



# **SUSTAINABILITY REPORT**

**2021-22**

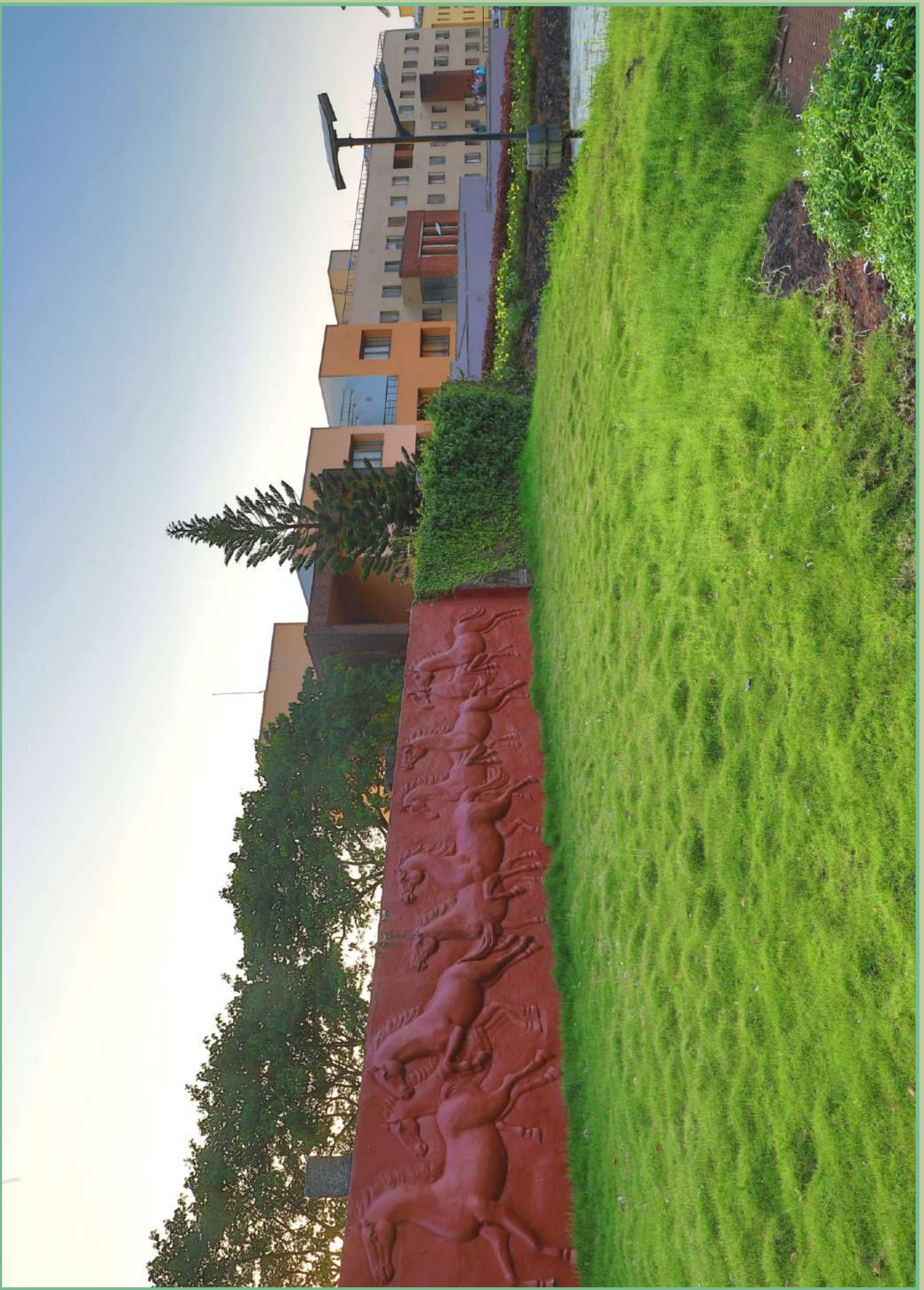


Prepared by:



CENTRE FOR EXCELLENCE IN  
**SUSTAINABLE  
DEVELOPMENT**





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# DIRECTOR'S MESSAGE

I am incredibly proud to present the first Sustainability Report of Goa Institute of Management (GIM) before you. I firmly believe that higher education institutes can play a significant role in the green transformation of all human activity and contribute towards achieving the Sustainable Development Goals as stated by United Nations. With this conviction, we at GIM are continuously striving to reduce our carbon footprint and increase the positive impact on the lives of all our stakeholders through robust governance processes. Sustainability is part of our mission and essential to our decision-making processes. We realise we still have a long way to go but are committed to making our planet a better place to live in.

As you are aware, the Covid-19 pandemic has disrupted lives over the last couple of years. Despite this, we successfully managed to engage with students and continued our teaching in the online mode. Training sessions were conducted for the faculty body to ensure that the quality of classroom delivery does not suffer. Students were invited to the campus when it was found safe, and regular testing was done to ensure their safety.

Over the last couple of years, we have taken initiatives to reduce our carbon footprint significantly, and installing solar roof-top panels is one of them. We are very proud that over the last year, we have generated more than 10 lakh units of power using renewable energy, which accounts for around 50% of our consumption. Other initiatives like aerated taps, waterless toilets, installation of the energy management system, and rainwater

harvesting have contributed to better utilization of existing resources. On the social front, our emphasis on employing local human resources for the housekeeping, cafeteria, and security teams has helped increase income and improve the quality of life for the communities around us.

We are currently working on our Sustainability Policy. We are determined to make our policy consultative and inclusive, and to achieve this during the next academic year; we will have conversations around the policy with various stakeholders. As a result, in the coming years, we hope to continue our quest for improved sustainability and become self-sufficient in using natural resources, thus moving closer to net-zero.

**Dr. Ajit Parulekar**  
Director, Goa Institute of Management







## 1 About Goa Institute of Management

Goa Institute of Management is a 29-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. 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-Part Time is a non-residential programme carried out over weekends for working executives.

The Institute attracts students from all over India. GIM celebrates bonding and connections with over 5,000 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 create knowledge and 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. We will create 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

- All India Council for Technical Education (AICTE)
- National Board of Accreditation (NBA)
- South Asian Quality Assurance System (SAQS)

### 1.4 Memberships

- Association to Advance Collegiate Schools of Business (AACSB)
- European Foundation for Management Development (EFMD)
- Confederation of Indian Industry (CII) Goa Chapter
- Goa Management Association
- India International Center
- Goa NIPM (National Institute of Personnel Management)
- Associated with Principles for Responsible Management Education (PRME)
- Member of Global Business School Network (GBSN)



## 2 About the Report

This is the first Sustainability Report of Goa Institute of Management, Sanquelim campus, that aims to report the performance of the Institute on the ESG (Environmental, Social and Governance) parameters. The reporting period is the Financial Year 2021-22 (April'21 to March 22). The Institute plans to publish the Sustainability Report annually.

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.

Being the first Sustainability Report of the Institute, 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)
- Conceptualization of the structure 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, Head for Environment Section, Critical review of the report.
Prof. Ajay Vamadevan	Lead for social sustainability section, Critical review of the report.
Prof. Shiv Nath Sinha	Lead for governance section, Critical review of the report.
Ms. Apoorva Apte	Conceptualization of the overall report structure, collation and analysis of data from various departments and secondary sources, aligning the report to the GRI framework.
Ms. Selony Moniz	Data compilation and analysis for the social sustainability section, Proof-reading of the 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 & diversity & inclusion	The existing diversity among GIM employees	Faculty and Staff	 
6	Faculty, staff attraction & retention	GIM's approach to attracting and retaining good quality faculty and staff	Existing and Potential Faculty and Staff	 
7	Stakeholder engagement with sustainability	Efforts made by GIM to involve a variety of stakeholders in its journey toward a sustainable institute.	Existing Students, Faculty and Staff	
8	Campus Sustainability	Steps taken to ensure sustainable campus development and reduce our carbon footprints.	Senior Management, Existing Faculty, students and staff	 
9	Sustainability Research	How research at GIM contributes to the global sustainability agenda	Faculty members	  
10	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	
11	Financial Sustainability	Measures taken by GIM to ensure financial stability to progress as a sustainable and competitive institute	Senior Management	 



# Governance Reporting

at Goa Institute of Management



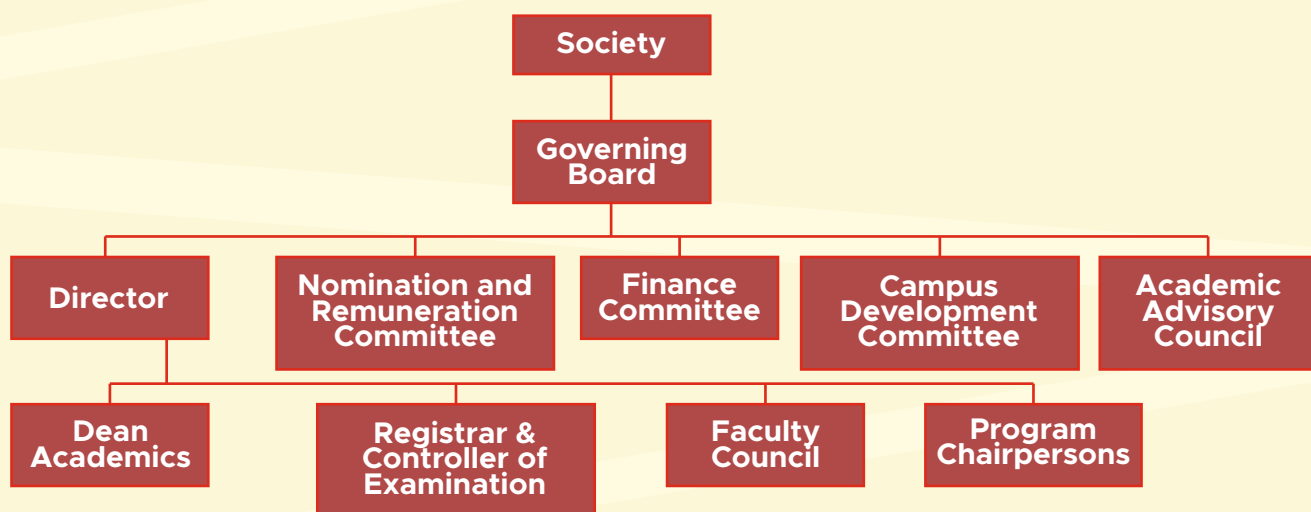
## 4 GIM's Governance Philosophy

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's Society

GIM Society comprises eminent people from diverse backgrounds like industry, academics, policy-making, 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 March 31, 2022, the total number of members of the society is 17, comprising three women 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 Raman Madhok, Chairman-GEA Process Engineering (India) Pvt Ltd Former Executive President – Zuari Industries Ltd Former Division Head – Niro A/S Denmark	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	Mr Satish Shetye, Former Vice-Chancellor, Goa University, 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, Director, Gadre Marine Export Pvt.Ltd, Ratnagiri	Member
15	Mr Ketan Hajarnavis, Founder & Managing Director, ScaleFactor Consulting Labs Pvt. Ltd.	Member
16	Mr Dean Menezes, Director, CMM Group of companies	Member
17	Ms Swati Salgaoncar, President, V. M. Salgaocar & Bro., Ltd., Goa	Member

#### 4.2.2 Details of the Society's Meetings during the Year ended 2022

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 to receive the Annual Report along with the Annual Accounts.



