SUSTAINABILITY REPORT

APRIL 2022 - DECEMBER 2023

PREPARED BY:

CENTRE FOR EXCELLENCE IN
SUSTAINABLE
DEVELOPMENT

Table of Contents

DIRECTOR'S
MESSAGE

I am incredibly proud to present the Second edition of the 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.

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 20 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 the calculation of carbon footprints of GIM campus in an attempt to measure and reduce carbon emissions and achieve the goal of becoming a net-zero campus in the future. We also aim to ensure that all events on campus are sustainable through sustainable events management. 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 30-year-old premier management institute in India focused on transforming and improving management education. From a small beginning in 1993, with six faculty members, teaching a single class with an intake of 24 students in a rented premise, GIM has grown to 75+ full-time faculty members, six courses with an intake of over 900 full-time students, and a 50-acre campus with world-class infrastructure. The institute has grown under the visionary leadership of Late Fr. Romuald D'Souza, the founding Director.

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

The Institute attracts students from all over India. GIM celebrates bonding and connections with over 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 develop responsible and agile leaders at the forefront of cutting-edge business practices.

1.2 Vision of GIM

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

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

1.3 Accreditations

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

1.4 Memberships

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

2   About the Report

The Second Sustainability Report of Goa Institute of Management, Sanquelim campus, aims to report the performance of the Institute on the ESG (Environmental, Social and Governance) parameters. The reporting period is April 2022 to December 2023.

The contact point for questions about the Sustainability Report or the reported information is:

Prof. Arpita Amarnani
Chair, Centre for Excellence in Sustainable Development,
Goa Institute of Management
Email: sustainability@gim.ac.in

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

The reporting exercise involved the following steps:

- Formation of the core team for preparation of the Report
- Study of various frameworks for sustainability reporting for identification of suitable framework for GIM
- Capacity building about the selected framework (the GRI reporting standards 2020)
- 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, Lead for environmental sustainability section, Critical review of the report
Prof. Shiv Nath Sinha	Lead for governance and social sections
Dr. Karen Fernandes	Updation and formatting of the Sustainability Report for 2023

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	SDG 5, SDG 10
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,	SDG 4
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	SDG 3
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	SDG 8
5	Faculty, staff diversity & inclusion	The existing diversity among GIM employees	Faculty and Staff	SDG 5, SDG 10
6	Faculty, staff attraction & retention	GIM's approach to attracting and retaining good quality faculty and staff	Existing and Potential Faculty and Staff	SDG 4, SDG 8
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	SDG 17
8	Campus Sustainability	Steps taken to ensure sustainable campus development and reduce our carbon footprints.	Senior Management, Existing Faculty, students and staff	SDG 11, SDG 12
9	Sustainability Research	How research at GIM contributes to the global sustainability agenda	Faculty members	SDG 4, SDG 11, SDG 12
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	SDG 17
11	Financial Sustainability	Measures taken by GIM to ensure financial stability to progress as a sust ainable and competitive institute	Senior Management	SDG 11, SDG 16

GOVERNANCE REPORTING

4 GIM's Governance Philosophy

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

4.1 Governance Structure

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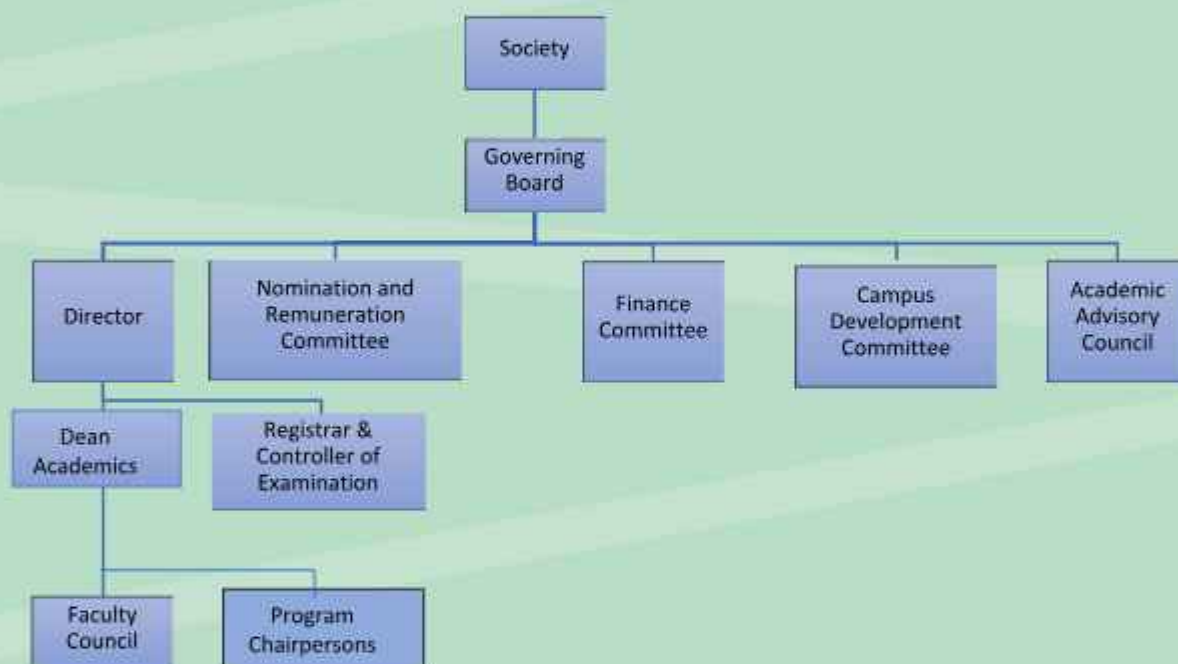
4.2 GIM Society

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

4.2.1 Members of the GIM'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. Prior to 2015, there was no female representation in the society. As of December 31, 2023, the total number of members of the society is 17, comprising of three women members.

Selection of members is primarily based on merit, but within similar levels of competency, a preference is given for female members. The Institute wishes to ensure having at least 3 members in the society in the future.

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 Salgaocar, President, V. M. Salgaocar & Bro., Ltd., Goa	Member

4.2.2 Details of the Society's Meetings during the Year ended 2023

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

Date of Meeting	Type of meeting	Strength	No. of Members Present
2nd July' 22	AGM	17	12
16th December' 22	AGM	17	11
8th July '23	AGM	17	14

From April 2022- December 2023, the Society met three times. The table above shows the date of the meeting along with the number of members who attended the meeting.

