



SUSTAINABILITY

INITIATIVES &

REDUCTION MEASURES

FY 2024

20Cube

CARE

Tree Plantation

Acknowledging the paramount importance of land availability for afforestation efforts, we are diligently pursuing strategic partnerships with various government entities to engage in community-based reforestation initiatives. Considering the existing power scenarios, the smooth functioning of our operations is heavily dependent on emergency generators that run on diesel. The projected emissions over a 10-year period due to stationary equipment fuel consumption amount to 372 tCO₂e. We have undertaken in-house plantation with the objective of offsetting carbon emissions that result from stationary equipment fuel consumption.

To start with, we have planted 2,280 trees across the distribution centres. Most of the planted trees are native species.

The estimated carbon sequestration from the in-house tree plantation is approximately 383.7 tCO₂e, which will effectively offset the emissions resulting from stationary equipment fuel consumption.

Initiative	Target	FY 24	FY 25	FY 26	As on Status
Tree Plantation	2280	2280			Completed

Green Building Footprint

Building infrastructure development and utilization designed for sustainability is vital to our commitment. This approach yields numerous benefits, including enhanced energy efficiency, water conservation, effective waste management, responsible utilization of natural resources, and the promotion of employee well-being by providing them with a world-class workplace and experience. Our facilities occupy a total footprint of 5.67 million square feet, of which 0.96 million square feet of distribution centers are sustainable by design. Additionally, 0.86 million square feet of building space at our Thane and Khalikpur facilities have been registered for Green Building Certification under the Indian Green Building Council.

Initiative	Target	FY 24	FY 25	FY 26	As on Status
Green Building Footprint	50%	17.6%			WIP

Organic Waste Composter

We have implemented waste segregation and qualification measures at our sites, resulting in a notable reduction in waste generation. We have also made third-party arrangements to safely transfer waste for recycling or appropriate treatment. All hazardous waste at our sites is diligently managed, with respective clients responsible for removing such waste generated by them.

As part of our commitment to waste management best practices, we have set up a microorganism-based natural composting facility at our site in Thane. We use two beds, each with a capacity of 1,000 KGs to process all daily biodegradable waste, including food leftovers, leaf and grass litter, and other organic waste. Our sustainability policy emphasizes sustainable practices, including resource efficiency, further supported by detailed guidance on water and waste management practices.

Initiative	Target	FY 24	FY 25	FY 26	As on Status
Organic Waste Composter	10	1	9		WIP

Solar Plant

Crafting and executing effective reduction and mitigation measures form the cornerstone of our environmental management strategy. Our carbon reduction and mitigation efforts encompass leveraging renewable energy sources, honing in on operational efficiencies, and investing in innovative technologies that echo our commitment to sustainability. Fostering strategic partnerships with like-minded, sustainability-driven supply chain partners is integral to our approach. At 20Cube, our commitment to environmental conservation is unwavering. Considering our operational reach and circumstances, carbon emissions are categorized into two groups. Scope 1 and Scope 2 emissions are consolidated, with an ambitious target for neutrality by 2026. Scope 3 emissions are treated separately, with a pledge to attain neutrality by 2035. We are committed to achieving Scope 1 and Scope 2 neutrality by FY 2026. We have brought forward our goal of transitioning to 100% renewable power by FY 2025. To support this goal, we are planning to add a rooftop solar system capacity of ~1400 kWp.*

Initiative	Target	FY 24	FY 25	FY 26	As on Status
Solar Plant	1700	304			WIP

Well-being Training

We have instituted effective training protocols that entail a meticulous assessment of skill requirements and comprehensive gap analysis delivered through bespoke training modules. We have ingrained a culture of perpetual refinement and setting measurable key performance indicators (KPIs) to gauge outcomes to help us stay on track. Our ESG training is held for both permanent and temporary employees. The average training hours reported for ESG topics was ~17 minutes per employee per annum and ~44 minutes per employee per annum for Non ESG topics. Overall, we averaged ~1 hour of training per employee per annum.

Initiative	Target	FY 24	FY 25	FY 26	As on Status
Well-being Training	Training on 2 Topic / year , with the coverage of >50%	26%			WIP