



Lotus Petal Foundation

Beyond Classrooms Annual Sustainability Report, FY 2024-25



Changing lives. **One** child at a time



Annual Sustainability Report

Lotus Petal Foundation
(Apr 2024 – Mar 2025)

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About the Report

“Responsibility is not a burden; it is a privilege. Transparency turns good intentions into trusted action.”

- John Elkington

Today’s landscape is dominated by conversations and dialogues in sustainability, especially when organizations are increasingly held accountable not only for what they achieve, but for how they achieve it. We at Lotus Petal Foundation are proud to present our first **Environmental, Social, and Governance (ESG) Report**.

As a non-profit committed to education, nutrition and livelihood, we believe that true impact cannot be measured by outcomes alone. It must be matched by the integrity of our processes, the inclusivity of our decisions, and the sustainability of our actions.

Transparency isn’t just a reporting obligation—it’s a core value. It reflects our commitment to our donors, partners, communities, and the planet. And **sustainability**, for us, goes beyond environmental stewardship; it’s about building systems, relationships, and practices that endure and uplift.

This report is a step forward in that direction - a window into our work, our values, our challenges, and our progress.

Standards and Frameworks

Our sustainability report has been developed in alignment with the Global Reporting Initiative (GRI) Standards 2021 and United Nations Sustainable Development Goals (UN SDGs).

Reporting Period

Our sustainability report contains information relevant to the period starting from April 1, 2024 to March 31, 2025. Since we have started our reporting journey in FY 2024, we aim to report on non-financial disclosures annually to ensure compliance to regulatory standards.

Scope and Boundary

The report covers information from all our facilities and buildings in our school campus at Dhunela, Haryana.

Forward Looking Approach

As we move forward in our journey towards greater transparency in reporting, we remain steadfast in our commitment to transforming lives - one child at a time.

With a clear focus on sustainability, we are actively working to minimize our operational footprint and embed Environmental, Social, and Governance (ESG) principles into the core of our strategy. By integrating these practices, we aim to build a resilient, responsible organization that drives positive change—both within our communities and across the ecosystems we touch.



Beyond Classrooms: Nurturing Minds, Safeguarding Futures

At Lotus Petal Foundation, education has always been more than books, exams, and grades. It is about opening doors to opportunity, shaping character, and building the confidence every child needs to dream boldly. But we also know that the world our children inherit will shape those dreams just as much as the knowledge we impart. That is why we go beyond classrooms – **working not only to empower young minds, but also to protect the planet they call home.**

Our mission is rooted in the belief **that a child's growth and the Earth's wellbeing are inseparable.** While we strive to create learning environments that spark curiosity and creativity, we are equally dedicated to running our operations sustainably. From mindful use of resources and responsible procurement, to minimizing waste and reducing our carbon footprint, we take deliberate steps to ensure that our work today does not compromise tomorrow.

By integrating sustainability into every aspect of our operations, we aim to give our children not just the tools to thrive in the present, but the assurance of a safer, healthier, and more equitable future. Education changes lives—sustainable action protects them. At Lotus Petal Foundation, we are proud to do both.



From the Founder's Desk

Every child carries within them a spark of possibility, the power to dream and to shape a better tomorrow. When we nurture that spark with education, care, and opportunity, we do more than transform individual lives, we build stronger, more resilient communities.

It was with this vision that our journey began in 2013. In a modest room in a shopping arcade, we welcomed six children who were struggling with fractured learning experiences. Those early days were filled with hope and determination, and over time, our small initiative grew into a thriving ecosystem of **education, nutrition, skill-building, and empowerment**. Today, we proudly serve more than **two thousand students**, have nurtured an alumni network of equal strength, provided over **four lakh nutritious meals**, and equipped **more than fifteen hundred youth with skills** to lead meaningful livelihoods. **In FY 2024-25, we spent INR 23.2 Cr. towards our social interventions**. What started as a humble effort has now progressed into a movement of opportunity and change. But our mission has always been larger than classrooms.

Widening Our Impact Beyond Classrooms

While education, nutrition, and livelihood remain at the heart of our work, we realize that the children we serve will inherit a world that faces unprecedented challenges. **Climate change, social inequality, and resource scarcity are already reshaping their realities**. Each year, millions of children around the globe experience disruption in their education because of climate-induced disasters. Malnutrition worsens as rising temperatures and crop failures push food prices higher. Nearly three-quarters of a billion children already live in areas facing severe water scarcity¹. These are not distant risks, they are here and now, and they threaten the very childhoods we seek to protect.

This is why sustainability has become an integral part of our impact strategy. **We believe that empowering children for the future also means protecting the future they will inherit**. We strive to lead by example, embedding sustainable practices into the way we operate, reducing our own footprint, and nurturing in every child an awareness of their role as custodians of the planet.

Embracing Sustainability

This year marks a milestone for us as we release **our first Sustainability Report**. More than a document, this report is a reflection of our values in action. It records not just what we do, but how we do it. From achieving significant reliance on renewable energy to adopting responsible water and waste management practices, from advancing gender diversity in our workforce to commissioning independent social impact assessments, we have sought to build accountability into every step of our work. **Aligned with the United Nations Sustainable Development Goals and Global Reporting Initiative (GRI)**, this report is both a celebration of progress and a roadmap for the journey ahead.

Among the highlights of our sustainability journey is the transformation of our campuses into models of resource stewardship. Through innovative **water conservation, recycling and treatment**, we have reduced our dependence on freshwater by 70% and advanced towards a **zero-discharge model**. By relying **substantially on renewable energy which constitutes ~86%** of our total electricity consumption, and beginning **formal reporting of our greenhouse gas emissions**, we have taken important steps in reducing our carbon footprint. In FY 2024-25 we avoided 68.38 tco₂e² of emissions through solar electricity generation.

¹ <https://www.unicef.org/reports/climate-changed-child>

² Based on CEA's average grid emission factor



In this journey, our people—our changemakers, have been the true drivers of transformation. We are equally committed to creating a workplace where their lives are enriched as they enrich the lives of others. Our **commitment to people is reflected in the diversity of our workforce, currently standing at 60%**. We lay special emphasis on employee learning and development, with **5100+ hours** of employee learning and development activities completed in FY 2024-25. **Our emphasis on safety has ensured a workplace free from work-related injuries.** Recognition as a **Great Place to Work for the sixth time in a row further affirms our belief that when people thrive, impact multiplies.**

Way Forward:

Looking ahead, we know there is still much to do. This report is the beginning of a journey of transparency and continuous improvement. We are setting clear targets to monitor our performance, committing to annual reporting, and striving to deepen the trust of all our stakeholders by strengthening our disclosures.

As we present this first Sustainability Report, I am filled with gratitude, for our students and alumni, our dedicated team, our partners, and every supporter who has believed in our mission. Together, we have shown that change is possible, and together we will continue to build a future that is not only brighter for children but also more sustainable for generations to come.

Kushal Raj Chakravorty
Founder & Managing Trustee
Lotus Petal Foundation



Lotus Petal Foundation at a Glance

About Lotus Petal Foundation

Lotus Petal Foundation, founded in November 2011 is a distinguished non-profit organization dedicated to fostering equal opportunities for underserved children in urban and semi-urban regions. Our mission is to implement transformative interventions in **education, nutrition, and livelihood** through **innovative approaches, scientific precision, and data-driven analytics, benefiting both the children and their communities. We align our efforts with the United Nations Sustainable Development Goals**, aiming to eradicate hunger and poverty. Our meticulously designed programs focus on delivering effective results at optimal costs within set timeframes.

Our Theory of Change

We work in India, to help children from disadvantaged backgrounds to become employable as knowledge workers who otherwise would become menial labor workers.

Our Programs

Education Door to Transformation	Nutrition Action Against Hunger	Livelihood Invest in Ability
<ul style="list-style-type: none">• Empowering 12000+ students through quality education.• Alumni network of 3000+ students.	<ul style="list-style-type: none">• 4,15,000+ Nutritious meals served.	<ul style="list-style-type: none">• 1500+ youths impacted through upskilling.

Vision

To nurture individuals and bring about a transformation in their lives through education.

Mission

To provide exemplary education, nutritious meals, healthcare facilities and skill development to the children and adults of the urban poor in India. To provide an ecosystem for people all across the world to contribute towards the cause of education with their skills, time and money.

Core Belief

We trust in the intrinsic goodness of people and believe that giving selflessly transforms both the giver and the receiver. At Lotus Petal Foundation, we believe that education is the single most empowering tool that changes an individual's life. To achieve this transformation, we provide exemplary school education to the underprivileged children living in the urban slums and enable people across the globe to support the cause in ways that make them feel engaged and agents of change too. All of us passionately believe in equal opportunities.



Our Organization's Journey

From a Decade of Impact to a Future of Possibilities

2011

Distributing shoes, caps, socks to students

- Started by distributing shoes, caps, socks to students in a government school in Gurugram.

2012

Support to local NGOs and Nonprofits

- Extended support to local NGOs and nonprofits working in Gurugram.

2013

Pratishthan Learning Center

- Launched the first informal school with just six students in a shopping arcade - offering fast track, age-appropriate learning with meals.

2014

Started a School in Silokhera, Gurugram

- School started in Silokhera.
- Started Edha School (now Vidyananda), a primary-grade program with 20 children, providing breakfast and lunch to support holistic growth.

2015

Achievements

- Secured key compliances including FCRA registration and CSR Form 1, formalizing foundation's operations.

2016

NIOS board exams

- The 1st batch of students from Pratishthan Learning Center students appeared for Grade 10 NIOS board exams.
- STEM Lab established.

2017

Classe365

- Classe365 student management software implemented.



2018

Exams

- First batch of 12th Grade Pratisthan Center Learners complete their board examinations and graduate.
- RS Shetty Scholarships launched to honor leadership and life skills

2019

Exams

- Took up our first Government School Transformation Initiative at GMS Lohatki, with classroom renovations and civil upgrades.

2020

First Government School Transformation

- Transitioned to online learning during the COVID lockdown: distributed tablets to ensure uninterrupted education.

2021

Infrastructure set up for hybrid class

- Infrastructure set up for hybrid class with soundproof rooms and Wacom touch pads.
- Two-way interactive live digital classes commenced in Govt Schools in Haryana under Vidya Sahyog initiative.

2022

LPSSS, Dhunela

- Classes commence at Lotus Petal Sr. Secondary School, Dhunela

2023

Jeevika Skill Development

- Launched NSDC-Certified Jeevika Skill Development program on the Dhunela Campus.

2024

CBSE affiliation

- Consolidated academic and non-academic operations in our 5-acre campus leading to physical, functional and cultural integration.
- Lotus Petal Senior Secondary School receives CBSE affiliation.

2025

Ground-breaking Ceremony

- Ground-breaking Ceremony for our largest building - a green building with 130+ classrooms under construction from May 2025



Our Commitments

Our journey so far has been inspiring, but the road ahead holds even bolder ambitions. By 2030, we strive to reach the following targets:

Educate 10,000 students on our campus, making it one of India's largest philanthropic schools for the underserved.	Expand our Digital Live Teaching Platform to reach 100,000 students across India.	1000+ alumni earning at least 3x India's Per Capita Income.
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Making a Difference, Measuring What Matters

Our Impact Snapshot

SDGs Impacted	Key Highlights, FY 2024-25
 <p>1 No Poverty</p>	<ul style="list-style-type: none"> 2,052 youth beneficiaries enrolled under Jeevika Skill Development Program 300+ youth beneficiaries placed³
 <p>2 Zero Hunger</p>	<ul style="list-style-type: none"> 415,256 nutritious meals served 1,339 students were served nutritious meals
 <p>3 Good Health & Well-being</p>	<ul style="list-style-type: none"> 2609 telemedicine consultations completed by students Zero incidences of work-related injuries and fatalities reported 100% employees covered by medical insurance
 <p>4 Quality Education</p>	<ul style="list-style-type: none"> 386 active learners in fast-track education program (PLC) 687 active learners in K-12 age-appropriate learning model (LPSSS) 181 active learners in early childhood education program (Vidyananda) 169 students received scholarships 4,294 students enrolled in e-learning programs
 <p>5 Gender Equality</p>	<ul style="list-style-type: none"> 60% female representation in the workforce, 4% Y-o-Y growth in the number of female employees Female hires constituted 53% of our total new hires

³ LPF offers full placement support and job guarantee for all Jeevika students. Those choosing further studies after the course can opt out of immediate placement and return later for assistance. The placement data reflects only those who chose direct employment.





- Certified for provision of safe drinking water and sanitary condition to students and staff as per the norms prescribed by the Central/State/U.T. government
- ~86% electricity sourced from renewable energy sources
- Deployed 114 streetlights with in-built solar panels
- 100% of the SIA respondents reported income increase of 84% after completing their skill development training
- 220+ changemakers currently employed
- Infrastructure support provided to 50+ government schools, enhancing learning environments and contributing to resilient educational infrastructure
- 2000+ youth trained through hands-on skill lab programs, strengthening technical capacity and enabling access to employment, with 300+ successful placements
- Zero-tolerance for discrimination
- Educating students from underserved backgrounds, addressing root cause of inequality
- Zero Liquid Discharge Campus
- On-site sewage treatment plant (130 kL capacity) reducing freshwater reliance by 70%
- Total 2343 kL of water recycled/reused
- Zero-Hunger Food Bank program working towards a zero-waste commitment
- 68.38 tco₂e of emissions avoided through the generation of solar electricity
- 50+ saplings planted in the campus
- 54 Corporate Donors
- 2000+ Individual Donors
- 10+ academic and strategic partnerships with like-minded organisations fueling our mission



Materiality Assessment

Our materiality assessment helped us identify the sustainability topics most relevant to our operations. Guided by established standards and frameworks, the process involved gathering insights from internal stakeholders to understand priorities and expectations. These inputs, combined with a review of sectoral practices, enabled us to highlight the environmental, social, and governance issues most material to our work. This assessment now serves as the foundation for how we set targets, track progress, and report with accountability.