4.3 GIM's Governing Board

The Governing board is a diversified body, comprising of (a) members nominated by the Society, (b) the Director of the GIM, (c) the Academic Dean of the GIM, (d) members of GIM Alumni association, (e) One of the faculty members of GIM, (f) One representative of 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 December 31, 2023, the Governing Board comprises 14 members, including three women members. The following are the current members of the Governing Board:

No.	Name	Position
1	Mr. Ashank Desai, Founder, Mastek Ltd., Mumbai	Chairperson
2	Dr. Ajit Parulekar, Director, GIM Director, GIM	Secretary
3	Ms. Kiran Dhingra, Retd. Chief Secretary, Government of Goa	Member
4	Dr. Puneet Kumar Goel, IAS, Chief Secretary, Government of Goa	Member
5	Mr. Dean Menezes, Director, CMM Group of Companies	Member
6	Dr. T. V. Rao, Chairman, T.V.Rao Learning Systems Pvt. Ltd.	Member
7	Prof. Furqan Qamar, Former Secretary-General of AIU, Professor, Centre for Management Studies	Member
8	Mr. Arjun Deepak Gadre, Director, Gadre Marine Export Pvt. Ltd, Ratnagiri	Member
9	Mr. Ketan Hajarnavis, Founder & Managing Director M/s ScaleFactor Consulting Labs Pvt. Ltd.,	Member
10	Mr. Sahil Barua Managing Director/CEO/Co-Founder, Delhivery Ltd	Member
11	Ms. Swati Salgaocar, M/s V.M. Salgaocar & Bro. Pvt. Ltd, Goa	Member
12	Ms. Rituparna Chakraborty GIM Alumnus Co-founder and EVP of Team Lease Team Lease Services Ltd	Member
13	Dr. Venkatesh Naga Professor & Dean Academics GIM	Member
14	Prof. Divya Singhal Professor GIM	Member

4.3.2   Details of the Governing Board Meetings during the Year ended 2023:

From April 2022- December 2023, the Governing Board met ten 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	23rd April, 2022	14	10
2	26th May, 2022	14	11
3	02nd July, 2022	14	10
4	06th August, 2022	14	11
5	17th September, 2022	14	10
6	16th December, 2022	14	10
7	06th April, 2023	14	10
8	15th April, 2023	14	11
9	08th July 2023	14	09
10	30th September 2023	14	08

4.4   Board Committees

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

4.4.1   Nomination and Remuneration Committee

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

As of December 31, 2023, the Nomination and Renuneration Committee comprises four members. The following are the current members of the Committee:

No.	Name	Position
1	Ms. Kiran Dhingra, Retd. Chief Secretary, Govt. of Goa	Chairperson
2	Dr. Ajit Parulekar, Director, GIM	Secretary
3	Prof. Furqan Qamar Prof. CMS, Jamiya Miliya Islamiya, New Delhi	Member
4	Prof. T. V. Rao, Chairman, T.V. Rao Learning Systems Pvt. Ltd.	Member

4.4.2 Details of the Nomination and Remuneration Committee Meetings during the Year ended 2023

From April 2022- December 2023, 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	27th May, 2022	05	04
2	28th June, 2022	05	04
3	30th August, 2022	05	04
4	14th October, 2022	04	04
5	14th September, 2023	04	04

4.4.3 Finance Committee

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

As of December 31, 2023, the Finance Committee comprises five members. The following are the current members of the Committee:

No	Name	Position
1	Mr. Dean Menezes, Director, Cosme Matias Menezes	Chairperson
2	Dr. Ajit Parulekar, Director, GIM	Secretary
3	Mr. Raman Madhok, Chairman-GEA Process Engineering (India) Pvt Ltd Former Executive President – Zuari Industries Ltd Former Division Head – Niro A/S Denmark	Member
4	Mr. Sahil Barua Managing Director/CEO/Co-Founder, Delhivery Ltd	Member
5	Mr. Ashish Marathe, CFO, GIM	Member

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

From April 2022- December 2023, the Committee met eight times:

Sr. No	Date of Meeting	Strength	No. of members present
1	22nd June, 2022	05	05
2	15th September, 2022	05	04
3	13th December, 2022	05	05
4	16th March, 2023	05	05
5	11th April, 2023	05	04
6	08th June, 2023	05	04
7	20th June, 2023	05	04
8	06th July, 2023	05	04

4.4.5 Campus Development Committee

The role of the Committee is to draw development plans, negotiate, draft contracts, monitor, and review the implementation of plans to create a green, clean, safe, comfortable and ecologically sustainable campus keeping in view the present and future additional requirements. As of December 31, 2023, the Campus Development Committee comprises of eight 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	Dr Ajit Parulekar, Director, GIM	Secretary
3	Mr Arjun Gadre Director, Gadre Marine Export Pvt.Ltd, Ratnagiri	Member
4	Mr Hadrian Lobo Senior Project Architect, Somaya & Kalappa Consultants, Mumbai	Member
5	Dr Sumit Datta, Registrar & Controller of Examination, GIM	Member
6	Mr Dale Menezes, Director, CMM, Group	Member
7	Mr. Jeyakumar J, Senior Technical Manager, GIM	Member
8	Mr. Nishikant Pathak, Project Head, GIM	Member

4.4.6 Details of the Campus Development Committee Meetings during the Year ended 2023

From April 2022- December 2023, the Committee met eleven 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	18th April, 2022	09	07
2	22nd June, 2022	09	08
3	12th September, 2022	09	07
4	31st October, 2022	09	07
5	07th December, 2022	09	06
6	16th March, 2023	09	08
7	02th June, 2023	09	05
8	27th June, 2023	09	07
9	16th August, 2023	08	07
10	15th September, 2023	08	07
11	26th December, 2023	08	07

4.4.7 Academic Advisory Council

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

As of December 31, 2023, the Academic Advisory Council comprised of 22 members. The following are the current members of the Council:

No	Name	Position
1	Prof Furqan Qamar Former Secretary General of AIU Professor of Management Centre for Management Studies Jamia Millia Islamia, New Delhi - 110025	Chairperson
2	Dr Venkatesh Naga, Dean (Academic), GIM	Member
3	Dr Ajit Parulekar, Director, GIM	Member
4	Dr. T. V. Rao Chairman, TVRLS, Former Professor - IIMA; Founder & First President NHRDN	Member
5	Dr Parveen Kumar Director, ICAR Research Complex for Goa	Member
6	Prof. Rajesh K Aithal IIM Lucknow	Member
7	Mr. Paritosh Anand Senior Vice President & Head- Digital Platforms, Analytics & Strategic Initiatives at Reliance Industries	Member
8	Dr. P. Balasubramanyam PGDM – BDA Chair Goa Institute of Management	Member
9	Prof. Suman Kundu, Director BITS Pilani, K K Birla Goa Campus	Member
10	Dr Sumit Datta Registrar & Controller of Examination, GIM	Member
11	Mr Ketan Hajarnavis Founder & Managing Director, ScaleFactor Consulting Labs Pvt. Ltd., Pune	Member
12	Prof Nandakumar Mekoth, PGDM - FPM Chair, GIM	Member
13	Dr. Ajay Vamadevan PGDM-HCM-Chair Goa Institute of Management	Member
14	Dr. N Rajendran Chief Digital Officer & Addl. charge of CTO Multi Commodity Exchange of India Exchange Square, Suren Road, Andheri East, Mumbai	Member
15	Dr. Rohit Prabhu Desai PGP (H) – Chair Goa Institute of Management	Member
16	Prof. P. D. Jose, Professor, IIM – Bangalore	Member
17	Ms. Jayashri Kulkarni, General Manager, Janssen India and South Asia (J & J)	Member
18	Prof Prakash Singh, CER Chair, GIM	Member
19	Prof. Abhishek Ranga, PGDM – BIFS Chair, GIM	Member
20	Dr Sebastian Morris, CPPG Chair, GIM	Member
21	Prof. Rakesh Shrivastava, MDP Chair, GIM	Member
22	Prof. Manas Mayur, PGDM FT Chair, GIM	Member

4.4.8 Details of the Academic Advisory Council Meetings during the Year ended 2023

From April 2022- December 2023, the 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	10th September, 2022	21	15
2	31st March, 2023	21	17
3	18th November, 2023	22	21

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	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. 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. 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.
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.

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

SOCIAL SUSTAINABILITY REPORTING

5   Student Engagement and Support

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

5.1   Student diversity

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

5.1.1   Student diversity based on Gender

Batch	No. of students	% Male	% Female
PGDM 2022-24 PDGM- PT 2022-25 FPM 2023-27	443	63	37
PGDM 2021-23 PDGM- PT 2021-24 FPM 2022-26	484	67	33
PGDM 2020-22 PDGM- PT 2020-23 FPM 2021-25	485	64	36
PGDM 2019-21 PDGM- PT 2019-22 FPM 2020-24	448	60	40

5.1.1.1   Student diversity based on Reservation

Year	General	OBC	SC/ST	Info. not available
2022-23	61%	25%	4%	11%

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:

5.2.2   Tuition Fee Waiver

All students whose family income is less than Rs 8 lakhs/annum are eligible for a tuition fee waiver for up to 5% of admitted students

2022-23: 70 students applied and 6 students were awarded the scholarship.

2023-24: 83 students applied and 11 students were awarded the scholarship.

5.2.3   GIM – ACCESS Scholarship

80 Access Scholarships at Rs.5 lakhs per student are offered to meritorious students who excel in the selection process and demonstrate a positive attitude toward learning and with a promise for a good use of the award.

2022-24: 19 students were awarded the scholarship

2023-25: 16 students were awarded the scholarship

5.2.4   International Student Exchange

International student exchange provides an opportunity for students to experience a new cultural and learning environment. For 2022-23, 3 students received financial aid under this program.

5.2.5   GIM - MBBS Scholarship (GMS)

The Institute offers five scholarships, each amounting to Rs.5 lakhs, to candidates holding an MBBS degree and admitted into the PGDM Healthcare course.

2022-24: 3 students received the scholarship

2023-25: 4 students received the scholarship

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

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

5.3.3 Medical Assistance

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

5.3.4 Sports 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

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 four years are as follows:

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

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.

5.4.2   Samarthan - The CSR Club
This club manages and coordinates the Institute's CSR program (GiveGoa) and organizes events to promote the spirit of community & social well-being by promoting SDG awareness among multiple stakeholders.

5.4.3   Engaging Staff and Faculty in Sustainable Practices

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

- Awareness about sustainability initiative on GIM campus through a sustainability expedition organised on World environment day
- Participation in sustainability hackathon organized by CESD
- Crowd-sourcing data for the faunal biodiversity documentation project from faculty and staff
- Contributing to the sustainability newsletter

5.4.4   Centres for Excellence

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

	Centre of Excellence	Primary aim
	Centre for Excellence in Sustainable Development (CESD)	To focus on environmental sustainability issues and promote net-zero agenda within and outside the institute through national and international partnerships.
	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.

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 must be essential personality components of all members of GIM.

A reference to Article 26(2) of the Universal Declaration of Human Rights would also be in order - "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 December 2023, GIM had a total of 175 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	61 (74.4 %)	21 (25.6%)
Staff	39 (42%)	54 (58%)
Total	**100 (57%)**	**75 (43%)**

	☻	☻
Permanent	78	49
Contractual	22	26
Part-time	0	0

For the year 2022-23, GIM had a total of 198 support staff all of which are recruited from the local community.

SUPPORT EMPLOYEES OF GIM	Team Size	% from the local community	% of female employees	General	OBC	SC/ST
Horticulture Team	23	100%	39%	20	03	-
Housekeeping Team	91	100%	80%	86	03	02
Security Team	84	100%	36%	81	03	-
Total	198					

6.2   Employee turnover

During the reporting period (April 2022-December 2023), the details of new employees hired are as follows:

	Employees as of 31.12.2023	Turn-over (2022-23)		Turn-over (2021-22)	
		Contractual	Permanent	Contractual	Permanent
Faculty	82	1	17	2	6
Female	21	-	4	-	3
Male	61	1	13	2	3
Staff	93	32	7	8	-
Female	54	17	4	4	-
Male	39	15	3	4	-
Total	175	33	24	10	6

6.3   Employee distribution by age and region

GIM's workforce includes the following age diversity:

	Faculty		Staff	
(Age as on 31st December '23)	Female	Male	Female	Male
Under 30 years	2	2	22	10
30-50 years	16	43	28	24
>50 years	3	16	4	5

Employee distribution by region shows that GIM faculty and staff represent 20 states of India. 55% of the total employees are from Goa.

Region	Faculty	Staff	Total
Goa	13	82	108
Other states	69	11	67
Total	82	93	175

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. Since this year, the institute has begun to offer paternity leave upto 15 days.

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

6.5 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. Following table indicates the remuneration paid to faculty and Staff including remuneration paid based on seniority as of 31.12.2023.

Faculty

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

	Male	Female
Average	2,59,000	2,23,000
Median	2,60,000	1,92,000

Staff

	Male	Female
Average	81,000	40,000
Median	41,000	35,000

Faculty

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

	Male	Female
Senior Professor	4,23,000	-
Professor	3,83,000	2,99,000
Associate Professor	2,67,000	2,87,000
Assistant Professor	1,90,000	1,93,000
Senior Lecturer	1,81,000	-
Lecturer	1,03,000	-

Staff

	Male	Female
Managers	1,45,000	1,04,000
Senior Executives	45,000	54,000
Research Associate	40,000	46,000
Academic Associate	35,000	33,000
Administrative Assistant	33,000	30,000

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

There are multiple measures adopted by the institute to encourage women to come to work like offering safe travel in the form of to and fro transportation facility to the employees. Creche facility help women employees to stay worry free at work and facilitate seamless transition post maternity break. This empowers women employees with flexibility, emotional security and reduce stress.