Date of Meeting	Type of meeting	Strength	No. of Members Present
14 <sup>th</sup> Jan' 22	AGM	17	12
23 <sup>rd</sup> Jul' 21	AGM	17	15

During the year 2021-22, the Society met two times. The table 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 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 Director, Dean, and Faculty.

#### 4.3.1 GIM's Board Members

As of March 31, 2022, the Governing Board comprises 14 members, including two 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	Ms Kiran Dhingra, Retd. Chief Secretary, Government of Goa	Member
4	Shri Parimal Rai, Chief Secretary, Government of Goa	Member
5	Dr T. V. Rao, Chairman, T.V.Rao Learning Systems Pvt. Ltd.	Member
6	Prof Furqan Qamar, Professor, Centre for Management Studies, Jamia Milia Islamiya, New Delhi	Member
7	Mr Dean Menezes, Director, CMM Group of Companies	Member
8	Mr Rahul Kanodia, CEO & Vice Chairman, Datamatics Global Services Limited, Mumbai	Member
9	Mr. Arjun Deepak Gadre, Director, Gadre Marine Export Pvt. Ltd, Ratnagiri	Member
10	Mr Sagnik Ghosh, Business Head, COLORS Bangla	Member
11	Mr Ketan Hajarnavis, Founder & Managing Director M/s ScaleFactor Consulting Labs Pvt. Ltd.,	Member
12	Ms Swati Salgaocar, M/s V.M. Salgaocar & Bro. Pvt. Ltd, Goa	Member
13	Dr Neeraj Amarnani, Dean (Academics) GIM	Member
14	Dr Anand Teltumbde, Senior Professor, GIM	Member

#### 4.3.2 Details of the Governing Board Meetings during the Year ended 2022:

During the year 2021-22, the Governing Board met nine times. The following table shows the date of the meeting along with the number of members who attended the meeting:

No.	Date of meeting	Strength	No. of members present
1	19 <sup>th</sup> Mar'22	14	07
2	12 <sup>th</sup> Feb'22	14	09
3	15 <sup>th</sup> Jan'22	14	10
4	8 <sup>th</sup> Jan'22	14	10
5	2 <sup>nd</sup> Oct'21	14	11
6	6 <sup>th</sup> Aug'21	14	17*
7	23 <sup>rd</sup> Jul'21	13	09
8	29 <sup>th</sup> May'21	13	09
9	27 <sup>th</sup> Apr'21	13	08

\*Outgoing as well as incoming board members were present for the meeting



#### 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 March 31, 2022, the Nomination and Remuneration Committee comprises six members. The following are the current members of the Committee:



No.	Name	Position
1	Ms Kiran Dhingra, Retd. Chief Secretary, Govt. of Goa	Chair person
2	Prof Furqan Qamar Professor, Centre for Management Studies, Jamia Milia Islamiya, New Delhi	Member
3	Prof T. V. Rao, Chairman, T.V. Rao Learning Systems Pvt. Ltd	Member
4	Mr Rahul Kanodia, Datamatics Global Services Ltd.	Member
5	Dr Ajit Parulekar, Director, Goa Institute of Management	Secretary

#### 4.4.2 Details of the Nomination and Remuneration Committee Meetings during the Year ended 2022

During the year 2021-22, 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	3 <sup>rd</sup> Aug'21	06	07
2	30 <sup>th</sup> Jun'21	06	06
3	14 <sup>th</sup> Jun'21	06	06

#### 4.4.3 Finance Committee

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

As of March 31, 2022, the Finance Committee comprises six members. The following are the current members of the Committee:

No	Name	Position
1	Mr Dean Menezes, Director, Cosme Matias Menezes	Chair person
2	Mr Raman Madhok, Chairman - GEA Process Engineering (India) Pvt Ltd Former Executive President - Zuari Industries Ltd Former Division Head-Niro A/S Denmark	Member
3	Dr Ajit Parulekar, Director, GIM	Secretary
4	Ms Swati Salgaocar, President, V.M. Salgaocar & Bro. Pvt. Ltd, Goa	Member
5	Mr. Steve Fernandes, Administrator, GIM	Member
6	Mr Ashish Marathe, CFO, GIM	Member

#### 4.4.4 Details of the Finance Committee Meetings during the Year ended 2022

During the year 2021-22, the Committee met three times:

Sr. No	Date of Meeting	Strength	No. of members present
1	15 <sup>th</sup> Mar'22	06	05
2	7 <sup>th</sup> Dec'21	06	05
3	30 <sup>th</sup> Aug'21	06	06

#### 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 March 31, 2022, the Campus Development Committee comprises nine members. The following are the current Members of the Committee:

No	Name	Position
1	Ms Swati Salgaocar, President, V.M. Salgaocar & Bro. Pvt. Ltd. Goa	Chairperson
2	Mr Arjun Gadre Director, Gadre Marine Export Pvt.Ltd, Ratnagiri	Member
3	Mr Hadrian Lobo Senior Project Architect, Somaya & Kalappa Consultants, Mumbai	Member
4	Dr Raghuvir Salkar, Director, Kuvelkar Salkar Associates	
5	Dr Ajit Parulekar, Director, GIM	Secretary
6	Dr Sumit Datta, Registrar & Controller of Examination, GIM	Member
7	Mr Jagan Ugle, Project Consultant, GIM	Member
8	Mr Steve Fernandes, Administrator, GIM	Member
9	Mr Dale Menezes, Director, CMM, Group	Member



#### 4.4.6 Details of the Campus Development Committee Meetings during the Year ended 2022

During the year 2021-22, the Committee met five 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	18 <sup>th</sup> Apr'22	09	07
2	24 <sup>th</sup> Mar'22	09	06
3	4 <sup>th</sup> Mar'22	09	07
4	20 <sup>th</sup> Oct'21	09	08
5	17 <sup>th</sup> Aug'21	09	09

#### 4.4.7 Academic Advisory Council

The Governing Board has also constituted the Academic Advisory Council. The Academic Advisory Council comprises of a Board Member as Chair, Director, Dean, Registrar & Controller of Examinations, Program Chairs, CER Chair, MDP-Chair, Alumni Representatives besides distinguished academicians and eminent senior industry & Government representatives. The Academic 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 council reviews the report/status of academic / research / industry-related activities and provides guidance to the institute.

#### 4.4.8 Details of the Academic Advisory Council Meetings during the Year ended 2022

During the year 2021-22, the Academic Advisory Council 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	22 <sup>nd</sup> Apr'22	21	18
2	14 <sup>th</sup> Dec'21	21	19
3	2 <sup>nd</sup> Jul'21	21	17

## **ACADEMIC ADVISORY COUNCIL MEMBERS**

**As of March 31, 2022, the Academic Advisory Council comprised 21 members.  
The following are the current Members of the Council:**

No	Name	Position
1	Dr T. V. Rao, Chairman, TVRLS, Former Professor – IIMA, Founder & First President NHRDN	Chairperson
2	Dr Ajit Parulekar, Director, GIM	Member
3	Mr P.F.X. D'Lima, Former Director, Goa Institute of Management Former Chairman EDC, Panaji, Goa Former Director, Sesa Goa Ltd., Goa	Member
4	Dr Neeraj Amarnani, Dean (Academic), GIM	Member
5	Dr Parveen Kumar Director, ICAR Research Complex for Goa	Member
6	Prof. R.Rathish Bhat, PGDM - BDA-Chair, GIM	Member
7	Mr Vivek Padgaonkar Director, Organization of Pharmaceutical Producers of India	Member
8	Dr Sumit Datta Registrar & Controller of Examination, GIM	Member
9	Mr Ketan Hajarnavis Founder & Managing Director, ScaleFactor Consulting Labs Pvt. Ltd., Pune	Member
10	Prof Nandakumar Mekoth, PGDM - FPM Chair, GIM	Member
11	Mr Anil Bhavnani Sr. Vice President and Branch Banking Head, HDFC Bank Ltd. Mumbai	Member
12	Prof. Arif Raza, PGDM – HCM Chair	Member
13	S. Ramnarayan, Professor, Indian School of Business, Hyderabad	Member
14	Prof. Amiya Kumar Sahu, PGDM PT Chair, GIM	Member
15	Prof. P. D. Jose, Professor, IIM – Bangalore	Member
16	Prof Manas Mayur, CER Chair, GIM	Member
17	Prof. Ramadhar Singh, Professor, Amrut Mody School of Management Ahmedabad University	Member
18	Prof. Abhishek Ranga, PGDM – BIFS Chair, GIM	Member
19	Dr Sebastian Morris, CPPG Chair, GIM	Member
20	Prof. Rohit Mutkekar, MDP Chair, GIM	Member
21	Prof. Venkatesh Naga, PGDM FT Chair, GIM	Member

#### 4.5 Risk Management at GIM

As an educational institute, GIM faces several risks, and the current pandemic has emphasized the need to manage these risks well. 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 1000. Future decision-making will need to keep this in mind.</p>
2	Operating Model Risk	GIM actively participates in various national and international accreditations like NAB and SAQS to ensure robust operating processes. This ensures that the processes are strengthened and validated by external associations. NAB accreditation is also necessary for a variety of statutory approval and permissions
3	Reputation Risk	Brand Management for an educational institute is critical to attracting good quality students, retaining competent faculty members and maintaining strong relations with the alumni. GIM takes adequate measures to develop and communicate its GIM brand. It is essential for students to feel safe on the campus and various committees like the Internal Committee, Anti-ragging Committee, and Disciplinary Committee work hard to achieve this. At the same time, the Grievance Redressal Committee gives a fair chance to all to express their grievances. Standard operating procedures are laid down and communicated to stakeholders via manuals, briefing, training, etc.
4	Enrolment-supply risk	This is critical for the institute 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.
5	Compliance Risk	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.





