excellence but also a deep commitment to shaping sustainable futures.

Recent sustainability-related publications from GIM have explored critical intersections of environment, energy, and economics. Studies have examined how CO₂ emissions relate to renewable energy use, trade openness, and FDI, while others assess the risks to India's

electricity market from geopolitical crises like the Russia-Ukraine war. Research has also investigated the use of blockchain to reduce inefficiencies in perishable goods supply chains and employed behavioural finance theories to improve sustainable investment strategies. Further studies highlight the complex link between firm size and sustainability reporting, the use of machine learning for carbon footprint reduction, and campus-led energy initiatives. In addition, innovative approaches to data modelling, stock market prediction, and even consumer behaviour—such as the psychological impact of negative brand news on doomscrolling—have added depth to GIM’s sustainability portfolio. Together, these works reflect GIM’s multifaceted and forward-looking approach to sustainability research.

Research Publications Addressing SDGs 6, 7, 11, 12, and 13 (Year 2024):

No. of Research publications		12		
No. of contributing faculty		11		
Journal category-wise no. of papers				
A*	A	B	C	Others
2	-	4	-	6

9.11 Case Study

9.11.1 Case Studies Published by CESD members:

Two case studies on GIM’s sustainable water projects and energy management initiatives have been published in Emerald Emerging Market Case Studies along with their teaching notes. This will enable teachers in HEIs involved in teaching courses related to sustainable development to use these cases in the classroom.

Case Studies Overview:

- Title:** Goa Institute of Management: campus water sustainability projects
Authors: Arpita Amarnani, Vithal Sukhathankar, Umesh Mahtani
Journal: Emerald Emerging Markets Case Studies
Problem Statement: The campus is facing a projected shortfall in water availability over the next five years, despite proposed initiatives to increase water sources and reduce consumption. This shortfall includes future construction needs. The leadership must decide which water management projects to implement, balancing financial feasibility with environmental sustainability and the potential benefits to the surrounding community.
- Title:** Campus sustainable energy management initiatives at Goa Institute of Management
Authors: Arpita Amarnani, Umesh Mahtani, Vithal Sukhathankar
Journal: Emerald Emerging Markets Case Studies
Problem Statement: GIM faced two critical challenges in its energy consumption pattern: frequent exceedance of the contracted electricity demand from the state grid, leading to substantial financial penalties, and a growing reliance on diesel for power backup, which contradicted the institute’s commitment to sustainability. These issues highlighted the need for a comprehensive energy management strategy to control rising costs and align with the institute’s green philosophy.

9.11.2 Case Studies of CSSA projects and events:

Title: SDG Innovation Accelerator: Cultivating Next-Gen Sustainability Leaders from Within Business

Aligned SDGs: 8 (Decent Work & Economic Growth), 9 (Industry, Innovation & Infrastructure), 12 (Responsible Consumption & Production), 17 (Partnerships for the Goals)

Background and Rationale

The SDG Innovation Accelerator was a 9-month global programme by the United Nations Global Compact. It was meant for young professionals (under 35 years) to build innovative, practical solutions that support the Sustainable Development Goals (SDGs).



In 2024, CSSA at the Goa Institute of Management ran this program for Indian participants to help them think creatively and integrate sustainability into their company's work. The idea is to prepare the next generation of business leaders who care about the environment, society, and ethical business.

Key Activities and Partnerships

The program was facilitated by Dr. Prakash Singh and Dr. Sreerupa Sengupta at the Goa Institute of Management; the Accelerator brought together 40 professionals from 20 organisations across public and private sectors.

- It included four hybrid workshops (in-person and online) between April and June 2024.
- Participants used design thinking tools to understand real business challenges and come up with creative, SDG-aligned solutions.
- Experts from international organisations like UNESCAP, IDE-JETRO, and the World Bank shared knowledge and insights.

Measurable Impact

- The young professionals developed prototypes, sustainable business models, and digital tools targeting ESG challenges.
- Strengthened participants' ability to apply SDG frameworks to organisational strategies.
- Internal assessments revealed improved collaboration, creative problem-solving, and ESG engagement across departments.

Outlook and Scalability

- The modular format and replicable design of the accelerator program/training make it adaptable across industries and geographies. It offers a proven model to embed SDGs into corporate operations by equipping young professionals with tools, mindsets, and networks to champion sustainability from within.
- Builds internal ESG capacity by developing young change-makers.
- Serves as a replicable model for embedding SDGs into corporate practices.

9.11.3 Case Studies of CPPG projects and events:

Title: Goa Water Stories – A Collaborative Project with the Living Waters Museum covering Environmental and Cultural Water Narratives in Goa

Aligned SDGs: 6 (Clean Water and Sanitation), 13 (Climate Action), 14 (Life Below Water), 15 (Life on Land)

In mid-2023, the Centre for Public Policy and Governance (CPPG) at the Goa Institute of Management, in collaboration with the Living Waters Museum, initiated a project titled Goa Water Stories in collaboration with the Living Waters Museum. The initiative aimed to engage students, researchers, academics, writers, artists, and experts to explore and document diverse narratives around water in Goa. The objective was to foster critical thinking on Goa's water systems and promote interdisciplinary environmental storytelling, rooted in local knowledge systems and artistic expression.