In addition, the institute offers critical portfolios and projects to female faculty member to encourage and engage them in institutional development activities hereby helping them make a mark in academia.

6.6   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, SC, 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 2022-23

- 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 14 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 7 members.

Internal Complaints Committee 2022-23

- As per the POSH Act, 2013, GIM has constituted an Internal Committee (IC) to prevent, prohibit, and redress sexual harassment. The IC has 12 members, with a women presiding officer, an external member, and more than 50% women members in line with the POSH Act, 1993. For 2022-23, no complaints were received by the committee.

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 2022-23

- 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. GIM has an annual subscription with Edu-Grievance, an online grievance redressal mechanism designed in accordance with AICTE directive aims at resolving the grievances of students, parents, staff and others with optimal transparency and accuracy.

7   Building a safe and secure workplace

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

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
7. Institute-empanelled transport service provided to students for project-related local travel

7.2   Medical Surveillance and facilities

Through the in-house medical team, GIM 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 and staff at GIM are eligible for an annual reimbursement of INR 15,000/- towards family health insurance policies.

- GIM closely works with the local Government Health Services to organize training for the staff and support staff on health promotion, disease prevention, treatment, and rehabilitation of common diseases and conditions.

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 - E-Set, to ensure local protection. A cyber security audit was also conducted by KPMG.

8 Maximizing impact through partnerships and community engagement

Goa Institute of Management believes in the importance of engaging in meaningful and strategic partnerships with the government, local communities, corporates, small businesses, non-governmental organizations and other stakeholders to maximize the impact of its education and research.
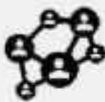
As defined in the GRI 2021 standards, stakeholders include "individual or group that has an interest that is affected or could be affected by the organization's activities". This section describes the stakeholders of the Institute and their engagement.

8.1 Modes of Engagement

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

Stakeholder	Mode of engagement	Engagement Frequency
Students	• Induction feedback • Course feedback • Faculty Advisors • Centres for Excellence • Student clubs and activities	• Annual • Annual • On-going • On-going • On-going
Faculty & Staff	• Performance Appraisals • Faculty retreat • Events and activities • Workshops and seminars • Faculty Council	• Annual • Annual • On-going • On-going • Quarterly
Alumni	• Alumni association activities • Alumni newsletter • Alumni portal • Curriculum review	• On-going • Annual • On-going • Once in three years
Industry	• Consultancy projects • Management Development Programs • Student internships • Student placements • Curriculum review • Memberships of Industrial Associations	• Ad-hoc • Ad-hoc • Annual • Annual • Once in three years • On-going
Government	• Training Programs • Consultancy Projects • Sponsored Research • Participation in Government bodies	• Ad-hoc • Ad-hoc • Ad-hoc • Ad-hoc
Local community	• GiveGoa Program • Newsletters	• Annual • Quarterly

Academia	• Research publications • Newsletters, Annual Reports • Exchange programs • Focused training programs	• On-going • Quarterly/ Annual • Annual • Ad-hoc
Vendors	• Contractual engagement for various products & services	• On-going
Digital audience	• Website • Social media platforms • Other publications like newsletters, coffee table books, etc.	• On-going • On-going • On-going
Prospective students, faculty & staff	• Website • Placement Reports • Annual Report • Social media platforms	• On-going • Annual • Annual • Annual

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.

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

ENVIRONMENTAL SUSTAINABILITY

9.3 Environmental compliance

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

9.4 Water Management

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

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

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

9.4.1 Water sources and consumption
Presently the Institute is served by the following sources of water:

(cum)	2018-19	2019-20	2020-21*	2021-22*	2022-23**
Borewells	84800	104859	101739	49681	167825
Government piped water	10900	9767	11645	5016	142430
Tankers	750	10710	0	0	940
Treated water	36900	36900	18875	29535	58158
Total	**133350**	**162236**	**132259**	**84232**	**369353**

The lesser campus occupancy owing to the Covid-19 pandemic is a contributing factor to the reduced water consumption during 2020-21, 2021-22
*** Data for 1.5 yrs upto 31.12.2023*

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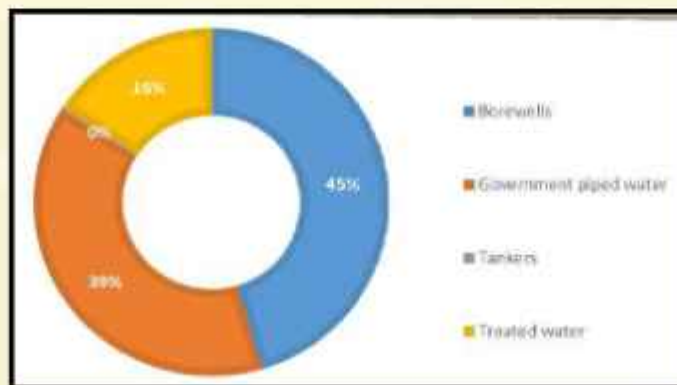
9.4.2 Water conservation measures
Sustainable water management involves increasing water availability (supply-side measures) and reducing consumption (demand-side measures), and GIM has been taking active steps toward both of these aspects.

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.

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

Rainwater harvesting pond   *Filtration plant for rainwater*   *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   Co-creating a Sustainable Campus