Environment	Social	Governance
<ul style="list-style-type: none"> • GHG Emissions Reduction • Energy Management • Water and Wastewater Management • Waste Management 	<ul style="list-style-type: none"> • Community Development and Engagement • Student Learning and Education • Food Safety and Quality • Student Health and Safety • Livelihood and Career Development • Employee Diversity • Employee Health and Safety • Employee Training and Development 	<ul style="list-style-type: none"> • Business Ethics • Transparency and Accountability • Data Privacy and Security



ENVIRONMENT

01

ENVIRONMENT STEWARDSHIP

We don't inherit the Earth from our ancestors, we borrow it from our children.





Environment Stewardship

Building a Greener Tomorrow for Every Child

At Lotus Petal Foundation (LPF), we believe in uplifting underserved children through education and nutrition, and within that mission, environmental responsibility stands not merely as a corporate principle but a moral obligation. As part of our comprehensive ESG framework and alignment with the Sustainable Development Goals (SDGs), we recognize that environmental sustainability is vital to fostering safe, healthy, and empowering spaces beyond the classrooms. Elements like clean air, potable water, and access to green surroundings play a crucial role in a child's development and well-being. Through sustainable initiatives in our schools and nutrition programs, ranging from harnessing solar energy, minimizing waste, to air scrubbers for clean air, we strive to create lasting change that benefits both communities and the planet. For us, caring for the environment is a commitment to the future of every child we support.

SDGs Impacted:



Key Highlights, FY 2024-25

Zero liquid discharge campus	2343 KL of water recycled
Sourced approximately 86% of electricity from renewable energy sources.	Zero-Hunger Food Bank program by Lotus Petal Foundation aligned to zero-waste policy.



Water Usage and Management

Every Drop Counts, Every Action Matters

Access to safe water is fundamental to human health and well-being. However, a significant portion of the global population still lacks reliable access to clean drinking water. In 2024, 2.2 billion⁴ people still lacked safely managed drinking water. While water scarcity affects people across all demographics, its most profound and devastating impact is felt by children. UNICEF reports that **one in five children globally⁵ do not have enough water for daily needs**. This shortage affects their health, nutrition, education, and overall development. Safe and reliable access to water is crucial for the well-being and development of our future generations.

At Lotus Petal Senior Secondary School (LPSS), we are deeply committed to ensuring that our students have access to clean and safe drinking water. Additionally, in line with the objectives of **UNSDG 6, 'Ensure Access to Water and Sanitation'** for all, we promote **optimal water usage and sustainable water management practices** across the school campus. To effectively manage our water footprint, we monitor and transparently disclose our water performance and most importantly prioritize minimal wastage through robust recycling systems and proactive maintenance, aligning with the broader environmental stewardship goals.

Water Consumption by Source

Source	UoM	FY 2023-24	FY 2024-25
Ground water/ Third Party Water	Kilolitres (kl)	1388	2769
Total		1388	2769*

* In FY 2024-25, Lotus Petal Foundation entered a pivotal chapter of growth and integration. With a surge in student enrolment and an expanding community of changemakers, the organization began consolidating its operations into a unified campus. This transition brought renewed focus to holistic development, including gardening and other enrichment activities, which led to a rise in water usage across the campus for the reporting year.

Water Conservation Initiatives

Water is the essence of all life, sustaining communities, ecosystems, and economies. Recognizing its critical importance, we have implemented a range of initiatives to reduce water consumption and promote reuse:

01

In-house sewage treatment plant: Our campus features an **on-site sewage treatment plant, with a capacity to process 130 kilolitres of wastewater daily, reducing freshwater reliance by 70%**, thus ensuring efficient and sustainable wastewater management. The treated water is either recycled within our systems or repurposed for non-potable uses such as irrigation and gardening, enabling us to achieve **zero-liquid discharge campus**.

Total 2343 KL of water recycled in FY 2024-25

⁴ <https://www.un.org/sustainabledevelopment/water-and-sanitation/>

⁵ <https://www.unicef.org/press-releases/one-five-children-globally-does-not-have-enough-water-meet-their-everyday-needs>



02

Rainwater Harvesting: Our campus employs **rainwater harvesting** systems to effectively recharge groundwater levels. Specially designed gutter beams facilitate the collection of rainwater, which is then directed into recharge structures. **Our site currently houses four groundwater recharge pits (each with a depth ranging from 25,000 to 30,000 feet). Plans are underway to construct four additional pits,** further strengthening our commitment to sustainable water management and conservation.

03

Other Water Conservation Initiatives

Kitchen & Sanitation Practices

- Promoting turning off taps when not in use.
- Encouraging reporting of leaks or water wastage on campus.

Student Awareness Programs

- Conducting educational activities like poster-making, assemblies, and competitions.
- Integrating water conservation topics into teaching modules, building a culture of conservation and responsibility and empowering the next generation to protect our planet's most precious resource.



Water Quality Monitoring

Water quality at LPF is rigorously monitored to ensure safety and compliance with health standards, ensuring that all water used for drinking, cooking, cleaning and hygiene is safe and compliant with regulatory standards

- **Kitchen Water:** For water used in food preparation, biannual testing is conducted in accordance with FSSAI parameters through government-authorized vendors, ensuring it meets stringent quality benchmarks.
- **Drinking Water:** We conduct regular internal and external inspections to ensure that drinking water meets the quality standards and acceptable levels set by local, State/UT, and national authorities. This is supported by routine cleaning and maintenance of water storage and dispensing systems to uphold hygiene and safety across the campus.
- **Sanitation Facilities:** The school ensures continuous running water in all toilets, maintaining hygienic conditions across the campus in line with norms prescribed by Central, State, and UT governments.

In addition to these tests, the Public Health and Engineering Department provides independent reports that offer further oversight and validation of water safety. If any issues are identified during these assessments, the maintenance team promptly contacts the relevant vendors to carry out necessary repairs or upgrades, ensuring that water systems remain reliable and safe for all users.

In response to the recent water test report submitted by the school the department found that the school has potable drinking water for students and staff of the institution and is having provision for running water in the toilets and maintaining the hygienic sanitation condition in the school building & the campus as per the norms prescribed by the Central/State/U.T Govt.

All water facilities on campus are designed to be accessible to differently abled children, reflecting LPF's commitment to inclusivity and equal access.



Waste Management

Embracing Responsible Resource Management

Improper waste management accelerates environmental degradation and undermines societal well-being. Children are especially vulnerable to the health risks posed by waste pollution due to their developing bodies and immune systems.



At LPF we are committed to responsible waste management as an integral part of our broader focus on environmental responsibility and operational efficiency. In our continuous endeavour to create a cleaner and greener future, our campus actively embraces the **3Rs of waste management – Reduce, Reuse, and Recycle**. Through proactive measures such as responsible disposal, continuous monitoring, and efforts to promote circular practices we not only effectively minimize our waste footprint but also lead by example for our students to practice responsible waste management. Our waste management practices include **systematic identification, segregation, and disposal of waste in compliance with local and national regulations**.

Waste Identification:

Waste generated at LPF can be categorised into the following types:
In the reporting year, the following data for waste generation was recorded:

Waste Category	UoM	FY 24-25
Municipal Waste & Paper Waste	Tons	1.4256
Kitchen Waste	Tons	10.509
Total	Tons	11.935

Note: The foundation plans to expand its data collection to include additional categories in the future.



Waste Segregation, Treatment and Disposal

Segregation	Disposal
<p>1) Waste is segregated at source to ensure efficient and responsible disposal</p> <p>2) For easy segregation, colour coded dustbins are deployed in the campus area</p> <div style="background-color: #1a4a73; color: white; padding: 5px; margin: 5px 0;">Dry and Recycling</div> <div style="background-color: #7c9a4e; color: white; padding: 5px; margin: 5px 0;">Wet and Biodegradable</div> <p>3) These dustbins are emptied every day and cleaned periodically.</p>	<p>Responsible disposal of waste is ensured in compliance with national waste management rules:</p> <ol style="list-style-type: none"> 1) Biodegradable waste, including food and garden waste, is processed on-site where feasible, with food waste data recorded and reported on the MCG portal as per local requirements. 2) Recyclable waste is channelled to MCD-authorized collectors, certified recyclers, or registered refurbishers. 3) Non-recyclable waste is handed over to MCD-authorized waste collectors for safe transportation and disposal at designated facilities. 4) Hazardous waste, such as e-waste, used batteries, and bio-medical washroom waste (including sanitary products), is securely stored and handed over only to authorised vendors for safe handling, recycling, and final disposal. 5) Construction and demolition waste, when generated is stored separately and transported to authorised C&D waste facilities, ensuring traceability and full regulatory compliance.

Case Study: Serving Without Waste: The Zero-Hunger, Zero-Waste Promise

The Zero-Hunger Food Bank program by Lotus Petal Foundation is working towards a zero-waste commitment, ensuring meals are cooked and served fresh on the same day. To prevent surplus, headcounts are taken daily, aligning preparation with the exact number of students and staff present. Food wastage is tracked in two categories: plate waste (2–5 kg/day) and kitchen waste, averaging 55–60 kg/day. All waste is weighed, recorded, and uploaded to a portal, with kitchen waste composted in a biodegradable pit. Students participate in serving meals, nurturing accountability and awareness of food value and nutrition. Daily wastage figures are displayed in the kitchen to reinforce mindful consumption. Sustainable practices also include reduced plastic use, regular equipment maintenance, and staff training for efficient kitchen operations. Looking ahead, the program plans improvements such as installing solar geysers to conserve electricity, ensuring the initiative not only addresses hunger but also models environmental stewardship.

Student Testimonial

At our school, we follow a strong value system that emphasizes respect for food, and food wastage is something we consciously avoid. One way we practice this is through peer-serving, where students serve each other during meals. This ensures everyone gets just the right amount in the first serving, with the option to take more if needed.

Our in-house kitchen also manages resources very efficiently. Surplus fruits like bananas are used to make milkshakes, and extra fruits or vegetables are reused creatively so nothing gets spoiled. Since the kitchen prepares fresh meals daily, they receive real-time data on student attendance. This helps them cook the right quantity of food, reducing leftovers and waste.



Energy and Emissions

Commitment to energy conservation

Climate change is already reshaping childhood. Nearly one billion children worldwide are now classified as “extremely high risk” from climate hazards like heatwaves, floods, droughts, and air pollution. To protect the most vulnerable, we must act swiftly.

At LPF, we aim to actively contribute in the fight against climate change. We are **tracking our energy footprint**, implementing **energy-saving initiatives**, and educating students on energy awareness. By measuring and reducing consumption—and teaching the next generation to do the same—we aim to shrink our environmental impact while empowering young learners to be sustainable leaders of tomorrow



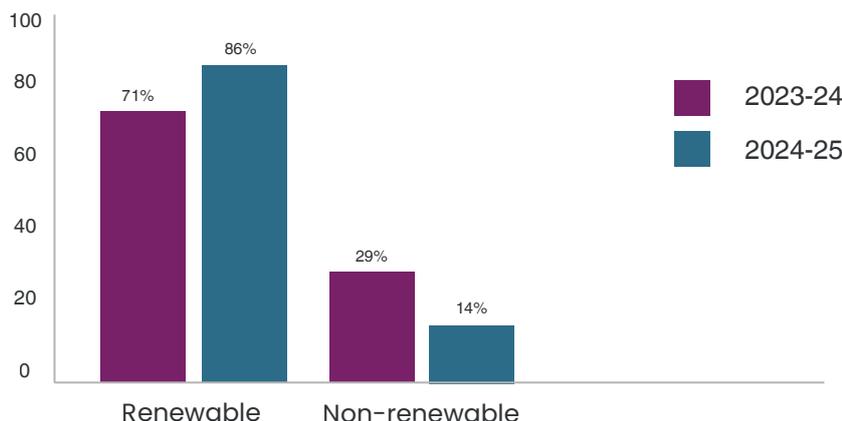
Energy Management

Electricity Consumption by Source

Source	UoM	FY 2023-24	FY 2024-25
Renewable*	Kwh	46,207	94,061
Non-renewable		18,750	15,921
Total		64,957	1,09,982

Note: Excludes renewable energy generated through our dedicated 15 kW_p off-grid solar PV system which supports our Sewage Treatment Plant (STP), providing on-site renewable power for critical STP loads.

Electricity Consumption by Source



	Renewable	Non-renewable
FY 2023-24	71%	29%
FY 2024-25	86%	14%

In FY 2024-25, we sourced approximately 86% of our electricity from renewable sources, a 15% YoY increase from FY 2023-24.