## Social Sustainability Reporting

## 5 Student Engagement and Support

GIM is a student-driven 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 24 states of India in 2021-22.

#### 5.1.1 Student diversity based on Gender

Program	Batch	No. of students	% Male	% Female
PGDM	2019-21	247	65	35
PGDM - HCM		62	39	61
PGDM - BDA		118	58	42
PGDM - BIFS		(No data as this program was launched in 2020)		
PGDM-PT	2019-22	17	65	35
FPM	2019-23	4	100	0
<b>Gender ratio</b>	<b>Overall</b>	<b>448</b>	<b>60</b>	<b>40</b>

Program	Batch	No. of students	% Male	% Female
PGDM	2019-21	247	65	35
PGDM - HCM		62	39	61
PGDM - BDA		118	58	42
PGDM - BIFS		(No data as this program was launched in 2020)		
PGDM-PT	2019-22	17	65	35
FPM	2019-23	4	100	0
<b>Gender ratio</b>	<b>Overall</b>	<b>448</b>	<b>60</b>	<b>40</b>

#### 5.1.2 Admissions purely on merit basis

Admission to Goa Institute of management is strictly based on merit, and no donation in any form is sought or accepted in connection with the admission.

### 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. Following financial facilities are available for students at GIM:

<p><b>5.2.2 <u>Tuition Fee Waiver</u></b> 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.</p>	<p><b>5.2.3 <u>GIM – ACCESS Scholarship</u></b> 40 Access Scholarships at Rs.4 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.</p>
<p><b>5.2.4 <u>GIM - MBBS Scholarship (GMS)</u></b> The Institute offers five scholarships, each amounting to Rs.4 lakhs, to candidates holding an MBBS degree and admitted into the PGDM Healthcare course.</p>	<p><b>5.2.5 <u>Student Loans</u></b> The Institute facilitates students to avail of study loans from State bank of India, HDFC Bank Ltd or any other Bank of their choice</p>

#### **5.2.6 Student clubs and activities**

**GIM promotes an inclusive culture that honours, respects, and supports diversity among its students. Life on the campus is bubbling with energy owing to the sports and cultural activities planned by the students. The range of activities includes filmmaking, orchestra, movie club, quizzing, and “learning with fun”. A spirit of competitiveness is instilled in the students through competitions in business analytics, current affairs, sports and cultural events. The 25+ clubs and activities the Institute hosts indicate this spirit. The clubs and activities are enlisted below, and it is evident that the students have multiple opportunities to develop various skills during their training at the Institute.**

<ul style="list-style-type: none"> <li>• Brainvista- The Quiz Club</li> <li>• D2C Igniters Club</li> <li>• E-cell@GIM</li> <li>• HRiday - The HR Club</li> <li>• I3 - The Industry-Institute – Interaction Club</li> <li>• MECCA - Marketing Club</li> <li>• Parigyan - The Data Science Society</li> <li>• Public Policy Club</li> <li>• Ribandar Talks</li> <li>• Samarthan - The CSR Club</li> <li>• Samriddhi – Annual Business symposium</li> <li>• Sankhya - The Analytics Club</li> <li>• SCOPES</li> <li>• SOFIA - The finance Club</li> <li>• The Systems and consulting Club</li> <li>• Vinidhan - The Student Investment Fund</li> </ul>	<ul style="list-style-type: none"> <li>• TEDx GIM</li> <li>• OxyGIM – Official Band</li> <li>• The Entrepreneurship Cell</li> <li>• Student Alumni Relations Cell</li> <li>• Student Public Relations Cell</li> <li>• GIM Agora Speakers International</li> <li>• Inception</li> <li>• Kshitiz – Literary and Creative Club</li> <li>• Prayas – The Sports Club</li> <li>• Razzmatazz – Cultural Club</li> <li>• Sprockets</li> <li>• The Health Club</li> </ul>
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### 5.2.7 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.



## 5.3 Student Health and well-being

### 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

An experienced Counsellor is 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 provide medical assistance to the students through a team of doctors on the campus. The team comprises a general physician, a gynaecologist and a trained Nurse. The Institute Clinic functions within the student hostel premises and has all the essential facilities to cater to the students and staff. 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.

All the Hostels are equipped with first-aid kits and medical stretchers. Wheelchairs are also available for use near the academic building. In addition, the majority of the buildings on the campus are disabled-friendly.

### 5.3.4 Sports and Recreational Facilities:

The following sports and recreational facilities are available to the students free of charge during their stay on the campus:

#### Sports Facilities:

Badminton court, Basketball court, Football field, Table tennis, Tennis court, Volleyball court, Swimming pool, Gymnasium

#### Recreational Facilities:

Breakout room, Prayer Room, Amphitheatre, Quadrangle and Plazas

### 5.3.5 Grievance Redressal

As per the All-India Council for Technical Education (Establishment of Mechanism for Grievance Redressal Regulations, 2012), the Committee comprises four members and is chaired by the Dean (Administration). Online Grievance Redressal Mechanism is also available to students (EduGrievance Software: Online Grievance redressal System by Orell Software Solutions Pvt. Ltd.). The Institute is governed by the Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 (No. F. AICTE/WH/2016/01).

The respective authorities address students' grievances; for instance, the SAC addresses any grievances about the hostels. In case of issues related to the Cafeteria, Gym or Swimming Pool, the student may approach the Health Club. If the grievance is not addressed within a reasonable time, the resident can send a formal mail to Hostel Wardens. If the issue is still unresolved after a reasonable period, the resident can approach the Registrar in writing for help, guidance and/or redressal of the grievance. Depending on the nature of the grievance, the Institute may take necessary action.

## 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. The Institute tries to

- Bring sustainability into practice – practising what we preach
- Be a model sustainable institute and motivate others
- Constantly be relevant to the needs of the time

### 5.4.1 Credit Course: The GiveGoa program

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, Agriculture extension and Public Health. The number of GiveGoa projects completed in the last three years is provided in the following table:

The GiveGoa program completed 10 years in 2021 and a compendium of the program including the timeline, details of projects completed and testimonials from Clients was prepared by the Centre for Social Sensitivity and Action at GIM. The report can be accessed [here](#).








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



#### 5.4.2 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 the following centres for excellence to advance this mission:

	Centre of Excellence	Primary aim
	Centre for Excellence in Sustainable Development (CESD)	To address the environmental sustainability agenda of GIM
	Centre for Social Sensitivity and Action (CSSA)	To promote social responsibility within and beyond Goa Institute of Management to achieve the goals of Agenda 2030.
	Centre for Public Policy and Governance (CPPG)	Primarily motivated towards exploring the links between the field of management and public policy

From a sustainability perspective, the CESD and the CSSA specifically address the topics of social and environmental sustainability and provide opportunities for students to be sensitized to and contribute to sustainability initiatives.



#### 5.4.3 Activities of the Centre for Social Sensitivity and Action:

##### AIC-GIM ESG Start-up WEEK Celebrations

CSSA organized three events in October, 2021 as part of the AIC-GIM ESG Start-up Week Celebrations. The events were: Social Impact photography, Virtual session on Circularity and a webinar on "ESG: Corporate to Classroom". These celebrations created awareness and expanded the dialogue on SDGs.

##### Sustainability Tweet – A – Thon

This event was organized by CSSA and SC, ST, D&I committee to initiate discussions among students on how to make any business sustainable. The tweet-a-thon focused on four themes - Decent Work, Empathy, Diversity and Inclusion. The activity was spread across four weeks.

##### AIM2Flourish

CSSA is collaborating with AIM2Flourish, to incorporate SDGs and "Business as an Agent of World Benefit" as part of Social Responsibility and Action (SRA) In this, students use the UN Global Goals as their lens, research and identify a positive business innovation and interview a business leader. In the last 6 months, 48 new AIM2Flourish stories have already been published and 4 stories from GIM have been chosen as finalists for Flourish Prize 2022.

##### Desh Ka Mentor

Delhi Govt's largest mentorship program for the students studying in Delhi Government Schools. – Desh Ka Mentor. Currently, 12 students from GIM have been mentoring students assigned to them virtually.

##### United Nations Association of Australia (UNAA)-Victoria office

Students from GIM worked on a project related to SDGs 12 and 17. The title of the project was "A World without Waste: Making the transition to a Circular Economy". Each student was allocated a specific country and their task was to prepare a brief position paper on how circular economy has been adopted by these countries and how can countries collaborate for better results.

#### 5.6.5 Activities of the Centre for Excellence in Sustainable Development:

##### Sustainability Hackathon

This event was conducted in August 2019 to bring out innovative ideas for promoting sustainable campus development at GIM. Themes for the Hackathon were: Water Conservation and Management & Waste Reduction and Management. Awards worth Rs 50,000/- were given as a part of the Hackathon to motivate students.

##### No-paper cup campaign

The "No more use-and-throw" campaign was conceptualized and launched by CESD with a team of students to reduce This campaign would result in approximately 96000 cups in a year being saved.

##### E-waste management

In order to ensure safe and scientific disposal of E-waste, CESD has facilitated the Institute to tie-up with two authorized e-waste recycling agencies in the State, in accordance with E-waste management rules 2016. An E-waste collection drive was also organized along with a student team for deposition of E-waste.