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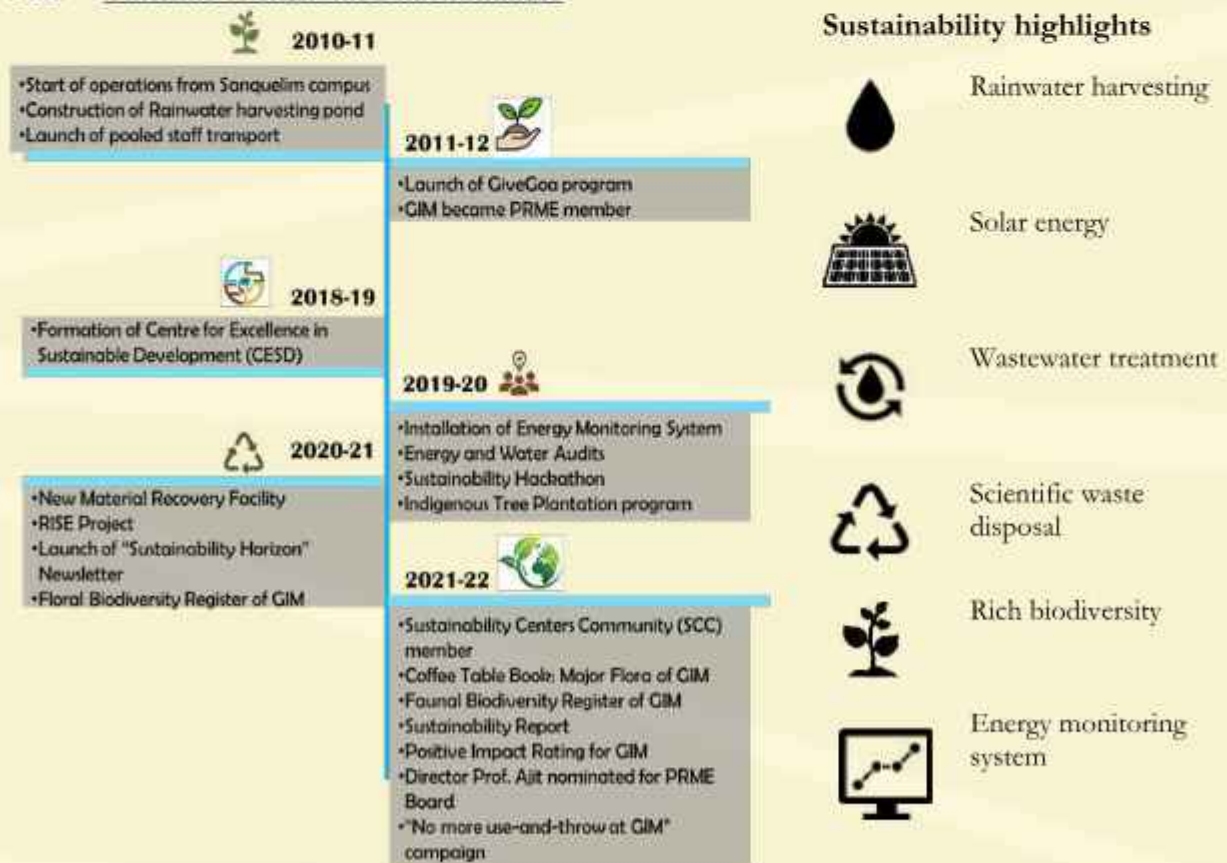
9.1   GIM's approach

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

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

9.2   The Campus

- Plot Area: 2,00,000 sqm
- Built-up Area: 49,189.13 sqm

9.2.1   Timeline of environmental initiatives

2010-11
- Start of operations from Sanquelim campus
- Construction of Rainwater harvesting pond
- Launch of pooled staff transport

2011-12
- Launch of GiveGoa program
- GIM became PRME member

2018-19
- Formation of Centre for Excellence in Sustainable Development (CESD)

2019-20
- Installation of Energy Monitoring System
- Energy and Water Audits
- Sustainability Hackathon
- Indigenous Tree Plantation program

2020-21
- New Material Recovery Facility
- RISE Project
- Launch of "Sustainability Horizon" Newsletter
- Floral Biodiversity Register of GIM

2021-22
- Sustainability Centers Community (SCC) member
- Coffee Table Book: Major Flora of GIM
- Faunal Biodiversity Register of GIM
- Sustainability Report
- Positive Impact Rating for GIM
- Director Prof. Ajit nominated for PRME Board
- "No more use-and-throw at GIM" campaign

Sustainability highlights

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

9.4.5   Demand-side measures

9.4.5.1   *A. 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 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   *B. 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[1]	2022-23**
Non-Renewable sources:					
Grid Electricity	2000850	2166705	1614210	1137630	3112635
DG units	129536	281840	85472	65440	21196
Renewable sources:					
Solar PV generation	0	0	0	1069062[1]	2359249
Total kWh	2130386	2448545	1699682	2272132	5351004
Built-up area (sq.m.)	28426.7	28426.7	40267.92	46850	48929
Specific energy consumption (kWh/year/sq.m.)	74.9	86.1	42.2[2]	48.5[2]	109.36
[1] The solar PV power generation started in Apri'21					
[2] The lesser campus occupancy owing to the Covid-19 pandemic contributes to the reduced specific energy consumption during 2020-21 and 2021-22. ** Data for 1.5 yrs upto 31.12.2023					

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

Lighting load before and after LED light installation (kW)

Conventional lighting	110
LED lighting	54
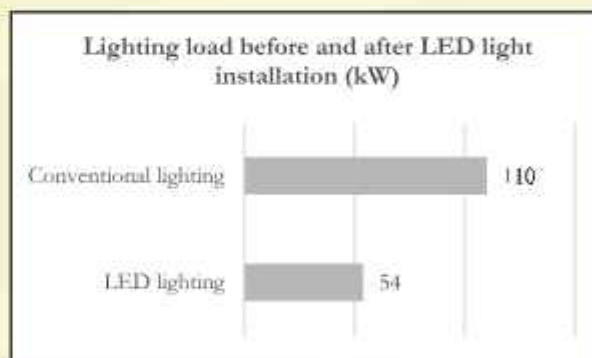
Lighting load before and after LED light installation (kW)

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.

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
Biodegradable waste	Canteen, faculty housing, shops in the academic area E.g. Fruit & vegetable peels, leftover food, etc.	~ 80-90 Tons/year
non-recyclable waste	E.g. Multi-layered packaging, thermocol, old clothes, footwear, etc.	
Recyclable waste Hazardous waste	Academic area, hostels, faculty housing E.g. Glass, plastics, paper, etc. Diesel generator E.g. Used oil	Not separately measured ~ 0.17 Tons/year
E-waste	Academic area, student hostels, faculty housing E.g. All electronic and electrical appliances	182 kgs

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 has 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).

Biogas plant at the institute

Internal Set-up of the Biogas plant

9.6.4   Management of non-biodegradable waste

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

Material recovery shed at the institute
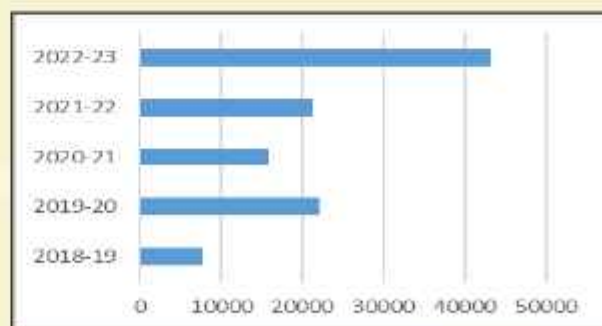
Quantity of non-biodegradable waste handed over to GWMC

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 specialty 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.