Renewable Energy Ecosystem at LPF

Solar Panel Capacities



Fig: Capacity of solar panels installed at Lotus Petal Foundation

Energy Conservation Efforts

- **Solar Energy Transition:** Installed solar panels that meet approximately 86% of Lotus Petal Foundation's total energy needs.
- **Energy-Efficient Appliances:** All newly purchased appliances are evaluated for 5-star energy efficiency ratings to ensure reduced energy consumption.
- **Solar-Powered Streetlights:** Deployed 114 streetlights with in-built solar panels to further cut reliance on grid electricity.
- **Energy Usage Audits:** Conduct regular inspections to ensure no equipment or amenities are left switched on unnecessarily.
- **Air Quality Management:** Installed clean-air scrubbing machines behind the kitchen to purify incoming and outgoing air.
- **Awareness & Practices:** Encourage staff and students to adopt daily habits that minimise energy wastage.

Emission

Category	UoM	FY 2024-25
Scope 1	tco ₂ e	81.55
Scope 2	tco ₂ e	11.57
Total (Scope 1 + Scope 2)	tco ₂ e	93.13

Table: GHG Emission generated data



SOCIAL

02

01/02

CHANGEMAKERS

We are people with a common belief that every child deserves equal opportunities that enable a life of dignity. We come with varied experiences and skill sets for a common cause. Together we are changing lives, one child at a time.





Purpose in Action, People in Motion

At the heart of LPF's vision to transform lives is a dedicated, purpose-led team, comprising a diverse group of 200+ passionate individuals—Changemakers—who work tirelessly to uplift one child at a time. United by a shared mission, our Changemakers bring relentless focus and unwavering commitment to every initiative, turning the vision of Lotus Petal Foundation into reality. They are not just contributors; they are the driving force behind our progress. Our organizational culture ensures that we nurture talent, foster collaboration, inspire excellence, and prioritise their development and well-being.

SDGs Impacted



Key Highlights



Our People Strategy

At Lotus Petal Foundation (LPF) we are committed to nurturing the lives of our changemakers. Our people strategy as articulated through our policies, plays a pivotal role in shaping the way we work. These policies ensure an ethical conduct of operations, diverse workplace, equal opportunities for all, zero tolerance towards harassment, protection of human rights, and well-being of all.



Our Key Policies



Anti Bribery and Corruption Policy

- Zero Tolerance towards any form of bribery and embezzlement.
- Applicable to all individuals associated with LPF.
- No bribes, gifts, hospitality, or political contributions allowed.
- Regular training conducted on ABAC Policy.



Code of Conduct and Ethics Policy

- Committed to fair practices, and ethical conduct.
- Employees must act with integrity and follow the Code of Conduct
- Maintain ethics, communicate responsibly, protect confidentiality.
- Promote respect and non-discrimination.



Human Rights Policy

- Equal and inclusive workplace free of discrimination.
- Diversity in workforce.
- Freedom of expression and communication.
- Abolition of Child Labor.
- Safe and Healthy work environment.



Diversity and Equal Opportunity Policy

- Merit based recruitment and selection process.
- Equal access to training and development
- Awareness building on company policies.
- Merit based performance review and ratings.



Health and Safety Policy

- Safety Compliance.
- Prioritise prevention of incidents.
- Regular trainings on workplace health and safety for all.
- Incident Reporting System in place.
- Regular safety audits.



Testimonial

Mishu Garg

As People Function Head at Lotus Petal Foundation, my work is rooted in aligning people practices with our mission of transforming lives through education, nutrition, and skill development. In a purpose-led organization, people are not just a resource, they are at the heart of every impact.

This role has shaped the organization and me. I have learned to hold space for growth, listen with empathy, and lead with intention. Working where values and actions align has nurtured my emotional, intellectual, and spiritual growth.

My vision is to create a workplace that is inclusive, compassionate, and performance-driven, where every team member feels belonging, purpose, and alignment with our values. We have evolved from traditional HR to a strategic people function focused on well-being, equity, growth, and leadership. Programs like Teacher Leadership Development, structured feedback, and mental health support place people at the center of growth.

Our policies reflect ESG principles such as diversity and inclusion, well-being, ethics, fair pay, and continuous learning. They are living practices, not documents, guiding daily decisions and accelerating our goals.

At LPF, investing in people is investing in impact. Strong people systems create sustainable change for the communities we serve and for us as individuals and leaders.



Talent Management at LPF

We ensure **equal opportunity in every aspect of employment and strive to promote inclusivity and diversity in our workforce through hiring of diverse talent across different age groups, gender and experience levels.** We focus on **merit-based selection** and ensure **non-discrimination in employment practices.** To ensure we have passionate individuals driving our mission, we carefully handpick Changemakers who are genuinely committed to serving underprivileged children.

Recruitment sources include referrals, networking, media (print/online), internal job postings, and the Changemaker Referral Scheme, which is applicable to all changemakers allowing them to help bring capable talent onboard. To foster optimal career growth for our employees, we have in place a robust internal job policy. Our **Internal Job Posting (IJP) Policy** offers Changemakers the opportunity to **explore roles in other departments.** To qualify, individuals must have completed at least 12 months with the organization, consistently met performance expectations, and held their current role for a minimum of six months.

Talent Management at LPF

Category	FY 2024-25	FY 2023-24
Male	86	73
Female	128	121
Total Permanent Employees	214	194
Contractual/Part-Time Employees		
Male	3	2
Female	5	7
Total Contractual Employees	8	9
Total Employees	222	203

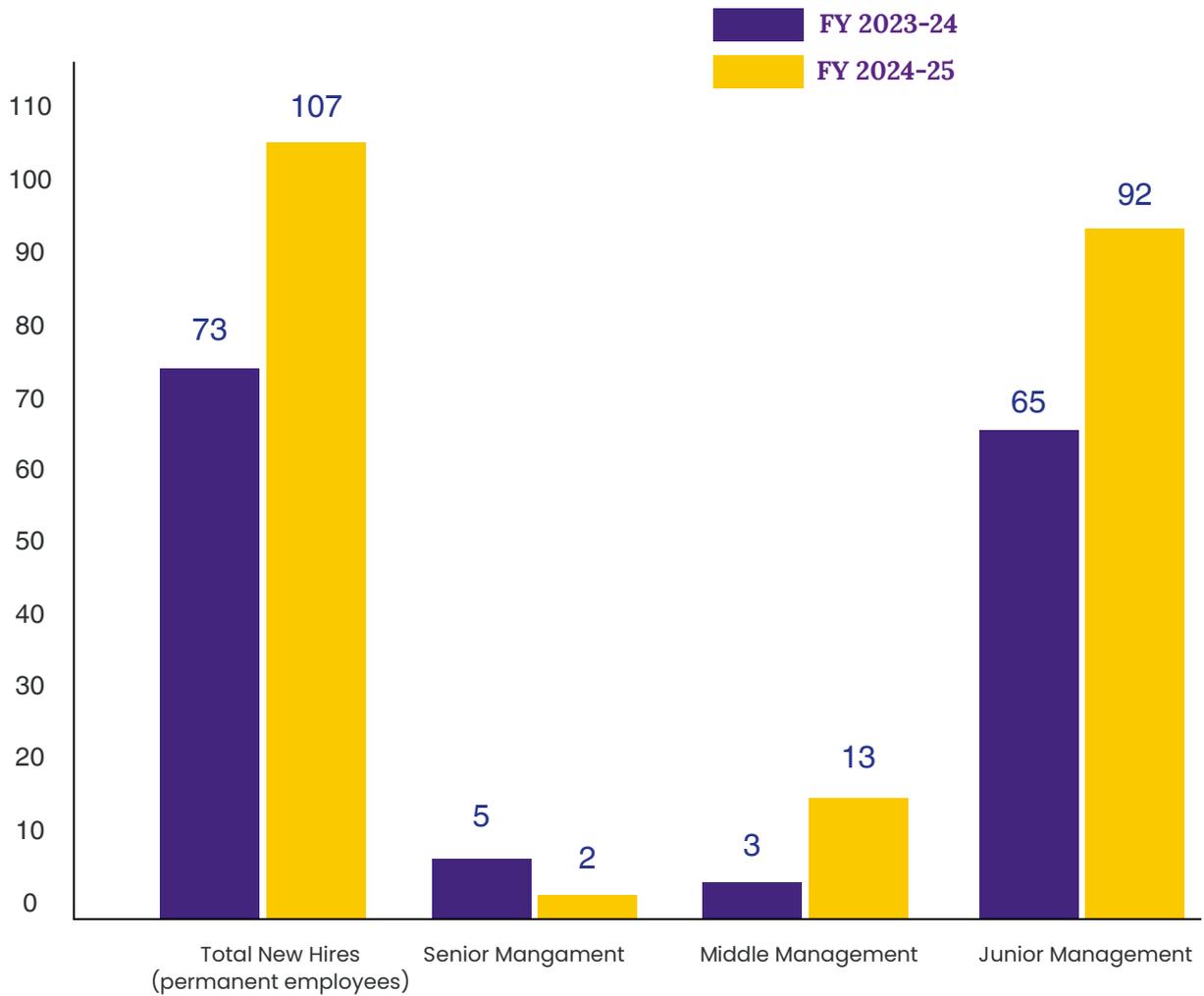
We reported a **9.36% y-o-y increase in our workforce in FY 2024-25**, reflecting our commitment to non-discriminatory and merit-based employment practices, promoting equal opportunities for all.

Total New Hires

Category	FY 2024-25	
	Male	Female
Junior Management	46	46
Middle Management	4	9
Senior Management	0	2
Total Employees (Permanent)	50	57
Total Hires (Permanent)	107	



New Hires Y-O-Y Trend



	Total new hires (permanent employees)	Senior Management	Middle Management	Junior Management
FY 2023-24	73	5	3	65
FY 2024-25	107	2	13	92

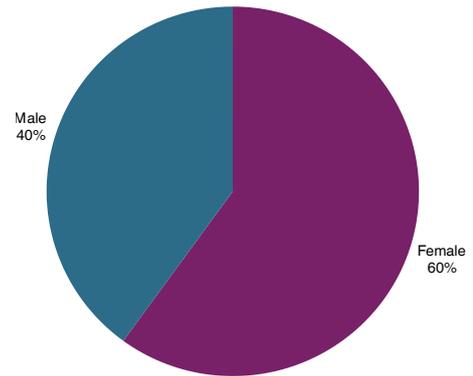
Internal Hires

Employee Category	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Total Employees (Permanent)	3	14	-	-
Total Hires	17		2	

Our increasing workforce stands testament to expansion in our social interventions. In FY 2024-25, we hired a total of 107 new employees with 17 open position filled by internal hires.

Diversity and Inclusion

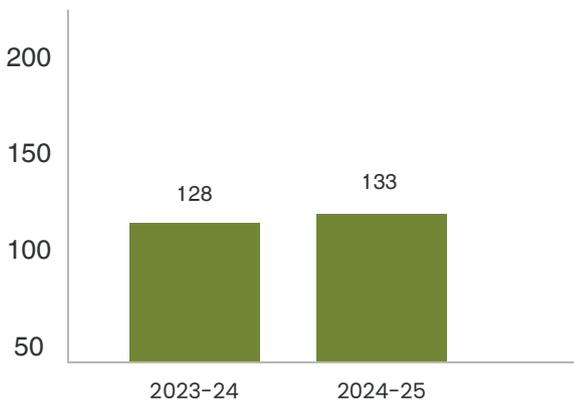
At Lotus Petal Foundation (LPF), we believe that a **diverse workforce fuels innovation and creativity, making diversity and inclusion central to our values and approach.** We actively foster gender, age and socio-economic diversity, ensuring a balanced mix of **experienced professionals and dynamic young talent.** Our team of changemakers bring a diverse tapestry of backgrounds and geographies, enabling us to drive innovation and transformation through a wide variety of skill sets and experiences. To further strengthen our diversity and inclusion approach, we conduct awareness building sessions for all employees, for a better understanding of how we ensure and cultivate diversity at LPF.



We are proud to report **60% gender diversity in our workforce**, reflecting our continued commitment to building an inclusive and balanced workplace.

Male Female

Y-o-Y Growth

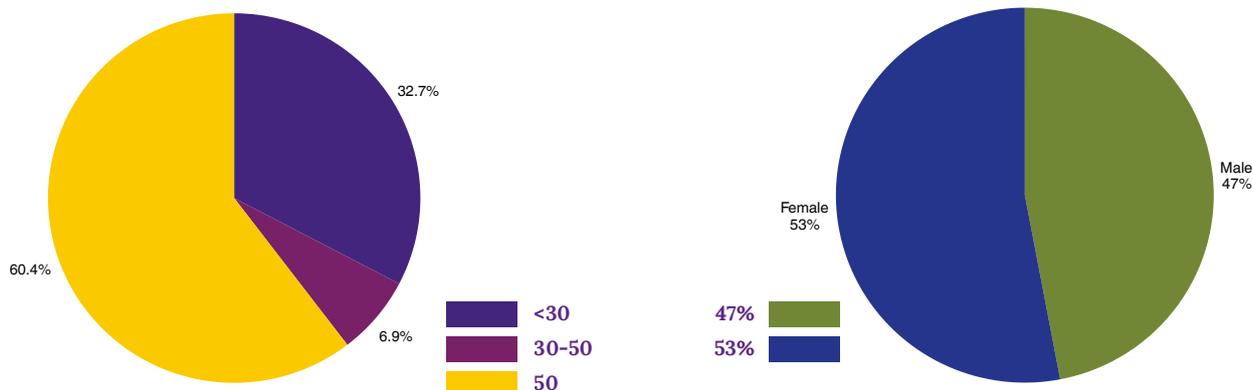


	FY 2023-24	FY 2024-25
Female Employees	128	133

Reported a 4% Y-o-Y growth in the number of female employees



Employee Diversity in New Hires, FY 2024-25



In FY 2024-25, female hires constituted 53% of our total new hires, reaffirming our commitment to gender diversity and inclusive hiring.