### "Sustainability Horizon" newsletter

Sustainability Horizon, a quarterly newsletter by CESD collates contributions from students, academicians, and practitioners in the field of environmental sustainability and attempts to address the changing dynamism in the sector. Practitioner's interviews conducted as a part of the newsletter ensure that it addresses the key topics in the domain of environmental sustainability. It was formally introduced on January 13, 2021, on the eve of the National Geographic Society Formation Day. The ecopy newsletter is shared with close to 1200 people including students, staff at GIM, people from the industry, government agencies, start-ups, etc. and helps create a body of knowledge in the domain of environmental sustainability.

### Bio-diversity Register

A project was undertaken by the CESD in collaboration with Goa State Biodiversity Board (GSBB) where 150 plant species found on the campus were photo documented. The documentation of the flora has helped create awareness about the rich campus biodiversity and also to assist in future conservation efforts. In the faunal bio-diversity report data will be crowd sourced and students will be trained by various experts for the same.

### Sustainability Ambassadors

A team of nine student volunteers has been selected as the "Sustainability Ambassadors" to take forward various activities of the CESD. This team shall closely work with the Institute over their 2-year tenure at GIM.



## 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, academic rigour underlies all academic activities, which implies a set of high standards and expectations for students and faculty. 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 are essential personality components of all members of GIM.

A reference to Article 26(2) of the Universal Declaration of Human Rights is also put to practice - "Education should be directed to the full development of the human personality and to strengthen the respect for human rights and fundamental freedoms. It shall promote understanding, tolerance, and friendship among all nations, racial & religious groups". (United Nations, 1948). It is hoped that this educational philosophy clarifies the aims, purposes, and intentions of GIM.

### 6.1 Gender Equality and equal opportunities

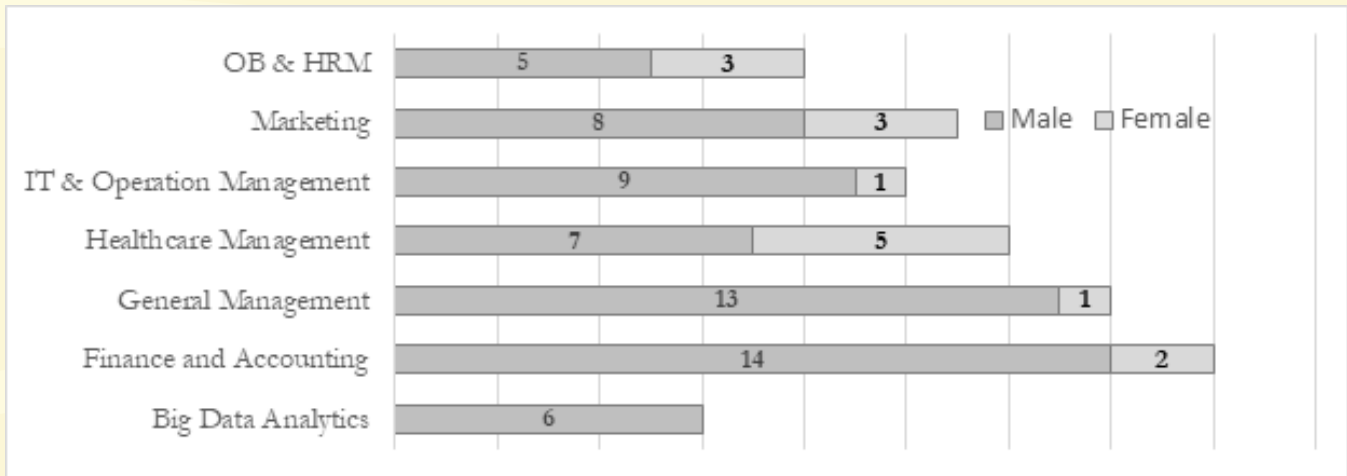
Equality and diversity are essential aspects of social sustainability. GIM believes that hiring employees of various backgrounds under equal employment opportunities enables the organization to take on challenges and foster new ideas and innovations. Creating a culture where employees can understand, respect, and empathize with diverse values and perspectives is essential.

As of April 2022, GIM had a total of 151 employees consisting of faculty and staff, with the distribution as shown below. The distribution of permanent and contractual employees is as also given below. The data has been compiled as per records of the HR department.

					
Faculty	62 (81%)	15 (19%)	Permanent	79	38
Staff	33 (44%)	41 (56%)	Contractual	15	18
Total	95 (63%)	56 (37%)	Part-time	1	0

### 6.1.1 Area-wise faculty:

The graph below shows the area-wise number of faculty by gender. Male faculty outnumber the female faculty in all areas.



### 6.2 New Employee hires and employee turnover

During the reporting period (2021-22), the details of new employees hired are as follows:

	Hired (2021-22)		Turn-over (2021-22)	
	Contractual	Permanent	Contractual	Permanent
Faculty				
Female	-	1	-	3
Male	-	10	2	3
Staff				
Female	6	-	4	-
Male	4	2	4	-
Total	10	13	10	6



### 6.3 Employee distribution by age and region

GIM's workforce includes the following age diversity:

(Age as on 31st March'22)	Faculty		Staff	
	Female	Male	Female	Male
Under 30 years			12	5
30-50 years	13	49	24	23
>50 years	2	13	5	5

Employee distribution by region shows that GIM faculty and staff represent 21 states of India. 58% of the total employees are from Goa. GIM has recently onboarded an international faculty member too.

	Region	Faculty	Staff	Total
1	Andhra Pradesh	1	1	2
2	Assam	1		1
3	Bihar	1	1	2
4	Chhattisgarh	1		1
5	Delhi	3		3
6	Goa	16	67	83
7	Gujarat	4		4
8	Himachal Pradesh	1		1
9	J&K	1		1
10	Jharkhand	1		1
11	Karnataka	4		4
12	Kerala	4	1	5
13	Madhya Pradesh	3		3
14	Maharashtra	10	2	12
15	Odisha	4		4
16	Punjab	2	1	3
17	Rajasthan	3		3
18	Tamilnadu	1	1	2
19	Telangana	1		1
20	Uttar Pradesh	3		3
21	West Bengal	11		11
22	United States of America	1		1
	<b>Grand Total</b>	<b>77</b>	<b>74</b>	<b>151</b>

### 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.

	2020-21	2021-22
No. of employees that availed parental leave	3	2
No. of employees that returned to work in the reporting period after parental leave ended	3	2



## 6.5 Non-Discrimination

GIM is committed to non-discrimination and equal opportunity in education and employment. Further, the Institute's recruitment process adheres to the strict guidelines on non-discrimination and fairness, regardless of gender, ethnicity, religion, or age. This commitment enables the Institute to provide qualified individuals access to all academic and employment programs based on demonstrated ability without regard to personal factors irrelevant to the program or job requirements.

## 6.6 Adherence to Acts and Rules

GIM complies with all the labour standards set by the Acts and Rules enacted by the Government of India. These include The Scheduled Castes and The Scheduled Tribes (Prevention of Atrocities) Act, 1989; The Bonded Labour System (Abolition) Act, 1976; The Factories Act, 1948; The Payment of Gratuity Act, 1972; The Employees' Provident Fund and Miscellaneous Provision Act, 1952; The Equal Remuneration Act, 1976; The Payment of Bonus Act, 1965; The Maternity Benefit Act, 2017; and The Child Labour (Prohibition and Regulation) Act, 1986 (Amended in 2012); and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

In addition, GIM ensures that its employees and those in the supply chains are not subject to exploitation through slavery, servitude, forced or compulsory labour, sexual exploitation, organ donorship, threats or deception and comply with local and national statutory regulations.





## 6.7 Employee benefits

The table below summarizes the various benefits available to staff (including permanent and contractual staff) and faculty.

Employee Benefits	Permanent Staff	Contractual Staff	Faculty
<b>Leaves</b>			
Earned Leave	✓	✓	✓
Casual Leave	✓	X	X
Medical Leave	✓	X	X
Maternity Leave	✓	✓	✓
<b>Allowances</b>			
Dearness Allowance	✓	X	✓
House Rent Allowance	✓	X	✓
Telephone Allowance	✓	X	X
Leave Travel Allowance (LTA)	✓	X	✓
Leave encashment	✓	X	✓
<b>Other Benefits</b>			
Provident Fund	✓	X	✓
Contributory Provident Fund	✓	X	✓
Gratuity	✓	X	✓
Annual Increments	✓	✓	✓
Promotions	✓	X	✓
Mediclaime reimbursement	X	X	✓

## 6.8 Remuneration

GIM is an equal opportunity employer and does not discriminate based on 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 next. 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.

Faculty			Staff		
(All figures in Rs/ month, rounded up to the nearest 1000)					
					
Average	2,18,000	1,79,000	Average	69,000	41,000
Median	2,08,000	1,95,000	Median	41,000	36,600

## 6.9 Faculty Rewards, Incentives and Recognitions

GIM encourages faculty to pursue excellence in all facets, including teaching, research, publications, and institute developmental activities. Rewards and recognitions provide motivational incentives to faculty to improve the quality of teaching, research and publication. The following types of incentives are offered for academic activities performed/ achieved over and above the institute's minimum workload norms:

## 6.10 Staff incentives

GIM strives to inspire and encourage better workplace performance of the staff. Staff are recognized and rewarded for their exceptional performance at different times. The staff enjoys free bus shuttle service to the campus from various places in Goa, access to medical services from the campus clinic, free breakfast and tea from the canteen and other meals at a subsidised rate. The institute also conducts family get-togethers and picnics and celebrates festivals on campus with the full participation of staff and their families.

The Institute celebrates a range of events to inculcate a sense of bonding among the employees, including the following: Women's Day Celebration, Birthday Celebrations, Diwali, Christmas, New Year, and Annual staff picnics.

## 6.11 Annual Performance Appraisal

An annual appraisal for staff grants performance-based increments to encourage consistent and superior quality work.

For faculty, an annual review is taken up at the end of the academic year. The review is a 360-degree review consisting of various components, as depicted in the diagram below.

The requirements for promotion to higher grades are clearly defined in the Faculty Manual. They are subject to the needs of the Institute, the availability of vacancies, and the approval of the Board.