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

9.6.7 The "No more use-and-throw at GIM" campaign

The **"No more use-and-throw"** campaign was conceptualized and launched by CESD in December'21 to reduce the use of disposable use-and-throw items on the Campus. The first step in this campaign was to reduce the use of paper cups at various consumption points by switching to more sustainable, reusable alternatives. 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
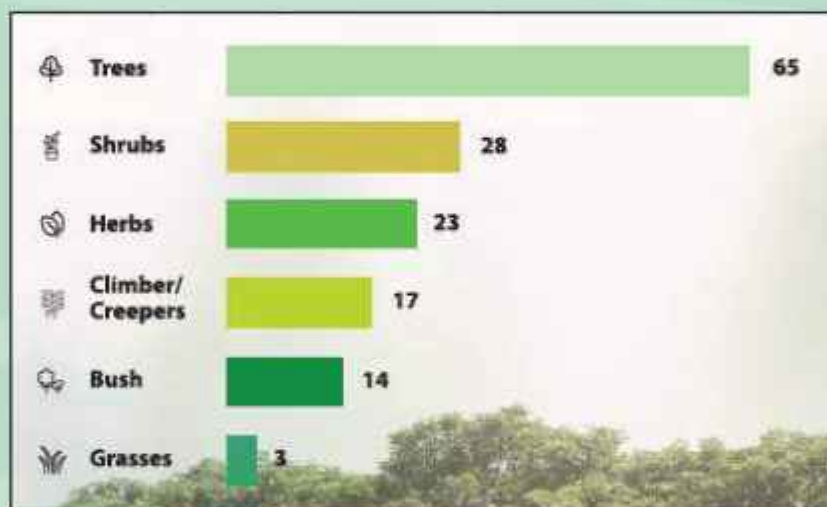
9.7   Biodiversity conservation

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:
  - *Peltophorum pterocarpum* (Copper Pod)
  - *Terminalia paniculata* (Kinal/ Kindal)
  - *Cocos nucifera* (Coconut)
  - *Mangifera indica* (Mango)
  - *Cassia fistula* (Bayo/Amaltas)
- Distribution of types of species:

Type	Count
Trees	65
Shrubs	28
Herbs	23
Climber/ Creepers	17
Bush	14
Grasses	3

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.

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.

Indigenous species plantation

Transplantation of trees
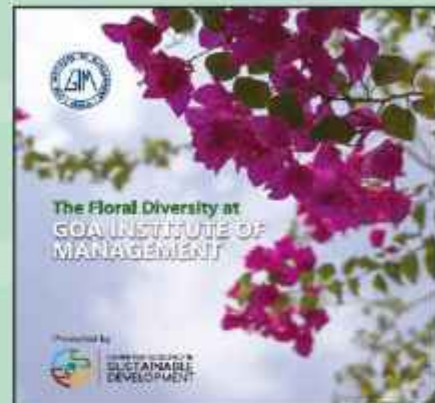
Coffee table book on floral diversity

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

Release of the Faunal Biodiversity Flyer

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 teams

9.8 Creating a culture of sustainability

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

9.8.1 GiveGoa projects in environmental sustainability

Over the past five years, 49 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 10th anniversary, and a commemorative volume narrating the philosophy and impact of GiveGoa was formally released on 26th 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 on the theme of environmental sustainability is given next:

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

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

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

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

(iv) Studying Sustainable rural development

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

9.8.2 Sustainability Ambassadors

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

9.8.3 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.

Four Issues of 2023

9.8.4 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	~58	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	2593.2	km/day
Total distance saved due to pooled transport per day	2335.4	km/day
No. of working days per year	251.0	Days/year
Total distance saved due to pooled transport	586185.4	km/year
Estimated fuel-saving considering an average of 15 km/litre of petrol	39709	litres/year
The calorific value of petrol	44.3	TJ/Gg
Emission factor for petrol	69.3	T/TJ
Thus, total emissions saved	86.38	Tons/year

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

9.8.5 Sustainability in projects/construction at GIM campus

The Project team of GIM has recently completed 3 Major projects viz. Academic Block Extension PH-3 Module 1 – Part1, Faculty Housing – 5 and Completion of Hostel 9A Fourth Floor.

Over 95% products used in civil finishes and Interior work are sustainable products. It includes Paint, Tiles, AAC Blocks, Laminates, False Ceiling, Sliding Partition, AC Duct Insulation, etc. A detailed list of products with its sustainability details are given below:

Sr. No.	Material	Brand Used	Quantity Used	Sustainable Product	Details of Sustainability
1	Cement	ACC PSC	36,290 Bags = 18,14,500 KG = 1814.50 MT	Yes (Green Pro Certified Product from CII)	Portland Slag Cement - This is a slag-based blended cement that imparts strength and durability to all structures. It is manufactured by blending and inter-grinding OPC clinker and granulated slag in suitable proportions as per our norms of consistent quality. ACC PSC benefits the structure, protects the environment by reducing CO2 emissions and helps conserve energy. Which is why it is often referred to as an eco-friendly cement.
2	Steel	JSW Neo Steel	342.69 MT	Yes (GreenPro Certified Product from CII)	JSW Neo Steel is Green Pro Certified Product from CII.
3	Paint (External)	AkzoNobel Dulux Weathershield MAX And Asian Paints Ultima	471 Lit	Yes (GreenPro Certified Product from CII)	Dulux Weathershield Max is a high-performance premium exterior emulsion powered by Polyurethane Technology that provides excellent protection against UV. It has Sunreflect Technology that reflects IR rays which keeps the exterior surface upto 5-degree cooler. Low