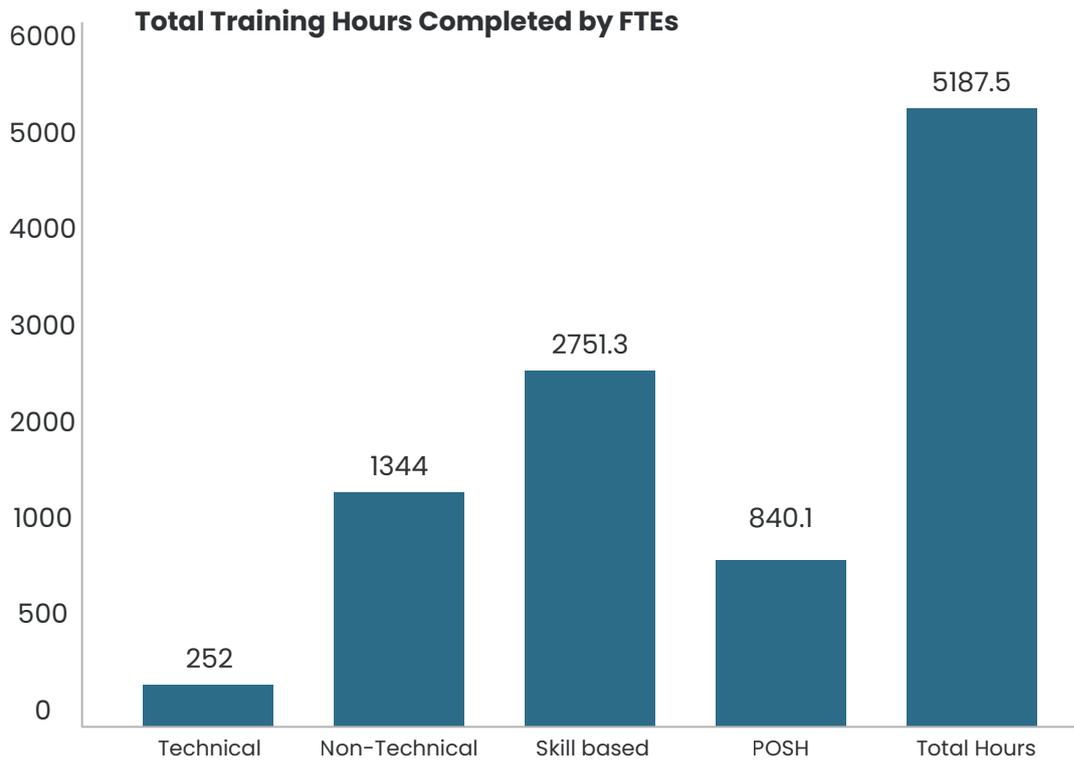
Employees Category		FY 2024-25					
Age Group	<30		30-50		>50		
Gender	Male	Female	Male	Female	Male	Female	
Junior Management	15	13	27	30	4	3	
Middle Management	3	3	1	6	0	0	
Senior Management	0	1	0	1	0	0	
Tota Employees (Permanent)	18	17	28	37	4	3	

Training and Development

We actively encourage career growth and development by preparing our changemakers for the future job market trends and constantly motivating them to further contribute to our shared vision. At Lotus Petal Foundation, we empower our changemakers through regular training sessions focused on enhancing current skills, knowledge, and attitudes through structured learning experiences aligned with our goals. **Our training curriculum offers a well-rounded blend of technical, non-technical, skill-based, compliance-related, and personality development programs. During FY 2024-25, we spent a total of INR 28,000 on training and development.**



Type of Training	Training Hours Completed by FTEs (FY 2024-25)
Technical	252
Non-Technical	1,344.1
Skill based	2,751.3
POSH	840.1
Total Hours	5,187.5



	Technical	Non-Technical	Skill Upgradation	POSH	Total Hours
Hours Trained FY 2024-25	252.0	1344.1	2751.3	840.1	5187.5

Employee Engagement and Recognition

We are committed to create a collaborative space for our changemakers to engage with each other and share experiences and knowledge. At LPF we conduct various events which enable our changemakers to learn, create and feel positive affirmations.



Employee Engagement Initiatives

01

Renew

An annual day of fun and team-building designed to boost motivation, strengthen bonds, and encourage collaboration through shared cultural activities.

02

Evolve

A yearly celebration where all changemakers come together to honor collective progress, gain insights from Function Heads on achievements and new initiatives and welcome new members.

03

Townhall

An annual event to transparently share updates, feedback, lessons learned, and best practices. It strengthens alignment by connecting changemakers' contributions to new organizational initiatives and goals.

04

Voice IT

A yearly confidential survey that captures changemakers' feedback across teams, assessing departmental performance and management approach, while ensuring everyone feels heard and valued.

05

Birthday Celebration

Celebrating birthdays honors personal milestones and fosters appreciation, connection, and camaraderie among changemakers strengthening bonds across the organization.

Employee Recognition

To keep our changemakers motivated and appreciate them every step of the way, we have a **Changemaker Recognition Policy** which aims to recognize and appreciate all changemakers for their hard work. The Key recognitions include:



Spot Award

Instant recognition for good work of team members within 48 hours of the activity.



Star Teacher Award

A half-yearly award conferred to Academic Changemakers who have demonstrated exceptionally on defined parameters of Result, Attendance, Discipline and Hygiene



Value Championard

Awarded the Changemaker who demonstrates behavior that exemplifies the values of the Organization.



Star Influencer Award

A monthly award designed to recognize academic changemakers who have done something different to change the lives of children and have influenced others to do the same.



Performance Evaluation for Changemakers- Potential Assessment for Competency Enhancement (PACE)

At LPF, performance management revolves around clearly defined Key Result Areas (KRAs) and Objectives & Key Results (OKRs), which align directly with organizational goals. Each changemaker receives measurable KRAs and OKRs through a collaborative discussion and formal sign-off, with progress tracked through the HRMS platform.

The **PACE evaluation forms** are tailored basis these goals, enabling weighted performance reviews. At LPF, we embrace a philosophy of growth through our annual evaluation model, **“My Growth, My Responsibility,”** while encouraging ongoing dialogue between changemakers and supervisors to support goal setting, skill development, and constructive feedback throughout the year. Performance appraisals at LPF are based on monthly evaluations, with final ratings calculated annually 30% from self-assessments and 70% from manager reviews, while underperformance is addressed through feedback and tailored coaching.

Performance and Career Development Reviews						
Category	FY 2024-25			FY 2023-24		
	Total (A) (Number of Employees)	No. (B) (Number of Employees Covered)	% (B/A)	Total (A) (Number of Employees)	No. (B) (Number of Employees Covered)	% (B/A)
Employees (Permanent)	222	149	67.12%	203	157	77.34%
Senior Management	26	22	84.62%	23	20	86.96%
Middle Management	24	18	75.00%	13	12	92.31%
Junior Management	172	109	63.37%	167	125	74.85%

Employee Benefits

All employees are entitled to annual compensation benefits including Provident Fund (PF), Gratuity, Health Insurance, Parental Leaves, Accident insurance and Medclaim. We have a **Medical and Accident Policy** in place which ensures 24/7 access to care and protection, prioritizing the health, safety, and well-being of our changemakers.



No. of employees covered as a % of total employees		
Types of Training	2023-24	2024-25
PF	100%	100%
Gratuity	100%	100%
ESI	25%	19%
Accident Insurance	100%	100%
Maternity/Paternity Benefits	100%	100%
Health Insurance	100%	100%

Health & Wellbeing at LPF

At LPF, health and wellbeing of our changemakers, students, volunteers and partners is of utmost importance. This is reflected in our commitment to nurture a culture of prevention, continuous improvement and shared responsibility in compliance with ISO 45001 standard and India's National Policy on Safety, Health and Environment at Workplace.

Employee Health and Safety

To ensure health and safety of our employees, we have a Health and Safety Policy in place which highlights our **commitment to:**

Preventing occupational accidents, illnesses and hazards

Embedding a culture of health and safety in our value systems and leadership

Aligning with Sustainable Development Goals (SDGs) and national labour safety priorities

We have an established Implementation Framework which ensures awareness building, regulatory compliance, training and development of employees as well as regular monitoring of our safety mechanisms to further strengthen our workplace safety.

Our Implementation Framework



	Reporting Mechanism Reporting system in place which is accessible to all employees to report any hazards and incidents.
	Monitoring and Review Quarterly safety audits and biannual reviews of Health and Safety policy conducted.
	Integration with Programs Safety Protocols are integrated in all organizational operations including nutrition, transport and construction.

We reported zero work related injuries in the reporting year – FY 2024-25

01 As part of our **Non-Discrimination Policy**, at LPF, we ensure that every changemaker feels valued and respected. To promote inclusion and build a supportive space we ensure respect for all through promoting respect for self-identity, avoiding assumptions about one’s identity and supporting all team members for creating a space which is safe for all. We safeguard personal privacy and maintain a zero-tolerance approach toward any form of harassment or discrimination.

NON-DISCRIMINATION POLICY

We recognize emotional wellbeing and social inclusion as essential to cultivating a thriving equitable workplace.

 Respect Preferred Nouns <small>Ensure respect for all individuals' preferred nouns for self-identity.</small>	 Avoid Assumptions <small>Avoid assumptions about one's identity.</small>
 Be Supportive <small>Be a supportive team member.</small>	 Report Concerns <small>Zero tolerance for harassment or discrimination</small>

Zero tolerance for harassment or discrimination

02 To further promote a culture of respect and dignity, we have a Gender-Neutral Policy on **Prevention of Sexual Harassment (POSH)** which outlines clear guidelines to protect individuals from sexual harassment at the workplace. It ensures timely prevention, redressal, and support for all related concerns, which is enabled through the Internal Complaints Committee (ICC), responsible to ensure effective resolution of sexual harassment complaints through confidentiality, timely inquiry process and coordination with the concerned employee.

GUIDELINES TO PROTECT

Outlines clear guidelines to protect individuals from sexual harassment at the workplace

PREVENTION & REDRESSAL

Ensure timely prevention, redressal, and support for related concerns.

INTERNAL COMPLAINTS COMMITTEE (ICC)

Responsible to ensure effective resolution of sexual harassment complaints

- Confidentiality
- Timely Inquiry



Student Health and Safety

At Lotus Petal Foundation, the health and safety of every child is a fundamental priority, woven into the very fabric of our learning environment. The LPF school campus upholds stringent safety protocols, with full compliance to the **National Building Code of India 2005** and certifications from local authorities under **Section 19 of the RTE Act**, confirming structural integrity and student safety. A **toxin-free atmosphere, accessible infrastructure with disability-friendly ramps and advanced alert systems including alarms, a central Public Announcement Network and comprehensive CCTV surveillance ensure students thrive in a secure, inclusive, and nurturing setting.**

To further strengthen the safety of the campus, we have established systems and procedures in place focusing on **electrical safety, safety from construction hazards, fire safety, sanitation and hygiene while also ensuring emotional wellbeing of all students.**

Key Safety Initiatives

Electrical Safety

- Electrical systems regularly inspected.
- Classrooms and exits are kept obstacle-free for emergencies.
- Evacuation plans are displayed.
- Fire extinguishers in place to mitigate any risks.



Sanitation and Hygiene

- Clean drinking water accessible through functional RO systems.
- Separate toilets for boys, girls, and children with disabilities.
- Classrooms and libraries designed to provide cross-ventilation and natural lighting.



Fire and Earthquake Safety

- Fire safety certificate and NOC obtained from Fire Department.
- Firefighting systems and fire safety procedures in place.
- Protocols in place for natural disaster preparedness.
- Emergency transport available for student evacuation.



Disability Friendly Infrastructure

- Inclusive infrastructure with ramps, wide doorways, and accessible pathways.
- Dedicated toilets designed for comfort and safety of Children with Special Needs.
- Trained staff member responsible for assisting students with disabilities during emergencies.



Safety from Construction Hazards

- Barricades and warning signs restrict student access to construction zones.
- Construction-related water storage securely covered for child safety.
- Police verification done for staff involved in school activities.



Health and Nutrition Initiatives

At Lotus Petal Foundation (LPF), we are committed to nurturing every student by providing access to high-quality education, comprehensive healthcare, and balanced nutrition. Our commitment goes beyond classrooms to ensure students receive freshly prepared meals in school every day, crafted by expert nutritionists to deliver the optimal mix of macronutrients, prepared in a hygienic environment under strict safety protocols. In collaboration with government health departments, LPF conducts a range of preventive health programs, including Mass Deworming, Iron-Folic Acid (IFA) supplementation, and regular health screenings, all aligned with official health calendars.