A key component of the project was the award of six fellowships to young individuals working on creative oriented documentation of Goa's water ecosystems. After an open call for applications, the fellowships were awarded in the latter half of 2023 and much of the work on the project was carried out in 2024 bringing the project to completion sometime around September 2024.

To build capacity, CPPG in collaboration with other organisations organized a series of thematic workshops to mentor the fellows. In December 2023, CPPG conducted a series of sessions on Visual Storytelling Methods in partnership with Professors Anjali Monteiro and K.P. Jayasankar—renowned documentary filmmakers and retired faculty from TISS, Mumbai. These workshops were hosted across three locations: GIM (1st Dec), Mhadei Research Centre at Chorla Ghat (5th Dec), and Goa University (9th Dec), and included a cohort of 16 interdisciplinary participants from the fields of architecture, art, social sciences, and media studies.

The sessions promoted inclusive dialogue through intersectional and interdisciplinary engagement. This approach fostered sharing of ideas across disciplines and helped shape research strategies that are socially embedded and environmentally conscious.

In January 2024, CPPG, the Living Waters Museum, and Sunaparanta Goa Centre for the Arts co-hosted Expressing Ecology—a peer review workshop that brought together practitioners and the public to reflect on the fellows' progress. Swiss artists Jérémie Sarbach and Flurina Badel served as key discussants, enriching the dialogue with global perspectives.

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Disclosure on management approach	Water Management	30
303-1 Interactions with water as a shared resource	Water Management	30
303-2 Management of water discharge-related impacts	Wastewater Management	32
303-3 Water withdrawal	Water sources and Consumption	31
303-4 Water discharge	Wastewater Management	32
303-5 Water consumption	Water sources and Consumption	31

WASTE		
Disclosure on management approach	Waste Management	35
306-1 Waste generation and significant waste-related impacts	Waste Generation	35
306-2 Management of significant waste-related impacts	Reduce – Reuse – Recycle (3R) measures	36
306-3 Waste generated	Waste generation	35
306-4 Waste diverted from disposal	Management of biodegradable waste	36
306-5 Waste directed to disposal	Waste Generation	35
ENVIRONMENTAL COMPLIANCE		
Disclosure on management approach	Environmental Compliance	30
307-1 Non-compliance with environmental laws and regulations	Environmental Compliance	30
SUPPLIER ASSESSMENT		
Disclosure on management approach		
308-1 New suppliers that were screened using environmental criteria	While GIM screens human resources agencies for essential human rights compliance, the institute does not presently screen vendors based on environmental criteria but has plans to do so in the future.	
EMPLOYMENT		
Disclosure on management approach	Organizational Culture	
401-1 New employee hires and employee turnover	Gender Equality and equal opportunities	21
OCCUPATIONAL HEALTH AND SAFETY		
Disclosure on management approach	Building a safe and secure workplace	24
403-1 Occupational health and safety management system	Building a safe and secure workplace	24
403-2 Hazard identification, risk assessment, and incident investigation	Building a safe and secure workplace	24
403-3 Occupational health services	Building a safe and secure workplace	24
403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Communication and Training	26
403-5 Worker training on occupational health and safety	Safety Communication and Training	26
403-6 Promotion of worker health	Building a safe and secure workplace	24
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building a safe and secure workplace	24

404-1 Average hours of training per year per employee	Training and capacity building, GIM does not currently track hours of training	
404-2 Programs for upgrading employee skills and transition assistance programs	Training and capacity building	
404-3 Percentage of employees receiving regular performance and career development reviews	Annual performance appraisal, Training and capacity building	
DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure on management approach	Gender Equality and equal opportunities	21
405-1 Diversity of governance bodies and employees	Employee distribution by age, region and Governance structure	22, 7
405-2 Ratio of basic salary and remuneration of women to men	Remuneration	22
NON-DISCRIMINATION		
Disclosure on management approach	Non-discrimination	
406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination have been reported in the reporting period	
SECURITY PRACTICES		
410-1 Security personnel trained in human rights policies or procedures	Emergency Response and Preparedness	25
HUMAN RIGHTS ASSESSMENT		
412-2 Employee training on human rights policies or procedures	Statutory Committees	24
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None to report	
413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	26
413-2 Operations with significant actual and potential negative impacts on local communities	None to report	
414-1 New suppliers that were screened using social criteria	None to report	
414-2 Negative social impacts in the supply chain and actions taken	None to report	
415-1 Political contributions	None to report	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	GIM maintains strict confidentiality of the student and employee data. There have been no complaints about privacy breaches or loss of data	
419-1 Non-compliance with laws and regulations in the social and economic area	There have been no non-compliances in the Reporting period	

Acknowledgements

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Sustainability Report Core Team:



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RP22GPC00023



GRIHA Council
This is to certify that the products of

“SAINT GOBAIN INDIA PVT LTD- GYPROC BUSINESS”