## 6.12 Training and capacity building

GIM is committed to supporting and promoting faculty/staff development and training. GIM offers onboarding orientation to all new employees about the Institute's culture, values, and mission. It also covers organizational policies, admin procedures, and compliance norms. The next training set is specific to the new employee's functional roles, covering various aspects of the job with rigorous training on hard and soft skills. All the workforce undergoes refresher training about their domains to refresh their skillsets regularly. As an employee moves up the organizational ladder to take up managerial roles (Dean, Program Chair, Area Chair, CFO, Administrator), training sessions are planned covering soft skills, leadership, and strategizing to equip them.



Being an academic institution, GIM strives to update the knowledge and skills of its faculty constantly. All the faculty are encouraged to identify their learning needs and opportunities in their annual appraisal, which becomes part of the Institute's HRD plan at the beginning of the academic year. The faculty development budget of GIM provides for annual individual learning needs to be fulfilled (an average allocation of Rs 1 L per year per faculty member) as well as another institute-wide Rs 40 lakh for the conduct of four institute-wide training programs for faculty at the institute (e.g. research/ pedagogy/ AoL workshops).

Full-time confirmed faculty members of the Institute are entitled to:

- Participate in two national Conferences/ Seminars/Workshops every year and one International Conference/ Seminar once in a two-year block for paper presentation.
- Attend one additional National Conference/ Seminar every year even without the requirement of a paper presentation.

In addition, specific training programs to enhance research and teaching are organized for the faculty from time to time. Distinguished professors acclaimed in their fields are also invited to interact with the faculty members regularly. Internal faculty seminars are organised monthly to encourage faculty to present their research and seek feedback from colleagues.

GIM offers management and leadership training opportunities, professional certifications, and technical skills training for the staff. In addition, staff can enrol in courses offered by GIM at a subsidized rate to promote employee satisfaction and retention. Appropriate capacity-building programs are conducted for staff, including training on Advanced Excel, MS teams, Assurance of Learning (AOL), etc. In addition, if any specific job-oriented training programs are identified for individual staff, the Institute supports the staff in undertaking these.

### 6.13 Statutory Committees

The Institute has various statutory committees for compliance with the AICTE and other norms for employee welfare. GIM has set up Grievance redressal mechanisms to address human rights violations, such as the Internal Complaints Committee, the SC, ST, Diversity and Inclusion Committee, Grievance Redressal Committee, etc. These committees orient students/staff on related human rights violations and their redressal mechanisms.

#### **Anti-Ragging Committee 2020-21**

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**

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 2020-21**

With reference to the Supreme Court's direction, all workplaces are required to constitute an Internal Complaints Committee with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Committee at GIM has 10 members.

#### **SC, ST, Diversity & Inclusion Committee**

The SC, ST, Diversity & Inclusion Committee came into the formulation in October 2021. It 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 2021-22**

As per the directions of the All India Council for Technical Education (Establishment of Mechanism for Grievance Redressal Regulations, 2012) the Institute as constituted a Grievance Redressal Committee comprising of four members, chaired by the Registrar.



#### Great Place to Work

Goa Institute of Management has been certified as a Great Place to Work®. The certification is an essential testament to GIM's commitment to creating an inclusive workplace where employees can feel valued and empowered to thrive while maintaining the highest levels of educational excellence. Great Place to Work is the global authority on workplace culture using a trust index survey to measure employee experience across realms of credibility, respect, fairness, pride and camaraderie. This recognition validates GIM's tireless efforts in building a truly inclusive environment where an individual feels valued, respected and empowered regardless of gender and other differences.



## 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.

GIM makes all reasonable efforts to:

- Promote occupational and personal safety, health and wellness;
- Protect the health and safety of faculty, staff, and students;
- Provide information to faculty, staff, and students about health and safety hazards;
- Identify and correct health and safety hazards and encourage faculty, staff, and students to report potential hazards; and
- Conduct activities in a manner protective of the environment, and inform the GIM community regarding environmental impacts associated with institutional operations

### 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.

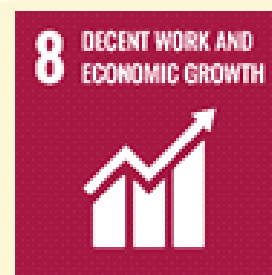
Measures including the following ensure the security and safety of campus occupants:

1. The Institute has restricted entry points staffed by security guards. A woman security personnel is present at each entry point.
  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
- Institute-emplanelled transport service provided to students for project-related local travel

### 7.2 Medical Surveillance and facilities

Through the in-house medical team, GIM monitors the health of faculty, staff, and students. This activity was augmented during the pandemic with an in-house facility for screening, diagnosis, isolation, and treatment of COVID-19 cases on the campus. GIM plans to expand the surveillance activity for common infectious diseases in the future.

- In addition, the Institute has signed an MoU with Healthway Hospital for immediate medical attention/admission without depositing any cash before the admission. 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 at GIM is 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.



### 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 about 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	Functional always
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 Cyber Security

GIM uses the latest firewall to keep the network secure from external attacks. The firewall is capable of handling Application filtering and URL filtering. This also includes advanced threat protection, intrusion prevention service and anti-virus at the gateway level. The Institute has also implemented MAC filtering to identify authorized users on the network. All the servers and end-user machines have an antivirus to ensure local protection.

### 7.6 Engaging faculty and staff 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 workshops, including a home-composting training on account of World environment day
- Participation in sustainability hackathon organized by CESD
- Crowd-sourcing data for the faunal biodiversity documentation project from faculty and staff
- Contributing to the sustainability news letter

## 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.

Partnerships help the Institute continuously improve its functioning to be relevant to the needs of society and the industry.

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



### 8.1.1 UN Sustainable Development Solutions Network

GIM and NSU Bangladesh are parts of the UN sustainable development solutions network. This MoU focuses on implementing sustainable development goals through research collaborations. Students from both institutes will undertake projects in SDG 4.7, which covers human rights, gender equality, and promoting a culture of peace and non-violence.

### 8.2 Grooming Entrepreneurship

**HUB CE: India's first coworking space for climate startups**

Hub-CE is a collaboration between Atal Incubation Centre, Goa Institute of Management and Climate Collective Foundation. It is India's first dedicated centre for promoting collaboration and entrepreneurship in the Climate and Environment sector.

In October 2021, Hub-CE was launched by the Honourable Chief Minister of Goa, Dr. Pramod Sawant. The launch was followed by Mr. Kunal, CEO & Secretary (Election, Power, New and Renewable Energy, Environment), Goa, inaugurating the Hub with a promise to support our initiative.



### 8.3 External stakeholder engagement in Sustainability

GIM's engagement with external stakeholders on sustainability can be divided into three categories – with students who are not enrolled at the institute, community in general and local community specifically. The chart below explains this engagement, highlighting facts and events conducted in 2021-22.

#### **Students Community outside GIM**

- **Student Internships:** Two students from Deakin University did their internship with CSSA on creating a dashboard for reporting achievements in AIM2Flourish. Currently, CSSA is working with ten students from Deakin University on Sustainability Reporting.
- **Competitions:** CSSA collaborated with Commitments Accelerator for Plastic Pollution (CAPP), Ocean Recovery Alliance, and Indian Plastic Institute (IPI) to launch "Make-a-Case – Season 2" Competition for Students in B Schools/Technical and Scientific Institutes/ Universities in India to identify and showcase high impact plastic waste reduction initiatives in the Indian sub-continent
- **Colloquium:** Virtual Colloquium on Driving Agenda 2030: Research for Societal and Business Sustainability on 18 and 20 Nov'21.

## External Community

- **Management Development Programs:** A 4 -day training program was organised by CSSA in Collaboration with Goa Livelihood Form on Nurturing Leader for Social Impact, the aim of this training session was to help develop advanced skills and a systems mindset among participants, which will help them lead and drive positive impact at the level of organization and the community
- **NGOs:** A 4 -day training program was organised by CSSA in Collaboration with Goa Livelihood Form on Nurturing Leader for Social Impact. The aim of this training session was to help develop advanced skills and a systems mindset among participants, which will help them lead and drive positive impact at the level of organization and the community
- **Government Departments:** CESD collaborated with biodiversity board for preparation of a biodiversity register
- **Various stakeholders:** Newsletters like Sustainability Horizon by CESD and Samvaad by CSSA, Podcasts.

## Local Community

- **Sustainable rural development projects:** A group of students worked with the panchayat offices of two villages to prepare a feasibility report on sustainable growth and development of these villages
- **Generating local employment:** Preferential employment is given to local villagers in the support teams at GIM. This includes the staff involved in the gardening, housekeeping and security, as captured in the table below. Other allied services like AC maintenance, pest control, solar panel cleaning, etc. are also preferably locally sourced. The table below captures the details of the local employment generated due to the Institute. The large number of women in the teams contributes to female empowerment and financial freedom.

	Team Size	% from the local community	% of female employees
Gardening Team	23	100	39
Housekeeping Team (Outsourced)	70	100	77
Security Team (Outsourced)	61	100	33
<b>Total</b>	<b>154</b>		

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.