We also follow the latest CBSE-issued health directives by displaying sugar and oil boards in our school kitchens, ensuring transparency about sugar content and the consistent use of healthy oils in our meal preparations. Imparting quality education with good health and nutrition plays a pivotal role in achieving our larger vision of transforming the lives of children through a holistic approach.



Balanced Weekly Menu

Expert-curated 7-day rotational menu ensures proper and balanced macronutrient intake.



On-Campus Medical Room

Staffed by a qualified nurse for first aid and minor care for students.



Annual Student Health Screening

Screening of key health parameters including height, weight, BMI, Hb tests, dental, ear, and eye exams.



Elimination of Refined Sugar

Refined sugar has been excluded from our breakfast menu as an effort to support CBSE's "Eat Right" campaign.



Hygiene Awareness Workshops

Sessions on handwashing, menstrual health, and sanitation organized.



Physical and Emotional Wellbeing

At LPF, we are committed to nurture our students beyond classroom learning and prioritize their physical and mental wellbeing through protecting every child from physical harm and abuse in all its forms. Guided by the United Nations Convention on the Rights of the Child, **our Child Protection Policy** ensures that children’s wellbeing is our highest priority in every decision we make. We adhere to the Protection of Children from Sexual Offences (POCSO) Act, 2012 and the Juvenile Justice (Care and Protection of Children) Act, 2000, with clearly defined procedures and roles for all stakeholders. We have a Child Protection committee in place which allows students to express their concerns. We also conduct regular sessions on safe/unsafe touch, anti-bullying, and POCSO awareness for our students and employees.

We continuously strive to create an environment where students are safe from physical, emotional and mental harm in any form and to enhance our commitment, we emphasize on mental health and wellbeing through establishment of trained counselling teams, available for emotional support through group or individual sessions.

When necessary, we also connect families with external experts for support. Our policy covers all areas of the school and community, reinforcing our shared responsibility to create a nurturing, protective space for every child in our care.



SOCIAL

02

02/02

CHILDREN AND COMMUNITIES

We work in India, to help children from disadvantaged backgrounds to become employable as knowledge workers who otherwise would become menial labor workers.



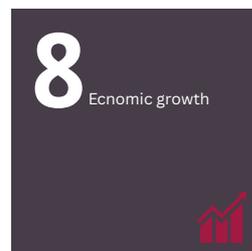


Community Development

Turning Classrooms into Pathways of National Progress

At the Lotus Petal Foundation, we are dedicated towards transforming lives of underserved children by fostering holistic development, creating equal opportunities and empowering them to successfully integrate into mainstream society. We are committed to create a lasting positive impact on both the students and their families by providing **comprehensive education, nutritious meals, quality healthcare, and skill development opportunities**. Through our carefully structured programs, we are cultivating a generation that is educated, healthy, skilled, and ready to lead. We are building a future where classrooms become pathways for national progress, and every child becomes a catalyst for lasting economic and social transformation. Our ecosystem also enables people to support education by contributing their skills, time, or financial resources.

SDGs Impacted



Key Highlights, FY 2024-25

50+ Digitally enabled classrooms	10,000+ Meals served per day	7000+ Students enrolled in E-learning
300+ Student placements through Jeevika	169 Students received scholarships	11,439 Lives Transformed



Our Community Development Programs

Our programs are thoughtfully designed around **three powerful pillars** that drive a child's holistic growth, ensuring they not only learn, but thrive in every aspect of life. Our **education programs** include Central Board for Secondary Education (CBSE)-affiliated schooling, remote learning, vocational training, and personality development, empowering students with knowledge and confidence. To support their **well-being**, we ensure every enrolled child receives nutritious meals, promoting good health and sustained learning. Additionally, our **livelihood initiatives** focus on career and skill development through National Skill Development Corporation (NSDC)-certified short-term courses, career guidance, and assured placements.

Pillars of Change

High-impact Interventions by LPF

Education

- Lotus Petal Senior Secondary School
- Pratishtan Learning Centre
- Vidyananda Program
- Vidya Sahyog
- Scholarships

Nutrition

- Aarogya Wellness
- Zero Hunger Food Bank

Livelihood

- Jeevika Skill Development Program



Education

Nurturing Potential, Shaping Future

India's robust education system serves **248 million students across 1.47 million schools**. Envisioning India to become a global knowledge superpower, the National Education Policy (NEP) 2020 and broader educational reforms have been implemented to make learning more affordable, inclusive, and equitable. With a target of 100% Gross Enrolment Ratio (GER) by 2030, **current enrolment is near universal at the primary level (93%)**. Efforts are underway to bridge gaps at the secondary (77.4%) and higher secondary levels (56.2%)⁵ through targeted initiatives that aim to enhance infrastructure, improve teacher training, and elevate learning outcomes.



At Lotus Petal Foundation, we have always believed that **education is the most empowering tool that changes an individual's life**. To achieve this transformation, we embarked on this journey of providing education in **2013** with the launch of the Pratishthan Learning Centre. This initiative laid the foundation for future programs. Soon after, the Vidyananda Program was introduced, offering classes from Nursery to Grade VIII between FY 2013–2024. In FY 2022, the Lotus Petal Senior Secondary School (LPSSS) was established in Dhunela, and students from Vidyananda gradually transitioned to this new institution. Today, the pre-primary section of LPSSS continues under the name Vidyananda. Each educational initiative has been thoughtfully designed to meet the evolving needs of children across different age groups and stages of learning. The foundation incorporates learning beyond academics, integrating social skills, arts, fitness, and theater into its curriculum.

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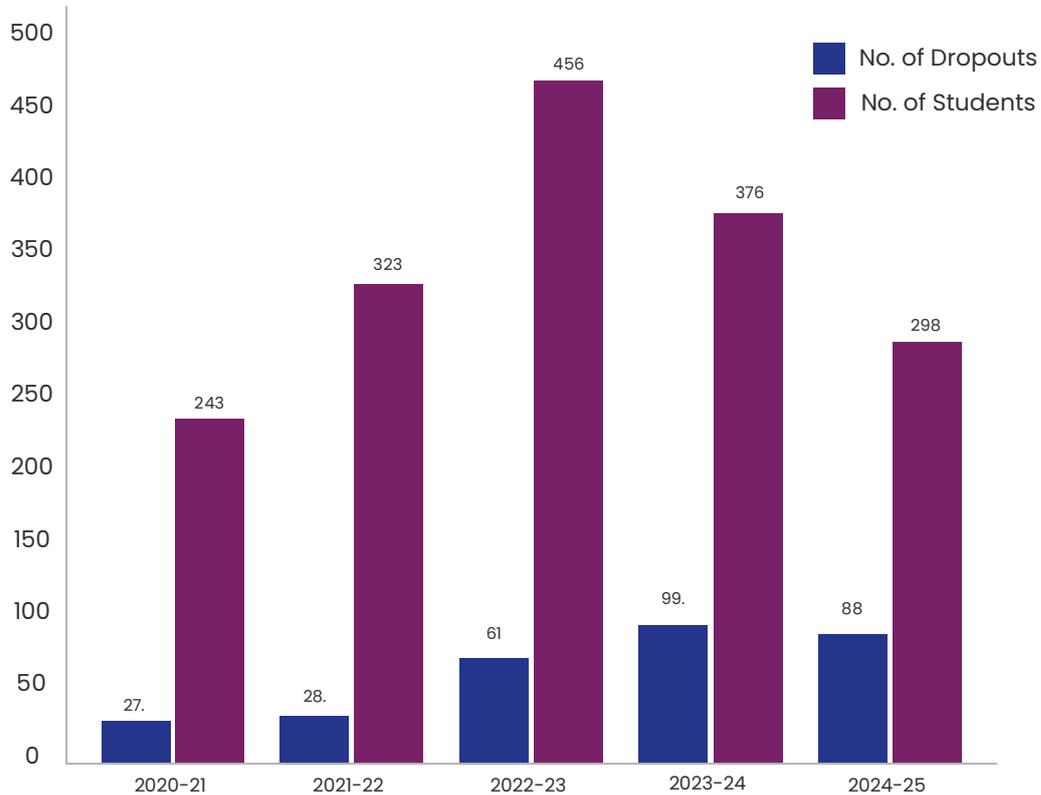


⁵ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2101363>



Pratishthan Learning Centre

Pratishthan Learning Centre, established in 2013, is an effective **fast-track education** program for underprivileged children who are lagging in their education due to fractured schooling or dropouts. Affiliated with NIOS, the program is efficiently designed to equip an out-of-school teenager with knowledge and skills needed to become career-ready in five years based on their education. The program also offers vocational training and soft-skills, encouraging holistic development of the student and making them job-ready.



	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
No. of Dropouts	27	28	61	99	88
No. of Students	243	323	456	376	298

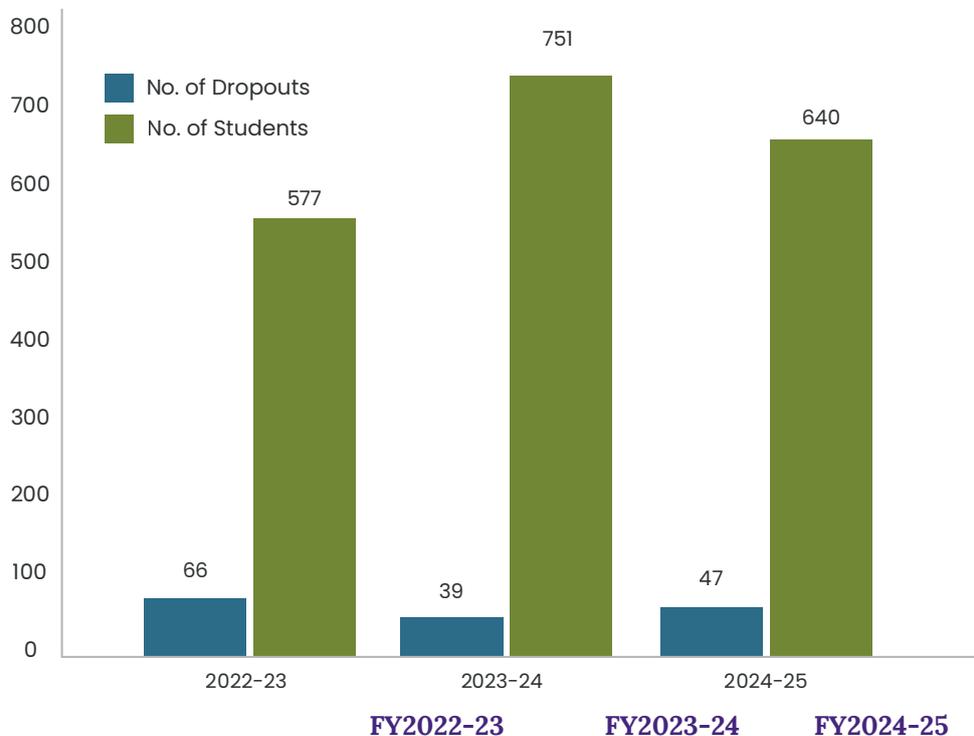
Social Impact Assessment Findings:

- **98%** of the surveyed respondents from PLC found their school to be effective in fulfilling their education requirements.
- **97%** of the respondents saw improvement in their academic performance after enrolment.
- **99%** of the respondents reported having been attending school regularly.
- **100%** of the respondents reported having received support in preparing for their Board examinations.



Lotus Petal Senior Secondary School (LPSSS)

Lotus Petal Senior Secondary School (LPSSS), established in 2022, is a CBSE-affiliated institution that follows the K-12 age-appropriate learning model. LPSSS is committed to nurturing 21st-century skills by integrating technology, leadership development, and hands-on learning through its dedicated infrastructure.