Gypsum Board
(Gyproc Plasterboard, 12.5mm Fireline, 15mm Fireline, 13mm Duraline, 12.5mm MR Board, 15mm MR Board, 12.5mm Habito, 12.5mm FRMR, 15mm FRMR, Gyproc Glasroc H)
(under typology Internal Partitions)

have been included in the GRIHA Product Catalogue under the following categories:
GRIHA v.2019 criterion: 11; GRIHA V.2015 criterion: 11; & GRIHA V.3.1 criterion: 29

&

Gypsum Board
(Gyproc Habito 12.5mm, Gyproc Duraline 13mm, Gyproc Fireline 12.5mm, Gyproc Glasroc H 12.5mm, Gyproc Fireline 15mm, Gypboard Plain)
(under typology Innovation - Environment Product Declaration)

have been included in the GRIHA Product Catalogue under the following category:
GRIHA v.2019 criterion: 30

The products can be used in GRIHA & SVAGRIHA registered projects to meet the GRIHA & SVAGRIHA norms, respectively. This is valid only for the products which have been mentioned above.
The certificate for the above-mentioned products is valid from
22nd November, 2022 – 21st November, 2024


Sanjay Seth
Vice President &
Chief Executive Officer

Note: This evaluation has been done based on the documentation - in the form of 3rd party test results and/or declarations - submitted by the manufacturer to GRIHA Council.

GRIHA Council is a joint initiative of Ministry of New and Renewable Energy, Government of India and The Energy and Resources Institute (TERI) to implement GRIHA (Green Rating for Integrated Habitat Assessment), India's National Rating System for Sustainable Habitats.
www.grihaindia.org



GRIHA Council
This is to certify that the products

“ARMACELL INDIA PRIVATE LIMITED”

Thermal Insulation: Class O Armaflex & Class O Armaflex Plus
have been included in the GRIHA Product Catalogue under the following categories:
GRIHA V.2015 criterion: 8
&
GRIHA V.3 criterion: 14

Acoustic Insulation: Armasound Super Silencer & Armasound Barrier E
have been included in the GRIHA Product Catalogue under the following categories:
GRIHA V.2015 criterion: 11
&
GRIHA V.3 criterion: 29

These products can be used in GRIHA registered projects to meet the GRIHA norms, respectively. This is valid only for the products which have been mentioned above.
The certificate for the above mentioned products is valid from
31st August 2017 - 30th August 2019


Sanjay Seth
Chief Executive Officer

Note: This evaluation has been done based on the documentation - in the form of 3rd party test results and/or declarations - submitted by the manufacturer to GRIHA Council.

GRIHA Council is a joint initiative of Ministry of New and Renewable Energy, Government of India and The Energy and Resources Institute (TERI) to implement GRIHA (Green Rating for Integrated Habitat Assessment), India's National Rating System for Sustainable Habitats.
www.grihaindia.org




Confederation of Indian Industry

CII-Green Products and Services Council
hereby certifies that

Ceramic Wall Tiles
(GPSC165001)

Manufactured by **Somany Ceramics Ltd** at **Kadi, Gujarat** meets the requirements of GreenPro Ecolabel and qualifies as Green Product.
This certification is valid till **December 2023**


Jamshyd N Godrej
Chairman, CII-Godrej GBC
Parasuraman R
Chairman, CII-Green Products & Services Council
K S Venkatagiri
Executive Director, CII-Godrej GBC

Supporting Council and programme

CERTIFICATE OF COMPLIANCE



GREENGUARD

PRODUCT CERTIFIED FOR LOW CHEMICAL EMISSIONS (UL-FORMICC UL-2818)

Merino Group
Merino Compact Laminate

Restrictions:

UL 2818 - 2009 Standard for Chemical Emissions for Building Materials, Finishes and Furnishings

8572-430
Certificate Number

30 Dec 2009 - 30 Dec 2023
Certificate Period

Certified
Status

Commercial Furniture and Furnishings are tested in accordance with all applicable UL standards and designed to comply with all UL 2818 v.2009 standards and a system of ongoing product surveillance. Products tested in accordance with UL 2818 are marked for compliance with UL 2818 v.2009. © 2009 UL Solutions. All rights reserved.




Confederation of Indian Industry

CII-Green Products and Services Council
hereby certifies that

TMT Steel Rebars
Fe 500D, Fe 550D, Fe 500D CRS, Fe 550D CRS, Fe 600, Fe 500 - CS2:2012 500B (Export grades)
Fe 500 - BS 4449 B500B (Export grades), Fe 600 CRS and Fe 650

(GPJSW157001)

manufactured by **JSW Steel Limited** under the brand name of **Neosteel** meets the required standards of GreenPro Certification and qualifies as Green Product.
This certification is valid till **December 2023**.


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Executive Director, CII-Godrej GBC

Supporting Council and programme




Confederation of Indian Industry

CII-Green Products and Services Council
hereby certifies that

Polished Vitrified Tiles
(GPSC165005)

Manufactured by **Somany Ceramics Ltd** at **Morbi, Gujarat** meets the requirements of GreenPro Ecolabel and qualifies as Green Product.
This certification is valid till **December 2023**


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Prepared by :

CENTRE FOR EXCELLENCE IN
**SUSTAINABLE
DEVELOPMENT**