The GIM Gardening Team



Security Team at GIM



Housekeeping Team at GIM



## Environmental Sustainability at GIM





## 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

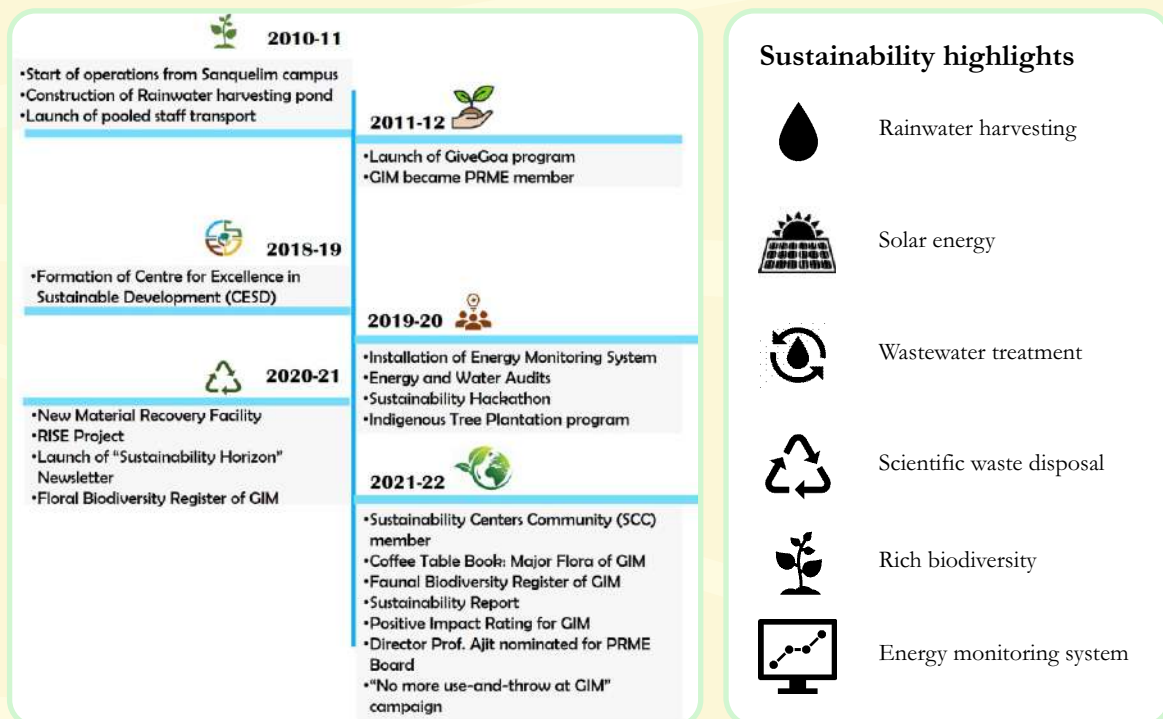
GIM has always been conscious of the impact of its decisions on the ecosystem and has continuously strived to reduce its carbon footprint. Along with measures like rainwater harvesting, solar power, treatment of water for reuse, tree plantation drives and many more, the institute has expressed its commitment 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: 2,02,343 Sqm (50 acres)
- Built-up Area: 46,850 Sqm

#### 9.2.1 Timeline of environmental initiatives





### 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: The requirement for tanker water has been reduced to zero during 2020-21 and 2021-22. During this period, the campus occupancy was lower due to the Covid-19 restrictions resulting in reduced water consumption during some months. Apart from those months, there generally was a conscious effort to reduce the dependency on tankers. The graph below shows the approximate contribution of various sources to the total water consumption.

(cum)	2018-19	2019-20	2020-21*	2021-22*
Borewells	84800	104859	101739	49681
Government piped water	10900	9767	11645	5016
Tankers	750	10710	0	0
Treated water	36900	36900	18875	29535
<b>Total</b>	<b>133350</b>	<b>162236</b>	<b>132259</b>	<b>84232</b>
The lesser campus occupancy owing to the Covid-19 pandemic is a contributing factor to the reduced water consumption during 2020-21, 2021-22				



#### 9.4.2 Water conservation measures

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

#### 9.4.3 Supply-Side Measures

##### 9.4.3.1 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. This system can ensure water reuse for flushing in case of water scarcity.



Rainwater harvesting pond



Filtration plant for Rainwater

##### 9.4.3.2 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.



Vayujal System



#### 9.4.3.3 [Waterless Urinals](#)

Waterless urinals have been installed for the past two years in selected locations on the campus, resulting in considerable water savings.

#### 9.4.3.4 [Awareness Projects](#)

Students have been involved in water management projects under the Give Goa initiative. One unique student project titled was 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.

#### 9.4.3.5 [Irrigation for water-saving](#)

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



Drip irrigation system for plantation

#### 9.4.4 [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.

#### 9.4.5 [Demand-side measures](#)

##### 9.4.5.1 [Water sub-metering](#)

Keeping in tune with the principle of “what is not measured cannot be controlled”, the institute has taken proactive steps to monitor the water consumption on the campus. Water meters have been installed in nine hostels, four faculty housing blocks, and the two cafeterias. The flushing and domestic water usage are separately measured via these installed thirty sub-meters, giving a lot of insights into the water consumption patterns.

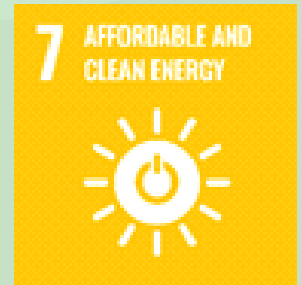
##### 9.4.5.2 [Flow restrictors/aerators](#)

Aerators or flow restrictors reduce the consumption of water with no user discomfort. Aerators have been installed for all the taps at GIM to save water, reducing the flow rate to 3.8 litres/minute.

## 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 one of the largest solar PV systems in the State of Goa.



### 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)			
	2018-19	2019-20	2020-21	2021-22 <sup>[1]</sup>
<u>Non-Renewable sources:</u>				
Grid Electricity	2000850	2166705	1614210	1137630
DG units	129536	281840	85472	65440
<u>Renewable sources:</u>				
Solar PV generation	0	0	0	1069062 <sup>[1]</sup>
<b>Total kWh</b>	<b>2130386</b>	<b>2448545</b>	<b>1699682</b>	<b>2272132</b>
Built-up area (sq.m.)	28426.7	28426.7	40267.92	46850
Specific energy consumption (kWh/year/sq.m.)	<b>74.9</b>	<b>86.1</b>	<b>42.2<sup>[2]</sup></b>	<b>48.5<sup>[2]</sup></b>

<sup>[1]</sup> The solar PV power generation started in April'21

<sup>[2]</sup> The lesser campus occupancy owing to the Covid-19 pandemic contributes to the reduced specific energy consumption during 2020 -21 and 2021-22.

### 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

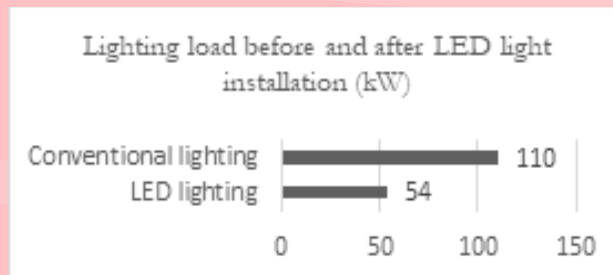
Goa Institute of Management has taken a conscious step towards energy security by setting up a state-of-the-art grid-connected solar PV facility of 745 kWp on the campus. The Project was completed in record time during Feb-Mar 2021, including material procurement, site delivery, fabrication, construction of concrete blocks to host the solar panels and actual installation. The project is net metered. Presently, this plant helps to meet around 50% 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: Installation of LED lights

The entire lighting load in the Institute campus has been converted into energy-efficient LED lighting. This change from the original fluorescent and metal halide lighting has resulted in a saving of around 14500 kWh/month.



#### 9.5.3.3 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

#### 9.5.3.4 [Demand-side measure: Occupancy sensors](#)

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

#### 9.5.3.5 [Demand-side measure: Solar Streetlights](#)

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

#### 9.5.3.6 [Demand-side measure: Energy audit](#)

An energy audit helps benchmark the current consumption and explores energy conservation opportunities within an organization, providing the estimated investments and the payback period. An ASHRAE Level-2 Energy Audit was conducted at the Institute in 2019. Recommendations given as a part of this Audit are considered for implementation to help conserve energy on the campus.

#### 9.5.3.7 [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 (Tons/year)
Biodegradable waste	Canteen, faculty housing, shops in the academic area E.g. Fruit & vegetable peels, leftover food, etc.	~ 80-90 Tons/year
Non-biodegradable non-recyclable waste	Academic area, student hostels, faculty housing E.g. Multi-layered packaging, thermocol, old clothes, footwear, etc.	~ 20 Tons/year
Recyclable waste	Academic area, hostels, faculty housing E.g. Glass, plastics, paper, etc.	Not separately measured
Hazardous waste	Diesel generator E.g. Used oil	~ 0.35 Tons/year
E-waste	Academic area, student hostels, faculty housing E.g. All electronic and electrical appliances	Not presently quantified

### 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.

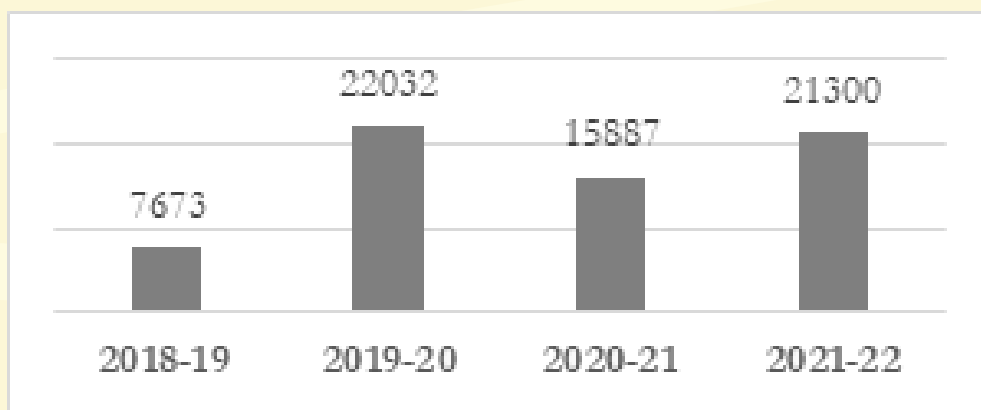


### 9.6.3 Management of biodegradable waste

A vermicomposting unit manages part of the biodegradable waste generated in the canteen, while the rest is given to a local supplier who uses the waste as feed for livestock. The institute plans to set up a 300 kg/day biogas plant, which shall not only take care of the disposal of wet waste but shall also provide gas (avg. 20 kg/day).

### 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, as depicted in the graph.



Quantity of non-biodegradable waste handed over to GWMC (in Kg)



Newly constructed material recovery shed at the institute with compartments for segregating dry waste

#### 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 the generated waste, with no littering or burning. Student projects about waste management are regularly undertaken on the campus and in the surrounding villages to promote sustainable waste management.