	FY2022-23	FY2023-24	FY2024-25
No. of Dropouts	66	39	47
No. of Students	577	751	640

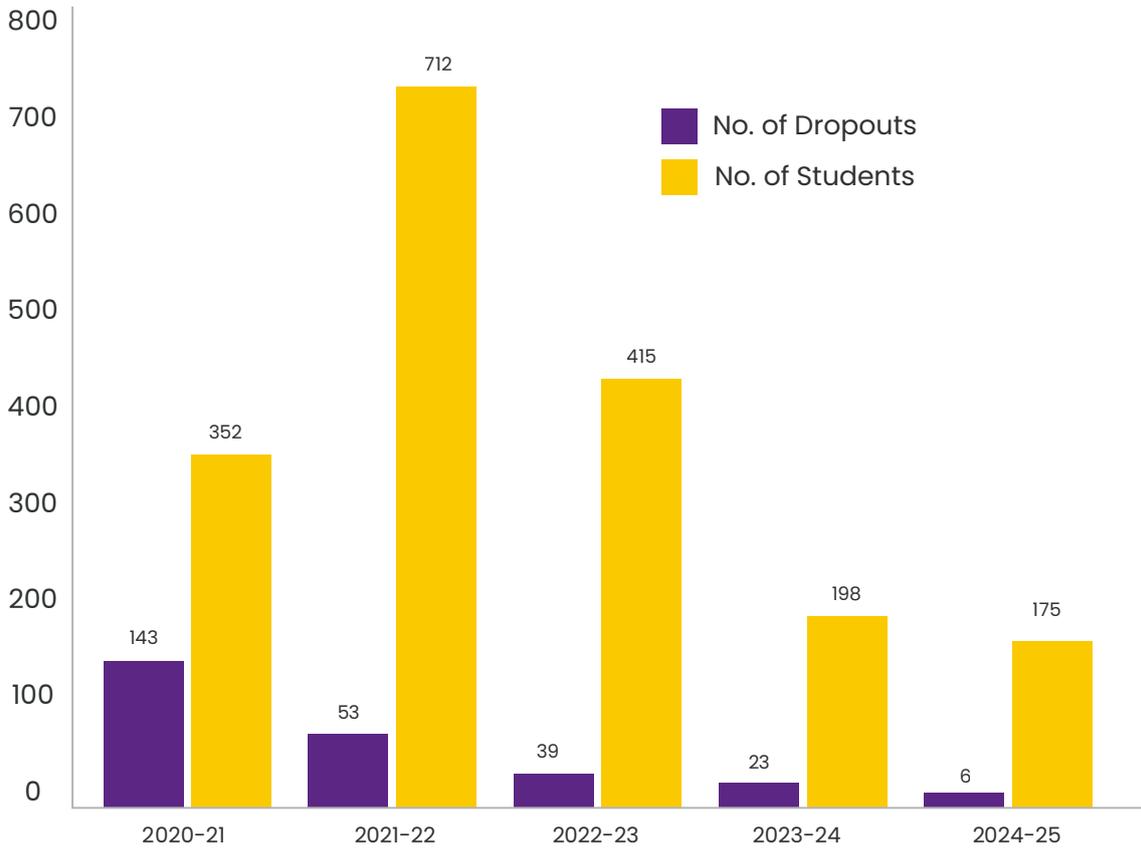
Social Impact Assessment Findings:

- **100%** of surveyed respondents from LPSSS found their school to be effective in fulfilling their education requirements.
- **99%** of the respondents reported an improvement in their academic performance after enrollment.
- **95%** of the respondents reported having been attending school regularly.
- **93%** of the respondents reported that **regular health camps** were conducted in their school, **91% confirmed** the availability of a **professional doctor and nurse** in the school and **97%** of the respondents received **awareness on health and nutrition**.



Vidyananda Program

Vidyananda is a specialized early childhood education program, a part of Lotus Petal Senior Secondary School (LPSSS) launched in 2013 with just 20 students, designed to support holistic growth through age-appropriate learning. It follows an NCERT-based curriculum tailored for children from underserved communities and incorporates fitness, art, theatre. The program uses a hybrid model to ensure continuity during lockdown, while term exams and regular parent-teacher meetings foster strong engagement.



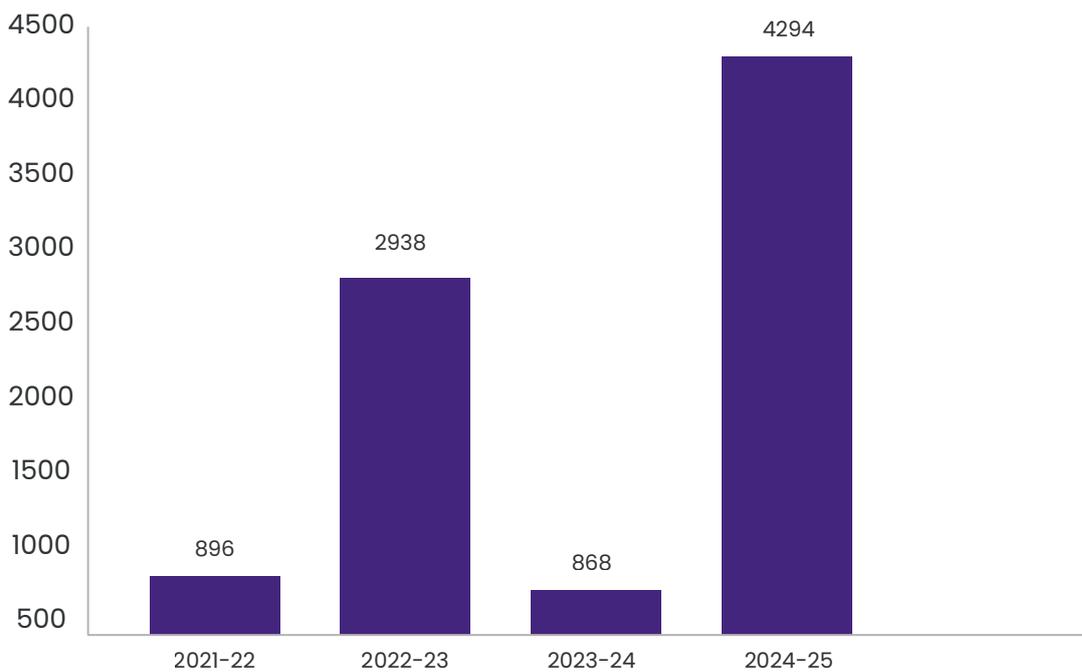
	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
No. of Dropouts	143	53	39	23	6
No. of Students	352	712	415	198	175



Vidya Sahyog

Through this program, LPF provides digital **learning infrastructure and e-teaching assistance** to affordable private, government, NGO, and feeder schools across diverse regions. Partner schools receive interactive, real time classes seamlessly integrated into their school time-tables, delivered by trained LPF teachers. They also receive continuous guidance on managing virtual classrooms, attendance, student queries, and collaborative teaching. Infrastructure development and ongoing maintenance are also extended to government schools.

 <p>Conducting of baseline examination with students at the partner schools to understand learning level.</p>	 <p>Children are grouped basis their learning levels and classes are conducted via digital intervention.</p>	 <p>Qualified teachers conduct e-learning classes sitting from LPF through a customized curriculum designed for the students.</p>	 <p>This approach has impacted: 100+ schools 7000+ students Across 9 states.</p>
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	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
No. of students who enrolled in and attended e-learning sessions	896	2938	868	4294

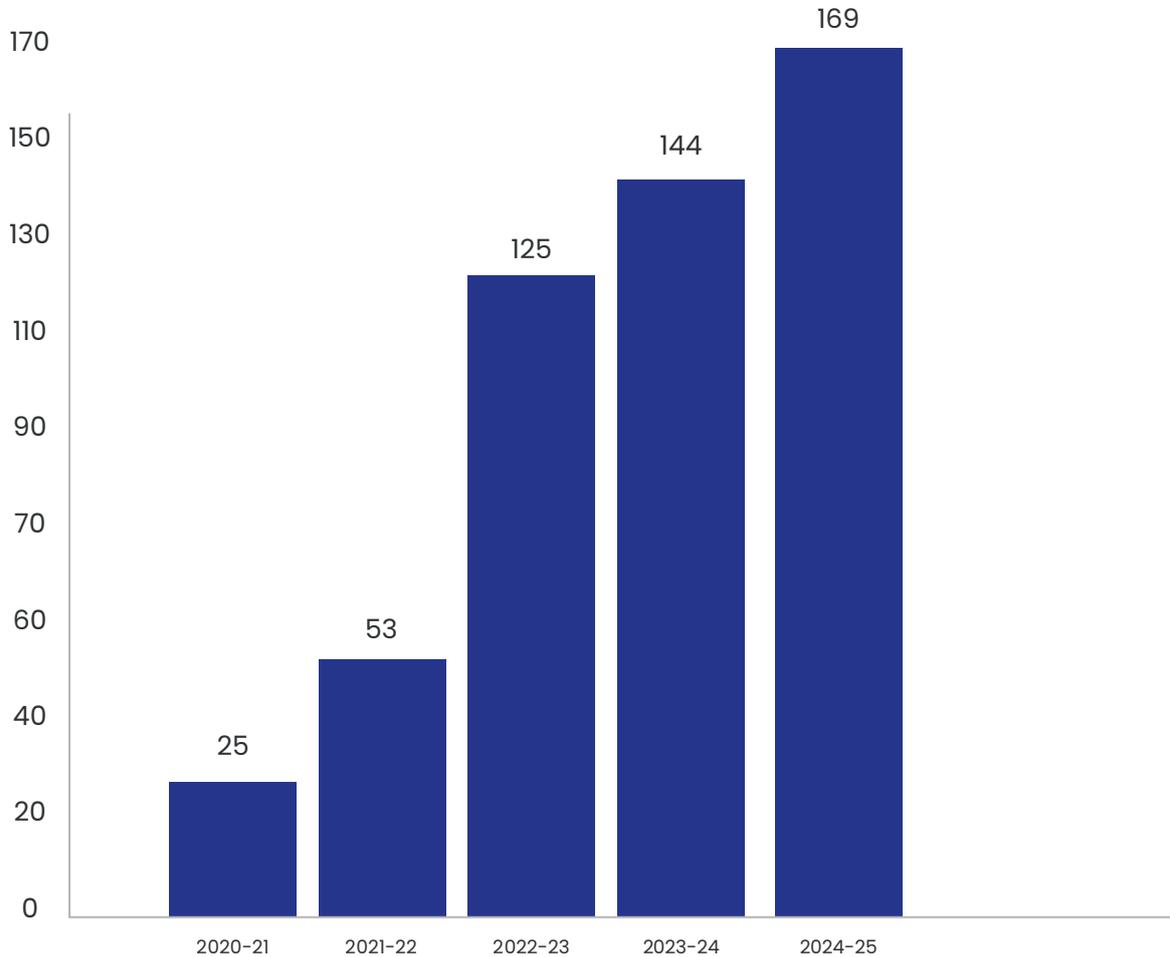
Social Impact Assessment Findings:

- **100%** of the surveyed teachers from partner schools reported that the e-learning support as part of the Vidya Sahyog program was effective for their students.



Scholarships

Through this program, LPF connects scholarship seekers with sponsors, offering financial aid to students within and beyond its institutions. It assists individuals and companies in setting up scholarship funds, expanding access to quality education across India.



No. of students receiving scholarship (new students only)	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
	25	53	125	144	169

Social Impact Assessment Findings:

- **96%** of the respondents reported receiving financial assistance through the scholarship program.
- **79%** of the respondents experienced a reduction in their expenditure for higher education.



Education: Year on Year Amount spent (All figures in INR)

S.No.	Program	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
1	Pratishthan Learning Centre	18,274,316	21,597,577	28,922,706	28,304,331	31,559,000
2	Lotus Petal Sr. Sec. School	-	5,04,026	41,073,985	65,033,437	96,305,232
3	Vidyananda	19,284,313	26,151,276	17,116,603	11,900,186	13,532,078
4	Vidya Sahyog	11,994,061	14,833,597	36,784,500	33,941,672	39,937,931
5	Scholarship	17,00,290	44,25,272	81,87,809	14,627,778	11,892,973



Impact Story

Empowering Dreams through Education

When 13-year-old Preeti moved to Gurugram with her family, the transition came with financial hardship and uncertainty about her education. Struggling to make ends meet, her parents couldn't provide the academic support she needed. This changed when Preeti joined Pratishtan Learning Centre (PLC).

Through dedicated academic assistance, career counseling, and social guidance, PLC helped Preeti find her footing. Daily nutritious meals not only improved her health but also motivated her to attend school regularly.

As the months passed, Preeti's curiosity for learning deepened and her communication skills flourished, helping her grow into a confident, expressive young student. Today, she attributed her growth to PLC and its compassionate teachers for transforming her educational journey and nurturing her personal growth.



Nutrition

Empowering Lives Through Health, Wellbeing and Nutrition

India continues to face significant nutritional challenges, **ranking 105th out of 127 countries in the Global Hunger Index (GHI) 2024**. With a GHI score of 27.3, the country falls under the “serious” category for hunger. Key indicators reveal deep-rooted issues, **13.7% of the population suffers from undernourishment, 35.5% of children under five experience stunted growth**, and 18.7% are affected by wasting currently the highest rate in the world. Furthermore, child mortality stands at 2.9%, underscoring the urgency for targeted interventions in nutrition, public health, and food security.⁶



Initiating a proactive approach to foundational wellness, Lotus Petal Foundation launched the **Aarogya Wellness and Zero Hunger Program** aimed at enhancing physical and mental well-being among students, parents, and the community. The programs focus on providing nutritious meals, yoga sessions, regular health camps, and on-call doctor consultations. The Foundation has deployed a well-equipped team of healthcare professionals, nutritionists, counselors, and support staff with previous expertise in managing and delivering health and nutrition programs. To ensure quality healthcare, health metrics like BMI and hemoglobin are tracked and in-house counselors offer emotional and academic support during school hours to help students manage stress and learning challenges.

Aarogya Wellness

Launched in February 2021, the Aarogya Wellness Program is designed to **support students' physical and mental health**. It offers online consultations with reputed doctors nationwide, assisted by trained nurses who also provide free monitoring of blood sugar levels. Each patient has a digital health ID for maintaining medical records and receives timely treatments or referrals as needed. Medicines prescribed by online doctors can be purchased at discounted rates.