					VOC – 15-45 gm/L
4	Paint (Internal)	AkzoNobel Dulux Promise Sheen Interior		Yes (GreenPro Certified Product from CII)	High quality water based acrylic emulsion paint with Low VOC (<50 gm/L)
5	Paint (Internal)	AkzoNobel Dulux Velvet Touch Pearl Glo		Yes (GreenPro Certified Product from CII)	High quality water based acrylic emulsion paint with Low VOC (<50 gm/L)
6	U-Baffle False Ceiling	Hunter Douglas India Private Limited	3668 Nos.	Yes (GreenPro Certified Product from CII)	Free from hazardous and toxic substances Use of Recycled content Use of Low VOC coatings
7	Sliding Partition	Hafele	178 Sqm	Yes (GreenPro Certified Product from CII)	Free from hazardous and toxic substances Use of Recycled content Use of Low VOC coatings Enhanced Acoustical performance
8	Acoustical Panels	Tranquil Acoustical Ecocore	895 Sq M	Yes,	Tranquil Acoustical Ecocore materials are sustainable because they are made from recycled or natural materials. They are also a viable alternative to traditional synthetic materials.
9	Laminates	Merino Laminates	490 Sheets (1457 Sq M)	Yes	Griha Certified Product Green Guard Certified with low VOC
10	False Ceiling	Hilux Board from Gyprock & Ecophone	1052 Sq M	Yes	Griha Certified Product
11	Grid False ceiling	Ecophone Somra Tile False Ceiling	393 Sq M	Yes	
12	Autoclaved Aerated Cement Blocks	Conec AAC Blocks	16,674 Nos.	Yes	Autoclaved Aerated Concrete is an eco-friendly and certified green building material which is lightweight, load-bearing, high-insulating, durable building blocks
13	Insulation Material	Armacell Insulation	950 Sq M	Yes	Griha Certified Product

	for AC Ducting				
14	HVAC VRF System	Toshiba VRF System		Yes	The HVAC system is Energy Saving - Part Load Operation saves operational load of power consumption, convenient to power on only one classroom if required. VRT Automatically adjust refrigerant temperature to individual building load and climate requirement, thus further improving annual energy efficiency and maintaining comfort. VAV (variable air volume) controls the airflow rate of indoor units automatically, to attain detailed energy-saving control. ODU M/c can go up to min 7 percent of its total capacity, which gives more power saving.

9.9 International sustainability activities

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

9.9.1 RISE Project

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

9.9.2 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

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/ GRLI/ 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.

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. As of December 2023, 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			32	
No. of contributing faculty			5	
Journal category-wise no. of papers				
A*	A	B	C	Others
2	10	1	6	13

10. Testimonial

GIM being a premiere Business School in the State of Goa has taken commendable efforts in adopting sustainable waste management practices within their campus. The institute's commitment to environmental responsibility is truly remarkable. Their well-executed waste management practices not only keep the campus clean but also set an inspiring example for students and the community. By implementing efficient 4-way segregation practices, having set up its own Material Recovery Facility, composting, and waste reduction strategies, GIM significantly minimizes its environmental footprint. These initiatives showcase their dedication to creating a greener, more sustainable future.

It's truly impressive to witness an educational institution taking such a proactive stance on environmental conservation.

Dr. Levinson J Martins
Director (S&T&WM) & Managing Director, GWMC

11. GRI content index

Disclosure indicator	Section	Page
102-1 Name of the organization	About Goa Institute of Management	2
102-2 Activities, brands, products, and services	About Goa Institute of Management	2
102-3 Location of headquarters	About Goa Institute of Management	2
102-4 Location of operations	About Goa Institute of Management	2
102-5 Ownership and legal form	About Goa Institute of Management	2
102-6 Markets served	About Goa Institute of Management	2
102-7 Scale of the organization	About Goa Institute of Management	2
	GIM Annual Report	
102-8 Information on employees and other workers	Gender Equality and equal opportunities	19
102-11 Precautionary Principle or approach	GIM's approach	28
102-13 Membership of associations	About Goa Institute of Management	2
STRATEGY		
102-14 Statement from senior decision-maker	Director's message	1
102-15 Key impacts, risks, and opportunities	Modes of engagement, Risk management at GIM, Director's message	25,13,1
ETHICS AND INTEGRITY		
102-16 Values, principles, standards, and norms of behaviour	About Goa Institute of Management	2
102-17 Mechanisms for advice and concerns about ethics	Statutory Committees	22
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	13,1
STAKEHOLDER ENGAGEMENT		
102-40 List of stakeholder groups	Modes of engagement	25
102-42 Identifying and selecting stakeholders	Modes of engagement	25
102-43 Approach to stakeholder engagement	Modes of engagement	25
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	Reporting Principles, 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

102-54 Claims of reporting in accordance with the GRI Standards	About the Report	03
102-55 GRI content index	GRI content index	45
102-56 External assurance	External assurance provided for this Report	44,50,51
ECONOMIC PERFORMANCE		
Disclosure on management approach	Institute Annual Report	
201-1 Direct economic value generated and distributed	Institute Annual Report	
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	31
302-1 Energy consumption within the organization	Energy consumption	31
302-3 Energy intensity	Energy consumption	31
302-4 Reduction in energy consumption	Energy conservation measures	31
WATER		
Disclosure on management approach	Water management	29
303-1 Interactions with water as a shared resource	Water management	29
303-2 Management of water discharge-related impacts	Wastewater management	30
303-3 Water withdrawal	Water sources and consumption	29
303-4 Water discharge	Wastewater management	30
303-5 Water consumption	Water sources and consumption	29
WASTE		
Disclosure on management approach	Waste management	33
306-1 Waste generation and significant waste-related impacts	Waste generation	33
306-2 Management of significant waste-related impacts	Reduce – Reuse – Recycle (3R) measures	33
306-3 Waste generated	Waste generation	33
306-4 Waste diverted from disposal	Management of biodegradable waste, Management of biodegradable waste,	34
306-5 Waste directed to disposal	Waste generation	33
ENVIRONMENTAL COMPLIANCE		
Disclosure on management approach	Environmental compliance	29
307-1 Non-compliance with environmental laws and regulations	Environmental compliance	29
SUPPLIER ASSESSMENT		
Disclosure on management approach		
308-1 New suppliers that were screened using environmental criteria	While GIM screens human resources agencies for essential human rights compliance, the institute does not presently screen vendors based on environmental criteria but has plans to do so in the future.	
EMPLOYMENT		
Disclosure on management approach	Organizational culture	

401-1 New employee hires and employee turnover	Gender Equality and equal opportunities	19
OCCUPATIONAL HEALTH AND SAFETY		
Disclosure on management approach	Building a safe and secure workplace	23
403-1 Occupational health and safety management system	Building a safe and secure workplace	23
403-2 Hazard identification, risk assessment, and incident investigation	Building a safe and secure workplace	23
403-3 Occupational health services	Building a safe and secure workplace	23
403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Communication and Training	24
403-5 Worker training on occupational health and safety	Safety Communication and Training	24
403-6 Promotion of worker health	Building a safe and secure workplace	23
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building a safe and secure workplace	23
404-1 Average hours of training per year per employee	Training and capacity building, GIM does not currently track hours of training	
404-2 Programs for upgrading employee skills and transition assistance programs	Training and capacity building	
404-3 Percentage of employees receiving regular performance and career development reviews	Annual performance appraisal, Training and capacity building	
DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure on management approach	Gender Equality and equal opportunities	19
405-1 Diversity of governance bodies and employees	Employee distribution by age, region and Governance structure	20
405-2 Ratio of basic salary and remuneration of women to men	Remuneration	21
NON-DISCRIMINATION		
Disclosure on management approach	Non-discrimination	
406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination have been reported in the reporting period	
SECURITY PRACTICES		
410-1 Security personnel trained in human rights policies or procedures	Emergency Response and Preparedness	24
HUMAN RIGHTS ASSESSMENT		
412-2 Employee training on human rights policies or procedures	Statutory Committees	22
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None to report	
413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	25
413-2 Operations with significant actual and potential negative impacts on local communities	None to report	
414-1 New suppliers that were screened using social criteria	None to report	