- Replacement of plastic water bottles: The usage of plastic drinking water bottles on the campus was reduced by switching to reusable glass water bottles.
- Student projects about waste management are regularly undertaken on the campus and in the surrounding villages to promote sustainable waste management.
- 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 speciality wastes

##### 9.6.6.1 Hazardous waste management:

Spent oil from the DG set (0.35 MT/year) 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. Sessions for creating awareness about the need for safely disposing of E-waste and the applicable rules are also conducted on the campus.

#### 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. 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

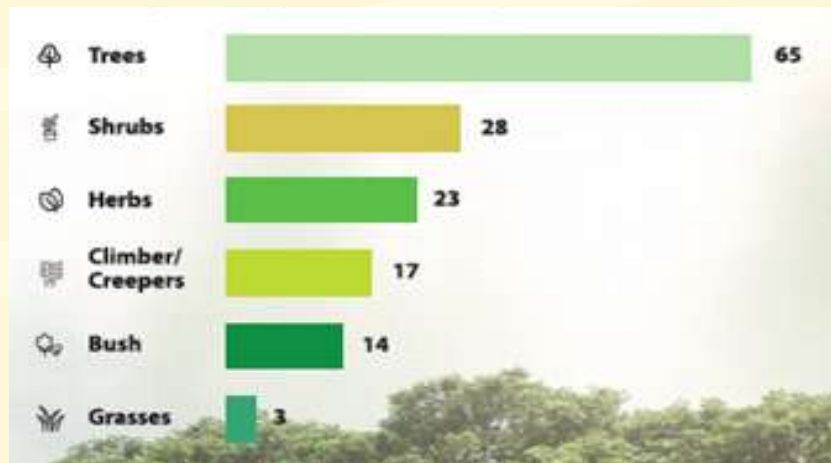
#### 9.7 Biodiversity Conservation

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 are 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:
  - o *Peltophorum pterocarpum* (Copper Pod)
  - o *Terminalia paniculata* (Kinal/ Kindal)
  - o *Cocos nucifera* (Coconut)
  - o *Mangifera indica* (Mango)
  - o *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 are carried out in collaboration with Goa Forest Department. Native species like Jamun, tamarind, Taman, rose apple, Palash, mango, etc., have been planted on the campus with a high survival rate.

#### 9.7.3 Saving trees through transplantation

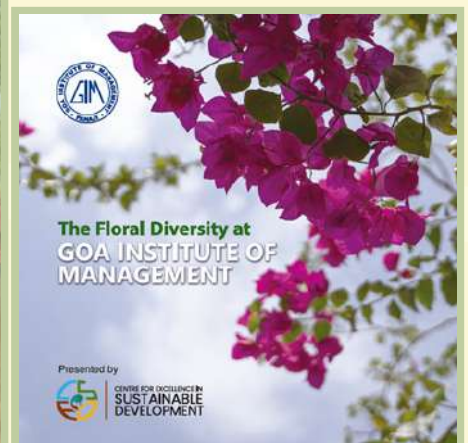
Since the construction was so required, four fully grown trees had to be removed from a patch of land on the campus. To save them, they were successfully transplanted with a lot of effort from various teams on the campus. It was a joyous sight to witness the transplanted trees sprouting new leaves.



Indigenous species plantation



Transplantation of Trees



Coffee table book on floral diversity



#### 9.7.4 [Floral Biodiversity Register and Coffee table book](#)

The Centre undertook a project for Excellence in Sustainable Development (CESD) in collaboration with Goa State Biodiversity Board (GSBB), where 150 plant species were found on the campus and were photo-documented. Following this, the CESD has converted this into a coffee table book to present glimpses of the rich floral biodiversity of the campus to various stakeholders. The book aims to bring sensitivity and appreciation about the flora and help conserve and enhance this rich heritage.

#### 9.7.5 [Faunal Biodiversity Register of the campus](#)

The CESD is now documenting the faunal biodiversity on the campus through a project in collaboration with the GSBB and other sector experts. This year-long project aims to document the campus's faunal species, including birds, butterflies, reptiles, amphibians, dragonflies, etc., through crowd-sourcing of data from the campus occupants in addition to the surveys taken up by the experts. The output of this project shall include a Faunal Biodiversity report in addition to flyers/pamphlets that will help increase awareness about the rich biodiversity heritage of the area.



The signing of the MoU with the  
Goa State Biodiversity Board



GSBB conducting field survey

#### 9.7.6 [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 team

### 9.7.7 Setting up a Miyawaki forest at GIM

The Institute is considering the development of a natural forest using the Miyawaki technique at GIM, which shall be one of the first such projects in Goa. This forest is likely to attract many more birds, butterflies, and other such fauna to the campus and impact the local climate positively.

### 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 GiveGoa projects in environmental sustainability

Over the past five years, 87 student projects have been undertaken on themes related to SDGs 6, 7, 11, 12, 13, 14 and 15, which deal with environmental sustainability. The program recently completed its 10<sup>th</sup> anniversary, and a commemorative volume narrating the philosophy and impact of GiveGoa was formally released on 26<sup>th</sup> January 2022.



Inauguration of a commemorative volume on completion of 10 years of GiveGoa

#### Some key statistics:

- 442 Community engagement projects
  - 3,00,000 hours of service to the Goan community, including self-help groups, farmers, schools, SMEs, NGOs, Corporates
  - 2800+ students directly involved in creating social impact
- Broad themes of projects: Education, Social Welfare, Environment, Agriculture, Public Health

Description of a few projects undertaken during 2020-21 and 2021-22 on the theme of environmental sustainability is given next:

- 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.
- 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.
- 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.
- 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 World Environment Day 2021

An email campaign centred around the five *panchamahabootas* and their conservation was carried out on account of World Environment Day, 5<sup>th</sup> June 2021. A training session on home composting was conducted for the faculty and staff to demonstrate methods of composting and bio-enzyme preparation, with around 25 participants.

### 9.8.3 Sustainability Ambassadors

A team of nine student volunteers has been selected as the “Sustainability Ambassadors” to take forward various activities of the CESD. This team shall closely work with the Institute over their 2-year tenure at GIM.

### 9.8.4 Sustainability Horizon Newsletter

Sustainability Horizon, a quarterly newsletter by the Centre for Excellence in Sustainable Development (CESD), collates contributions from students, academicians, and practitioners in the field of environmental sustainability. It attempts to address the changing dynamism in the sector. Practitioner's interviews conducted as a part of the newsletter ensure that it addresses the critical topics in the domain of environmental sustainability. It was formally introduced on January 13, 2021, on the eve of the National Geographic Society Formation Day. The Newsletter completed one year in December 2021, and the themes for the further four issues of the newsletter were chosen to be relevant to the SDGs set out by the UN, including the Climate Action Ecosystem, Sustainable finance, Alternate fuels, and sustainable healthcare management.



Launch of quarterly newsletter “Sustainability Horizon”



CESD team celebrating one year of completion of the newsletter



Four Issues of 2021



### 9.8.5 Sustainable transportation

The Institute has arranged for a pooled transport facility for all staff, contributing to cutting down carbon emissions, as estimated next.

No. of staff availing the facility	~50	Nos.
No. of bus routes	3	Nos.
Total distance for all three routes for one round trip	257.8	km/day
Total distance if all staff travel individually to the campus	2394.8	km/day
Total distance saved due to pooled transport per day	2137.0	km/day
No. of working days per year	251.0	Days/year
Total distance saved due to pooled transport	536387.0	km/year
Estimated fuel-saving considering an average of 15 km/litre of petrol	35759.1	litres/year
The calorific value of petrol ( <a href="#">Source</a> )	44.3	TJ/Gg
Emission factor for petrol ( <a href="#">Source</a> )	69.3	T/TJ
Thus, total emissions saved	79.0	Tons/year

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

### 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 shall be applying for seeking funding under the prestigious Erasmus+ project of the European Commission.



### 9.9.2 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.

### 9.9.3 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. It was recognized for its social impact and sustainability achievements at the announcement made at the United Nations Principles for Responsible Management Education (UN-PRME) Global Forum held virtually in New York, USA (June'21).

### 9.9.4 Project on Landscaping of SDG Training in India

This project was on discovering the role of government and private training institutes in localizing the SDGs In India. The German Development Institute funded this project. This project aimed to explore and map the SDG training landscape for government officials in India. A significant contribution of the project was to help India develop an evidence-based policy on SDG training.



**9.9.5 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 March 2022, Prof. Ajit Parulekar (Director, GIM) was nominated to join the Global PRME (Principles for Responsible Management Education) board, a United Nations Global Compact body. The Global PRME board comprises 21 members from academia, industry, and International Accreditation bodies/ GRI/ GBSN etc.



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



#### 9.10 Sustainability Research

GIM believes that research can contribute to solving the challenges faced by the world and provides an eco-system favourable for carrying out top-quality research in various domains. Sustainability Research at GIM is a vital component contributing to the SDGs. In the year 2021-22, the highlights of the sustainability research at GIM are captured in the table. Themes of research include carbon emissions, green financing, carbon tax, Corporate Social Responsibility, biomass energy, solid waste generation, carbon intensity, air quality, FDI in sustainability, clean energy, slavery in supply chains, energy innovation, etc.