⁶ <https://www.globalhungerindex.org/india.html>

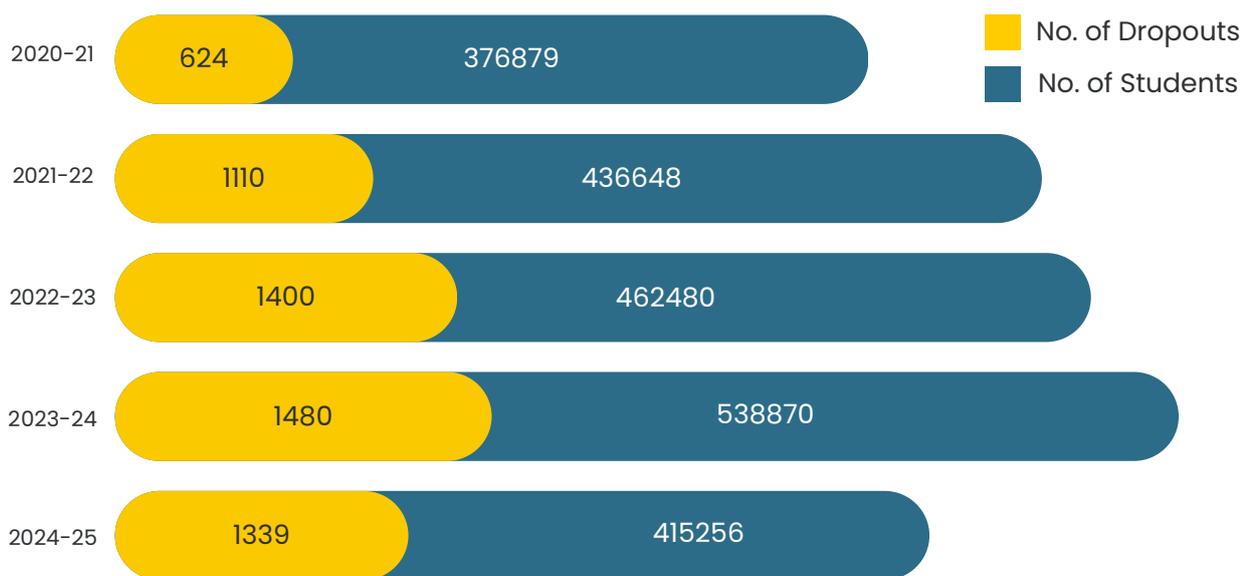


Zero Hunger Food Bank

The Zero Hunger Food Bank Program provides the students of Lotus Petal Foundation with **fresh, nutritionist-approved meals, breakfast, lunch, and evening snacks** to support their physical growth and overall development. Meals are prepared daily **in consultation with the nutritionist in a high-capacity, FSSAI A+ certified kitchen** that follows strict hygiene standards, and served in a **1,000-seat dining hall**. To maintain required quality standards, we conduct **third-party audits** of the kitchen and ensure quality-check of our seasonal and locally sourced ingredients.

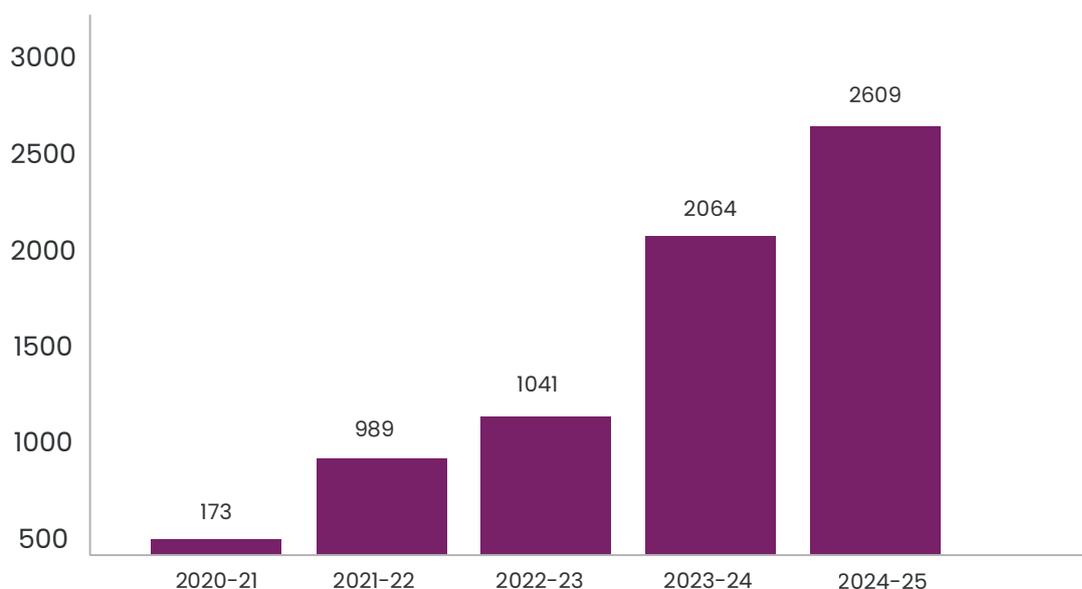


Beneficiary Outreach Nutrition Programs



	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
No. of Dropouts	624	1110	1400	1480	1339
No. of Students	376879	436648	462480	538870	415256





No. of consultations by student in the telemedicine centre	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
	173	989	1041	2064	2609

Social Impact Assessment Findings:

- **100%** of the surveyed respondents reported receiving nutritious and balanced meals in school every day.
- **97%** of the surveyed respondents reported that they had seen an improvement in their physical and mental well-being due to the support provided in the school.
- **93%** of the surveyed respondents reported that regular health camps were conducted in their school with 91% confirming the availability of a professional doctor and nurse in the school.
- **87%** of the respondents have observed a reduction in their frequency of falling sick due to the support provided with **83%** observing improvement in their BMI

Nutrition: Year on Year Amount spent

Program	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Aarogya Wellness	86,10,761	1,15,41,984	12,92,374	59,41,789	9,44,957
Zero Hunger Food Bank	-	1,09,99,376	1,15,80,191	1,47,29,206	1,58,99,816

Impact Story

A Journey towards Health and Focus

Aman, a student at Pratishthan Learning Centre (PLC), came from a low-income family where daily nutritious meals were a luxury. Underweight and fatigued, he struggled to focus in class.

Through PLC's holistic education program, Aman began receiving three nutritious meals a day, along with health education, yoga, and counseling. His BMI was monitored, and he learned the importance of balanced nutrition and mental well-being

The results were remarkable—Aman gained weight, became more energetic, and started enjoying seasonal vegetables. His classroom focus improved, and he began participating in sports with confidence and enthusiasm. Today, Aman's journey reflects how nourishment and care can unlock a child's full potential.

Students Speak



"Before joining the program, I struggled with unhealthy eating habits and was overweight. The nutritious meals at school helped me develop better eating patterns and lose weight. I've even adopted the same habits at home and encouraged my parents to do the same. It has made a real difference in our lives"

-Student at Jeevika



Livelihood

Empowering Youth, Transforming Lives with Jeevika

Skills and knowledge are key drivers of economic growth and social progress. In India, skill development plays a vital role in preparing the workforce with relevant and evolving competencies to access quality employment and maintain global competitiveness. According to the National Youth Policy 2014, youth are defined as individuals aged 15–29 years, a diverse group with varied aspirations and challenges.

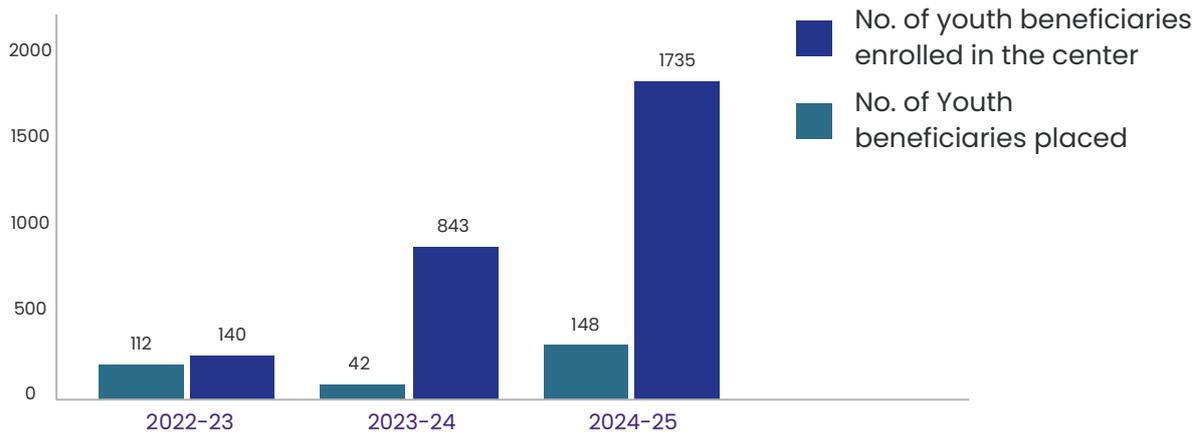
According to the Youth in India 2022 report, youth comprise 27.2% of the population and contribute to 34% of Gross National Income (GNI). To further enhance this contribution, India must focus on increasing youth labour force participation and productivity through targeted skill development which is key to unlocking their full potential and positioning India as a global leader in skilled manpower.

The Lotus Petal Foundation’s Jeevika Skill Development Program offers NSDC-certified short-term courses with placement support to underserved students, college dropouts, and unemployed youth. It aims to build employability while promoting early awareness of the value of vocational skills even among school-aged children enrolled in the Foundation’s education programs.



Jeevika Skill Development Program

The Jeevika Skill Development Program offers certified training in five key trades- Retail, Hospitality, Digital Marketing, Hardware & Networking, and BFSI. Alongside vocational courses, it provides career counseling and conducts placement drives to ensure meaningful employment opportunities for underserved youth.



	FY2022-23	FY2023-24	FY2024-25
No. of Youth beneficiaries placed	112	42	148
No. of youth beneficiaries enrolled in the center	140	843	1735



Social Impact Assessment Findings:

- **95%** beneficiaries found the training courses relevant to their needs.
- **100%** Students from PLC found trainings to be effective in increasing their knowledge base and skill set.
- **93%** of the respondents' part received placement support as part of the program.

Livelihood: Year on Year Amount spent						
S.No.	Program	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
1	Jeevika Skill Development Program	8,46,350	22,09,543	83,10,537	1,53,49,826	2,29,14,992



Impact Story

From Aspiration to Achievement

Akansha, a young woman from Sohna, Haryana, grew up in a modest household where her father's small general store brought in just ₹12,500 a month—barely enough to support a family of five. After completing her 12th grade, she felt a deep responsibility to help ease her family's financial strain.

In 2021, Akansha found a path forward through the Jeevika Skill Development Program by Lotus Petal Foundation. She enrolled in the Digital Marketing course, where she received practical training in SEO, Google Analytics, Facebook Ads and other skills tailored for a thriving digital economy.

With Jeevika's mentorship and placement support, Akansha secured a role as a Trainee Executive at Multi Infrastructure Engineering Pvt. Ltd. in Gurgaon, earning ₹15,000 per month. Today, she proudly contributes to her family's income and exemplifies how access to opportunity, paired with determination, can transform lives.

Students Speak



I am currently completing my graduation. Jeevika Skill Development Program has allowed me to start earning independently. Before joining the center, I had limited knowledge of or access to any such exercise program. No such exposure was provided in our college either. I am grateful to the Lotus Petal Foundation team for spreading awareness about the program

-Student at Jeevika



GOVERNANCE

03

CORPORATE GOVERNANCE

Our governance is rooted in integrity and responsible leadership, ensuring impact with accountability.



Corporate Governance

At the heart of Lotus Petal Foundation, lies a dynamic community of professionals and staff, the true Changemakers, who personify the organization's mission with true dedication. Guided by a selfless founding team, an engaged and visionary board, and a values-driven leadership group, the Foundation continues to expand its impact across sectors serving underprivileged communities.

A deeply rooted organizational culture ensures integrity, collaboration, and excellence, nurturing talent and inspiring teams to work with relentless focus toward a shared vision: transforming lives through education, healthcare, and opportunity. Founded in November 2011 by Kushal Raj Chakravorty, a young professional driven by purpose, Lotus Petal Foundation began as a humble initiative, a small school for six underserved children in a shopping arcade. Today, it stands as a global movement, uniting donors, volunteers, and partners from around the world to deliver quality education, nutritious meals, healthcare, skill development, and livelihood support to urban and semi-urban children and young adults in India.

Our Governing Board

Our organization is guided by a visionary Board comprising individuals with diverse skill sets, backgrounds, and professional experiences. Their collective wisdom and strategic insight help shape our mission, drive innovation, and ensure that our initiatives are both impactful and inclusive. This diversity strengthens our decision-making and reflects our commitment to holistic growth and responsible leadership.

Trustees



Kushal Raj Chakravorty

Trustee

Kushal is an alumnus of BIT Mesra and IIM Lucknow, with 20 years of rich corporate experience. Throughout his career, he found himself drawn to the themes of education and child development, subjects that stirred his conscience even though they lay outside his professional scope.



Dr. Nandita Chakravorty

Trustee

Dr. Nandita, is a distinguished medical professional with MD and DNB degrees and a gold medal to her name. At LPF, she leads the weekly outpatient clinic and plays a key role in organizing the monthly health camps held on campus.