414-2 Negative social impacts in the supply chain and actions taken	None to report	
415-1 Political contributions	None to report	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	GIM maintains strict confidentiality of the student and employee data. There have been no complaints about privacy breaches or loss of data	
419-1 Non-compliance with laws and regulations in the social and economic area	There have been no non-compliances in the Reporting period	

ACKNOWLEDGEMENTS

Sustainability Report Core team:

Prof. Arpita Amarnani   Prof. Shivnath Sinha   Dr. Karen Fernandes

GRIHA Council

This is to certify that the products of

"Merino Group"

Internal partitions, Paneling, In-built furniture
Merino Plywood, Merino Block Board, Merino Laminated Plywood
(Lamiply), Merino Laminated Block Board (Lami Board), factory hot pressed,
laminated both sides, Merino External Wall Cladding, Merino Internal
Wall Cladding-solid, Merino-Besco-Restroom Solution, Merino-Besco -UMP

Door Frames and Panels
Merino Laminated Flush Door, Merino Flush Door

have been included in the GRIHA Product Catalogue under the following categories:

GRIHA V.3 criterion: 17, GRIHA V.2015 criterion: 21
& SVAGRIHA criterion: 12

The products can be used in GRIHA & SVAGRIHA registered projects to meet the GRIHA & SVAGRIHA
norms, respectively. This is valid only for the products which have been mentioned above.

The certificate for the above mentioned products is valid from
3rd February 2022 – 2nd February 2024

Sanjay Seth
Chief Executive Officer

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

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

GRIHA Council

This is to certify that the products of

"SAINT GOBAIN INDIA PVT LTD- GYPROC BUSINESS"

Ecophon Products
(Ecophon Advantage™ E, Ecophon Hygiene Meditec™ E, Ecophon Solo™, Ecophon Sombra™ A, Ecophon
Hygiene Clinic™ A, Ecophon Focus™ A, Ecophon Hygiene Meditec™ A, Ecophon Hygiene Performance™ A,
Ecophon Hygiene Performance™ Baffle, Ecophon Hygiene Performance™ Plus A, Hygiene
Performance™ Care Wall, Ecophon Hygiene Performance™ Ds, Ecophon Focus™ Dg)

(under typology False ceiling)

have been included in the GRIHA Product Catalogue under the following categories:

GRIHA V.2019 criterion: 15 GRIHA V.2015 criterion: 11 & GRIHA V.3.1 criterion: 29

&

Ecophon Products
(Ecophon Akusto™ Wall A, Ecophon Focus™ Ds, Ecophon Hygiene Advance™ A,
Ecophon Hygiene Clinic™ E)

have been included in the GRIHA Product Catalogue under the following category:

GRIHA V.2019 criterion: 11

The products can be used in GRIHA & SVAGRIHA registered projects to meet the GRIHA &
SVAGRIHA norms, respectively. This is valid only for the products which have been mentioned above.

The certificate for the above-mentioned products is valid from
22nd November, 2022 – 21st November, 2024

Sanjay Seth
Vice President &
Chief Executive Officer

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

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

GRIHA Council

This is to certify that the products of

"SAINT GOBAIN INDIA PVT LTD- GYPROC BUSINESS"

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

(under typology Internal Partitions)

have been included in the GRIHA Product Catalogue under the following categories:

GRIHA V.2019 criterion: 15 GRIHA V.2015 criterion: 15 & GRIHA V.3.1 criterion: 29

&

Gypsum Board
(Gyproc Habito 12.5mm, Gyproc Duraline 13mm, Gyproc Fireline 12.5mm, Gyproc Glasroc H
12.5mm, Gyproc Fireline 15mm, Gypboard Plain)

(under typology Innovation - Environment Product Declaration)

have been included in the GRIHA Product Catalogue under the following category:

GRIHA V.2019 criterion: 30

The products can be used in GRIHA & SVAGRIHA registered projects to meet the GRIHA &
SVAGRIHA norms, respectively. This is valid only for the products which have been mentioned above.

The certificate for the above-mentioned products is valid from
22nd November, 2022 – 21st November, 2024

Sanjay Seth
Vice President &
Chief Executive Officer

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

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

GRIHA Council

This is to certify that the products

"ARMACELL INDIA PRIVATE LIMITED"

Thermal Insulation: Class O Armaflex & Class O Armaflex Plus

have been included in the GRIHA Product Catalogue
under the following categories:
GRIHA V.2015 criterion: 8
&
GRIHA V.3 criterion: 14

Acoustic Insulation: Armasound Super Silencer & Armasound Barrier E

have been included in the GRIHA Product Catalogue
under the following categories:
GRIHA V.2015 criterion: 11
&
GRIHA V.3 criterion: 25

These products can be used in GRIHA registered projects to meet the GRIHA norms, respectively.
This is valid only for the products which have been mentioned above.

The certificate for the above mentioned products is valid from

31st August 2017 - 30th August 2019

Sanjay Seth
Chief Executive Officer

CERTIFICATE OF COMPLIANCE

GREENGUARD

Merino Group
Merino Compact Laminate

Restrictions

CII-Green Products and Services Council

hereby certifies that

Ceramic Floor Tiles

(GPSC165002)

Manufactured by Somany Ceramics Ltd at Mochi, Gujarat meets
the requirements of GreenPro Ecolabel and qualifies as Green Product.

This certification is valid till December 2023

CII-Green Products and Services Council

hereby certifies that

Polished Vitrified Tiles

(GPSC165006)

Manufactured by Somany Ceramics Ltd at Mochi, Gujarat meets
the requirements of GreenPro Ecolabel and qualifies as Green Product.

This certification is valid till December 2023

CII-Green Products and Services Council

hereby certifies that

Ceramic Wall Tiles

(GPSC165001)

Manufactured by Somany Ceramics Ltd at Kadi, Gujarat meets
the requirements of GreenPro Ecolabel and qualifies as Green Product.

This certification is valid till December 2023

CII-Green Products and Services Council

hereby certifies that

TMT Steel Rebars

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

(GPJSW157001)

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

CENTRE FOR EXCELLENCE IN
SUSTAINABLE
DEVELOPMENT