No. of Research papers				31
No. of contributing faculty				5
Journal category-wise no. of papers				
A*	A	B	C	Others
1	13	2	2	13

## 10 GRI content index

Disclosure indicator	Section	Page
102-1 Name of the organization	About Goa Institute of Management	02
102-2 Activities, brands, products, and services	About Goa Institute of Management	02
102-3 Location of headquarters	About Goa Institute of Management	02
102-4 Location of operations	About Goa Institute of Management	02
102-5 Ownership and legal form	About Goa Institute of Management	02
102-6 Markets served	About Goa Institute of Management	02
102-7 Scale of the organization	About Goa Institute of Management	02
	GIM Annual Report	
102-8 Information on employees and other workers	Gender Equality and equal opportunities	25
102-11 Precautionary Principle or approach	GIM's approach	40
102-12 External initiatives	Adherence to Acts and Rules	28
102-13 Membership of associations	About Goa Institute of Management	02
STRATEGY		
102-14 Statement from senior decision-maker	Director's message	01
102-15 Key impacts, risks, and opportunities	Modes of engagement, Risk management at GIM, Director's message	14
ETHICS AND INTEGRITY		
102-16 Values, principles, standards, and norms of behaviour	About Goa Institute of Management	02
102-17 Mechanisms for advice and concerns about ethics	Statutory Committees	09
GOVERNANCE		
102-18 Governance structure	Governance structure	06
102-22 Composition of the highest governance body and its committees	GIM Society	06
102-23 Chair of the highest governance body	GIM Society	06
102-24 Nominating and selecting the highest governance body	GIM Society	06
102-26 Role of highest governance body in setting purpose, values, and strategy	GIM Society	06
102-29 Identifying and managing economic, environmental, and social impacts	Risk management at GIM, Director's message	14, 01
STAKEHOLDER ENGAGEMENT		
102-40 List of stakeholder groups	Modes of engagement	34
102-42 Identifying and selecting stakeholders	Modes of engagement	34
102-43 Approach to stakeholder engagement	Modes of engagement	34
REPORTING PRACTICE		
102-45 Entities included in the consolidated financial statements	About Goa Institute of Management	02
102-46 Defining report content and topic Boundaries	Material topics for the Institute	04
102-47 List of material topics	Material topics for the Institute	04
102-50 Reporting period	About the Report	03
102-51 Date of the most recent report	About the Report	03
102-52 Reporting cycle	About the Report	03
102-53 Contact point for questions regarding the report	About the Report	03

Disclosure indicator	Section	Page
102-54 Claims of reporting in accordance with the GRI Standards	About the Report	03
102-55 GRI content index	GRI content index	56
102-56 External assurance	External assurance has not been provided for this Report, but the Institute plans to do so in the future reporting cycles	
ECONOMIC PERFORMANCE		
Disclosure on management approach	<u>Institute Annual Report</u>	
201-1 Direct economic value generated and distributed	<u>Institute Annual Report</u>	
201-4 Financial assistance received from the government	GIM is a self -financed institution and does not receive any financial aid from the State or Central Government for its operations.	
ENERGY		
Disclosure on management approach	Energy management	44
302-1 Energy consumption within the organization	Energy consumption	44
302-3 Energy intensity	Energy consumption	44
302-4 Reduction in energy consumption	Energy conservation measures	45
WATER		
Disclosure on management approach	Water management	41
303-1 Interactions with water as a shared resource	Water management	41
303-2 Management of water discharge-related impacts	Wastewater management	43
303-3 Water withdrawal	Water sources and consumption	41
303-4 Water discharge	Wastewater management	43
303-5 Water consumption	Water sources and consumption	41
WASTE		
Disclosure on management approach	Waste management	46
306-1 Waste generation and significant waste-related impacts	Waste generation	47
306-2 Management of significant waste-related impacts	Reduce – Reuse – Recycle (3R) measures	46
306-3 Waste generated	Waste generation	47
306-4 Waste diverted from disposal	Management of biodegradable waste, Management of Non - biodegradable waste,	47
306-5 Waste directed to disposal	Waste Management	46
ENVIRONMENTAL COMPLIANCE		
Disclosure on management approach	Environmental compliance	41
307-1 Non-compliance with environmental laws and regulations	Environmental compliance	41
SUPPLIER ASSESSMENT		
Disclosure on management approach	Adherence to Acts and Rules	28

Disclosure indicator	Section	Page
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	Creating an inclusive and fair workplace	25
401-1 New employee hires and employee turnover	Gender Equality and equal opportunities	25
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits	28
401-3 Parental leave	Employee benefits	28
OCCUPATIONAL HEALTH AND SAFETY		
Disclosure on management approach	Building a safe and secure workplace	32
403-1 Occupational health and safety management system	Building a safe and secure workplace	32
403-2 Hazard identification, risk assessment, and incident investigation	Building a safe and secure workplace	32
403-3 Occupational health services	Building a safe and secure workplace	32
403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Communication and Training	33
403-5 Worker training on occupational health and safety	Safety Communication and Training	33
403-6 Promotion of worker health	Building a safe and secure workplace	32
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building a safe and secure workplace	32
404-1 Average hours of training per year per employee	Training and capacity building, GIM does not currently track hours of training	30
404-2 Programs for upgrading employee skills and transition assistance programs	Training and capacity building	30
404-3 Percentage of employees receiving regular performance and career development reviews	Annual performance appraisal, Training and capacity building	29, 30
DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure on management approach	Gender Equality and equal opportunities	25
405-1 Diversity of governance bodies and employees	Employee distribution by Age & Region Governance structure	27
405-2 Ratio of basic salary and remuneration of women to men	Remuneration	29
NON-DISCRIMINATION		
Disclosure on management approach	Non-discrimination	28
406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination have been reported in the reporting period	
SECURITY PRACTICES		



Disclosure indicator	Section	Page
<b>SECURITY PRACTICES</b>		
410-1 Security personnel trained in human rights policies or procedures	Emergency Response and Preparedness	33
<b>HUMAN RIGHTS ASSESSMENT</b>		
412-2 Employee training on human rights policies or procedures	Statutory Committees	09
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	Maximizing impact through partnerships and community engagement Credit course: The Give Goa Program	34
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	Adherence to Acts and Rules	28
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

Preparing the first Sustainability Report for Goa Institute of Management has been a very gratifying experience for all involved in this project. This comprehensive project has been made possible through the widespread support, guidance, and inputs we have received from multiple people at GIM, whom we seek to acknowledge here.

At the outset, we place on record our heartfelt gratitude to the Director, Prof. Ajit Parulekar, for giving us the opportunity to prepare this novel report for the institute and for his continuous support and guidance through what has been a long, challenging journey. We are thankful to Prof. Neeraj Amarnani and Prof. Venkatesh Naga for their inputs during their tenures as Dean (Academics). We have greatly benefitted from the insights from Prof. Sumit Datta (Registrar). We appreciate the help from the various

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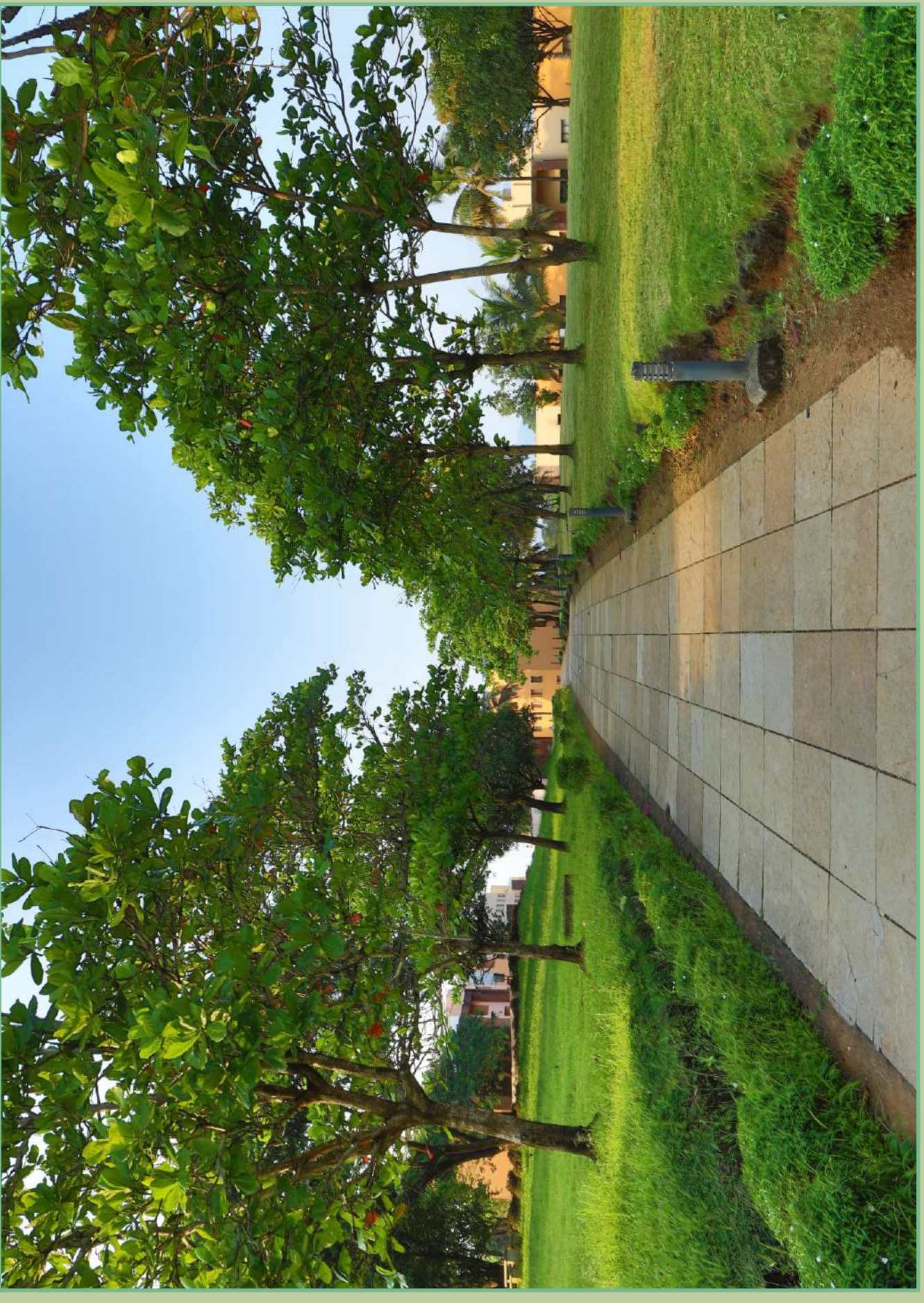
#### Sustainability Report Core team:

Prof. Arpita Amarnani   Prof. Shivnath Sinha   Prof. Ajay Vamadevan  
Apoorva Apte   Selony Moniz

(The Sustainability Report team from left to right: Prof. Arpita Amarnani, Prof. Shiv Nath Sinha, Selony Moniz, Prof. Ajay Vamadevan, Apoorva Apte)











Prepared by:



CENTRE FOR EXCELLENCE IN  
**SUSTAINABLE  
DEVELOPMENT**