Governing Council Members



Madhu Mehrotra

Governing Council Member

Dedicated homemaker and a passionate advocate for social change. Over time, her diverse talents and **wide network** have enriched the organization in countless meaningful ways.



Manish Gupta

Governing Council Member

A Chartered Accountant, Insolvency Professional, and Co-Founder of mysharedcfo.com. He brings a wealth of experience in **finance and accounting** that has greatly strengthened the operational backbone of LPF.

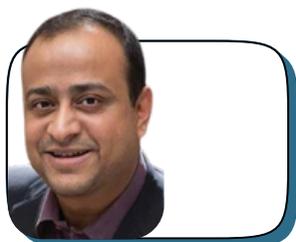


Achal Kaneja

Governing Council Member

With professional experience as a General Manager at PepsiCo, he now channels his energy into supporting LPF by helping organize its **periodic fundraising initiatives**.

Advisory Board Members



Arghya Sen

Advisory Board Member

Arghya Sen is a **management graduate from XISS**, Ran and currently holds a leadership position at an MNC. He uses his years of corporate experience and strategic planning skills to give advice on matters of **expansion and management at LPF**.

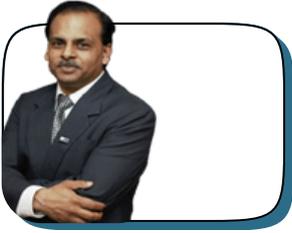


Yoginder Singh

Advisory Board Member

Yoginder holds **20+ years as a practicing lawyer** in courts and corporate roles. He runs a boutique **law firm** focused on the niche area of Food **Laws, Economic Legislations, and Corporate Legal Compliances**.

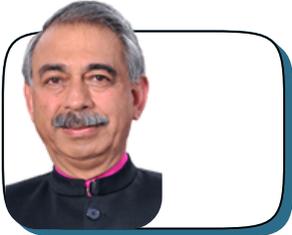




Shalabh Srivastava

Advisory Board Member

Shalabh serves as an honorary mentor to the Foundation's founder and leadership team. He is currently a Senior Fellow at CSEP, Delhi (Centre for Social and Economic Progress). Previously, he was Country Director and whole-time director of RTI International's Indian subsidiary, and a Management Consultant at Accenture. He is an **alumnus of IIT and IIM**.



Manmohan Lal Sarin

Advisory Board Member

Mr. Manmohan Lal Sarin, a veteran lawyer with **50+ years' experience**, is a **senior consultant at Sarin & Co**, former Advocate General, Bar Council Chairman, and recipient of France's Chevalier award. He continues practicing and edits legal journals.



Mujib Mundewadi

Advisory Board Member

Mujib Mundewadi has **26+ years' expertise** in private equity, banking, and global finance. He led CarVal India, managing \$200M in investments, and began his career at ICICI Bank, focusing on project finance, corporate banking, and distressed asset management.



Soumik Bhusan

Advisory Board Member

Soumik Bhusan, a CA with **18 years' experience**, held roles in finance and strategy across top firms. After leading Customer Experience Strategy at Amazon, he now mentors start-ups, teaches at business schools, and lives in Bangalore with his family.



Ethical Conduct of Operations

Our robust policy framework serves as a foundation for conducting operations with integrity, transparency, and accountability. It guides decision-making across all levels of the organization, ensuring that ethical standards are upheld in every action we take. By aligning our practices with legal requirements and best global practices, we enable a culture of responsibility and trust among our stakeholders.

Our Network of Policies



People

- Diversity and Equal Opportunity Policy
- Health and Safety Policy
- Human Rights Policy



Integrity

- Data Privacy and Protection Policy
- Code of Conduct and Ethics Policy
- Anti-bribery and anti-corruption Policy



Sustainability

- Supplier Code of Conduct
- Responsible Supply Chain Policy

Code of Conduct

At LPF, we are committed to strengthen a culture of ethics and integrity. Our Code of Conduct (CoC) serves as a guiding framework that outlines the expectations for all employees to uphold exemplary ethical standards and fulfill their responsibilities with integrity.

The policy applies to all employees, and promotes:

- **Honest and ethical behavior**, including the responsible handling of conflicts of interest.
- **Compliance** with all applicable laws, rules, and regulations.
- **Fair dealing practices** in all interactions.
- **Protection of organizational assets**, including corporate opportunities and confidential information.
- **Accountability** for adhering to the Code

In addition to employee conduct, the CoC also provides guidance for changemakers, external personnel, and visitors, with a strong emphasis on safeguarding children from any form of abuse or misconduct.

Reporting Violations

Anyone associated with LPF has the authority to raise the concern of violation of code of conduct. The concern raised is investigated by the designated team, ensuring the confidentiality of the proceedings. LPF Whistleblower Committee constantly monitors the processes and solutions. The appropriate disciplinary action is decided by the committee, based on the findings reported by the Investigation committee.



Anti-Bribery and Anti-Corruption

At LPF, we do not tolerate any form of bribery, embezzlement, or corruption and uphold all laws countering bribery, fraud, and corruption in all forms, laws such as **India's Prevention of Corruption Act, Prevention of Money Laundering Act, and the U.S. Foreign Corrupt Practices Act (FCPA)**. Our anti-bribery and anti-corruption policy prohibits the offering, giving, receiving, or soliciting of any form of bribe, kickback, or improper payment, whether directly or indirectly, to or from any government official, commercial entity, agent, consultant, customer, or vendor, with the intent of obtaining or retaining business or securing an improper advantage. Compliance with the policy is mandatory for all individuals and entities associated with LPF and is verified through various methods including external audits.

Data Privacy and Protection

We ensure the privacy and protection of personal data belonging to employees, students, donors, volunteers, and other stakeholders. In accordance with Indian laws and global best practices, personal data is safeguarded against unauthorized access, use, or disclosure. Our IT Team acts as the Data Protection Office and oversees implementation and compliance of our data privacy and protection policy.

Key Data Protection Principles:

- ☒ **Fair & Lawful Processing** – Data is handled transparently and legally.
- ☒ **Purpose Limitation** – Collected only for specific, legitimate uses.
- ☒ **Data Minimization** – Only necessary data is gathered.
- ☒ **Accuracy** – Data is kept current and correct.
- ☒ **Storage Limitation** – Retained only as long as needed.
- ☒ **Security** – Protected against unauthorized access or loss.
- ☒ **Individual Rights** – People can access, correct, or delete their data.
- ☒ **Consent** – Obtained wherever possible before processing.



Way Forward

Building a Future of Possibility and Purpose



Way Forward: Building a Future of Possibility and Purpose

As we release our first Sustainability Report, we stand at a pivotal moment in our journey, one that calls for deeper commitment, greater transparency, and bold action. This report is not just a reflection of our progress; it is a promise to every child, every partner, and every changemaker who believes in the power of opportunity.

Our Commitments Ahead

- **Annual Sustainability Reporting**

We will continue to publish annual sustainability reports to track our progress, share learnings, and uphold transparency.

- **Clear Targets & Measurable Impact**

We are on our way to set defined goals across key areas, including carbon emissions, water conservation, renewable energy, gender diversity, and social impact, to monitor and improve our performance.

- **Strengthening Disclosures**

We aim to deepen stakeholder trust by enhancing the quality and scope of our disclosures, aligned with global standards like GRI and the UN SDGs.

- **Expanding Climate Resilience**

We will integrate climate adaptation strategies into our programs to safeguard childhoods against environmental disruptions.

- **Empowering Through Education & Sustainability**

We will embed sustainability education into our curriculum, nurturing future leaders who are conscious stewards of the planet.

- **Investing in People**

Our team remains at the heart of our mission. We will continue to create a safe, inclusive, and growth-oriented workplace where impact begins from within.

Together, we move forward, not just to educate, but to empower. Not just to serve, but to sustain. The future we envision is one where every child thrives, and every action builds a better world.



Annexure Performance Table



Education

Talent Management at LPF

Category	FY 2024-25	FY 2023-24
Male	86	73
Female	128	121
Total Permanent Employees	214	194
Contractual/Part-Time Employees		
Male	3	2
Female	5	7
Total Contractual Employees	8	9
Total Employees	222	203

New Employee Hires

Category	FY 2024-25	
	Male	Female
Junior Management	46	46
Middle Management	4	9
Senior Management	0	2
Total Employees (Permanent)	50	57
Total Hires (Permanent)	107	

Internal Hires

Employee Category	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Total Employees (Permanent)	3	14	-	-
Total Hires	17		2	



Talent Management at LPF

Employees Category		FY 2024-25							
Age Group	<30		30-50		>50		Total		FY 2023-24
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Total
Junior Management	13	12	21	24	2	2	36	38	47
Middle Management	3	2	0	3	0	0	3	5	7
Senior Management	0	1	3	7	1	1	4	8	16
Tota Employees (Permanent)	16	14	24	34	3	3	43	51	70
Tota Employees (Permanent)	30		48		6		94		70

Talent Management at LPF

Employees Category		FY 2024-25							
Age Group	<30		30-50		>50		Total		FY 2023-24
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Total
Junior Management	8	10	12	18	1	2	21	30	26
Middle Management	2	2	2	2	0	0	2	4	4
Senior Management	0	0	0	6	1	1	4	7	13
Tota Employees (Permanent)	16	14	24	34	3	3	43	51	43
Tota Employees (Permanent)	22		41		5		68		43

Employee Benefits | GRI 401-2

No. of employees covered as a % of total employees		
Types of Training	2023-24	2024-25
PF	100%	100%
Gratuity	100%	100%
ESI	25%	19%
Accident Insurance	100%	100%
Maternity/Paternity Benefits	100%	100%
Health Insurance	100%	100%



Parental Leave | GRI 401-3

S No.	Category	Permanent Employees FY 2024-25		Permanent Employees FY 2023-24	
1	Employees entitled for parental leave	89	133	75	128
2	Employees that took parental leave	0	5	2	8
3	Employees that returned to work in the reporting period (FY 2024-25) after parental leave ended	0	2	2	7
4	Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	2	0	0

S No.	Category	Permanent Employees FY 2024-25		Permanent Employees FY 2023-24	
		Male	Female	Male	Female
1	Employees entitled for parental leave	89	133	75	128
2	Employees that took parental leave	0	5	2	8
3	Employees that returned to work in the reporting period after parental leave ended	0	2	2	7
4	Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	2	0	0



Minimum Notice Period

Minimum notice periods regarding operational changes (FY 2024-25)		
	Employee Category	Notice Period (In Days)
Permanenet Employees		
1	Employees (permanent)	30
1.a	Senior Management	30
1.b	Middle Management	30
1.c	Junior Management	30
2	Employees (Other than permanent such as interns, trainees / apprentices, part time employees, etc)	15

Work related injuries and ill-Health

Category	FY 2024-25
Injuries	0
LTIFR	0
Fatalities	0
Occupational Disease Cases (ODCs)	0
Lost Days and man Hours	0
Near Miss incidents	0

Work related injuries and ill-Health

Employee Category	Total Hours Trained
Permanent Employees	5187.5
Average Training Hours per FTE	24.24



Performance and Career Development

Performance and Career Development Reviews						
	FY 2024-25			FY 2023-24		
Category	Total (A) (Number of Employees)	No. (B) (Number of Employees Covered)	% (B / A)	Total (A) (Number of Employees)	No. (B) (Number of Employees Covered)	% (B / A)
Employees (Permanent)	222	149	67.12%	203	157	77.34%
Senior Management	26	22	84.62%	23	20	86.96%
Middle Management	24	18	75.00%	13	12	92.31%
Junior Management	172	109	63.37%	167	125	74.85%
Male	89	65	73.03%	75	60	80.00%
Female	133	84	63.16%	128	97	75.78%
Total	222	149	67.12%	0	0	0

Ratio of basic salary and remuneration of women to men

Performance and Career Development Reviews						
	Male		Female		Ratio	% of Female Employees
Category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category		
Board of Directors (BoD)	2	0	1	0	-	33.33%
Key Managerial Personnel	5	1071889	5	722725	0.674253818	50.00%
Employees other than BoD and KMP	87	3802971	135	5841021	1.535909891	60.81%

*Note: BODs are non-remunerated at LPF



Incidents of Discrimination

Category	FY 2024-25	FY 2023-24
Incidents of discrimination reported	0	0
Incidents of discrimination pending	0	0

Environment

Water Withdrawal and Consumption by Source

Source	UoM	FY 2023-24	FY 2024-25
Ground water/ Third Party Water	Kilolitres (kl)	1388	2769
Total		1388	2769*

Waste Generated

Category	FY 2024-25	FY 2023-24
Municipal Waste & Paper Waste	Tons	1.4256
Kitchen Waste	Tons	10.509
Total	Tons	11.935

Electricity Consumption by Source

Fuel Source	UoM	FY 2023-24	FY 2024-25
Renewable	Kwh	50,421	52,340
Non-renewable		18,750	15,921
Total		69,171	68,351



Emissions

Category	UoM	FY 2024-25
Scope 1	tCO2e	81.55
Scope 2	tCO2e	11.57
Total (Scope 1 + Scope 2)	tCO2e	93.13



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Thank You!





Khasra no. 12/2, Dhunela Berka Road, Village Dhunela, Sector 31, Sohna,
Gurgaon, Haryana-122103 (India)

