



GSF Sustainability Report

Shaping A Green Future

YEAR 2023

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Our Sustainability Journey



The Global Schools Foundation (GSF) embarked on a two decade-spanning journey of sustainability, beginning in 2002 with the integration of environmentally conscious practices into its educational framework. The initial period saw the inception of initiatives such as the holistic framework of education, which also gave importance to Community care and Environment aspect and the iCare program within the Global Montessori Plus (GMP) curriculum. Students actively engaged in various sustainability-driven activities, including recycling campaigns, gardening projects, charitable donations, and programs focused on holistic well-being, fostering a culture of responsibility and environmental awareness.



As the years progressed (2014-2018), GSF intensified its efforts towards environmental sustainability, with a particular focus on developing green infrastructure across its campuses. Additionally, students were encouraged to participate in external competitions, nurturing their creativity and innovation in addressing environmental challenges while fostering a spirit of healthy competition and collaboration.

The period from 2019 to 2021 marked a significant milestone for us as GSG Schools formalised their commitment to the United Nations Sustainable Development Goals (UNSDGs) through a pledge signing ceremony. This commitment was further solidified through the development of a comprehensive Sustainability framework based on the Whole School Model of Sustainability and initiation of calculation of carbon footprint for some of our schools. These initiatives laid the groundwork for strategic planning and informed decision-making in pursuit of sustainability goals.

In 2022, GSF transitioned towards a more structured approach to sustainability, implementing systems for tracking and monitoring progress towards achieving

Our Sustainability Journey



Sharing our progress not only demonstrates our accountability but also serves as a source of motivation, inspiring everyone to contribute more towards our sustainability goals.

the UNSDGs. The introduction of a sustainability index and the establishment of Key Performance Indicators (KPIs) aligned with the 5S of Sustainability provided a framework for evaluating and improving sustainability performance. Furthermore, the adoption of hydroponics showcased GSF commitment to innovative and sustainable agricultural practices, promoting the "Farm to Table" concept within its educational ecosystem.

By 2023, GSF had reached significant milestones in its sustainability journey, including the publication of its inaugural Sustainability Report, which documented progress, achievements, and future goals. The deployment of renewable energy sources, along with participation in international forums such as COP 28, underscored GSF's leadership and dedication to global sustainability efforts. Moreover, the conception of an internal Green School Certification program highlights its commitment to recognising and rewarding schools within its network for their exemplary sustainability practices, further fostering a culture of environmental stewardship and social responsibility.

Company Profile

At Global Schools Foundation, we are committed to empowering communities around the world that encompasses different areas of initiative including providing accessibility to quality education, research in IT and how it helps in education and academics, thought leadership programmes, innovation in and out of tech, research on health and sports data amongst youths, and more.

GLOBAL SCHOOLS FOUNDATION



OUR VISION

We envision ourselves as a global advocate for the pursuit of learning excellence. We are creating a network of global teachers, learners and innovators to collaborate and continue with us on this life-long journey of continued enrichment.

OUR MISSION

In-line with our vision of being an advocate for the pursuit of learning excellence, our mission encompasses 3 main factors:

- ➔ **We support big ideas:** By giving them a platform or foundation to build on from the start of the project to fruition
- ➔ **We inspire talents:** By providing globally-recognised programmes and opportunities that encourage them to hone their skills further
- ➔ **We celebrate innovations:** By giving them the spotlight to explore their inventive nature and an outlet for their creativity to shine

About GSG



Global Schools Group is an initiative of the Singapore-based Global Schools Foundation which is dedicated to providing world-class education to learners across the globe and shaping their futures in a global landscape.

GSG Vision

Our vision is to become a global role model for teaching and learning. We believe that no child should be deprived of opportunities to excel in life and should have access to a world-class education.

GSG Mission

Our mission statement supports our vision and conveys how we plan to realise it: We aim to provide quality and affordable education to students across the world and build strong virtues and values leading to the holistic development of each student. Every school that is part of the Global Schools Group encourages creativity, individualism and entrepreneurship among its students. We want our students to leave the campus as the leaders of tomorrow.

Company Profile

GSG AT A GLANCE



64 Campuses in 11 Countries

Countries we operate in



**45000
STUDENTS OF
70
NATIONALITIES**

Chairman's Message



This can only be termed as a moment of pride!

Global Schools Foundation and its schools diligently worked upon last year's framework and initiatives, and actively worked on measuring the impact of their sustainability initiatives to build on our aims. The result is our second Sustainability Report in two years - a significant milestone in our unwavering commitment to fostering a better and more sustainable world.



MR. ATUL TERMUNKAR

Chairman and Co-Founder Global Schools Foundation

Our journey towards sustainability is deeply intertwined with our alignment with the UN Sustainable Development Goals (SDGs). Since the outset, we've embraced these global objectives as our guiding principles for sustainability, integrating them into our strategic planning and operational practices. Every activity outlined in this report represents a tangible step towards achieving these ambitious goals. Our approach to sustainability is comprehensive, permeating every aspect of our operations, infrastructure, student activities, and curriculum.

Our Sustainability Policy underscores our dedication to integrating sustainability into education, reducing environmental impact through efficient resource management, and forging partnerships for community engagement, ensuring a greener future within and beyond school boundaries. This policy lays the foundation for reducing our environmental footprint, promoting sustainable practices, and nurturing a culture of environmental consciousness within educational settings.

Our proactive measures to reduce our carbon footprint are visible through sustainable practices and investments in green technologies, which has helped us minimise our environmental impact while enhancing operational efficiency. From energy-efficient buildings to eco-friendly energy and water usage, we're continually exploring ways to tread lightly on our planet.

Furthermore, we meticulously monitor over 29 parameters to comprehensively track our sustainability progress, addressing a wide array of factors contributing to sustainability. Technology plays a pivotal role, whether it's enhancing learning experiences or implementing new technologies for projects like hydroponics, introducing students to innovative farming techniques.

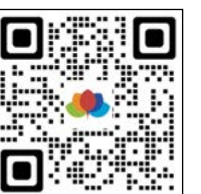
Chairman's Message



Our commitment to sustainability transcends environmental stewardship; it encompasses social and economic dimensions. Through community engagement programmes and fair labour practices, we strive to create positive social impact and foster inclusive growth within our communities. By equipping our future workforce with essential skills and expertise, we're positioning ourselves at the forefront of this emerging sector, ready to seize opportunities and set the pace.

Our vision is to empower every student as a Sustainability Ambassador, recognising them as catalysts for environmental awareness and change.

While proud of our progress, our sustainability journey continues, demanding ongoing dedication, innovation, and collective effort. Let's push the boundaries of possibility and inspire others to join us in building a more sustainable future for generations to come.



Scan to read more

Message from Leaders



Our second sustainability report underscores our unwavering commitment to sustainability and responsible business practices.

It reflects our collective dedication as we integrate sustainability into every aspect of our operations.

Our students enthusiastically participate in sustainability-related activities, nurturing a sense of global citizenship and responsibility. Through engaging in competitions focused on these principles, they not only sharpen their skills but also advocate for sustainability. Supported by various clubs and centers within our schools, we actively promote these initiatives. From reducing our carbon footprint to fostering community engagement and raising environmental awareness, we've made notable strides towards our sustainability objectives.

As we navigate an increasingly complex world, sustainability is not just a goal but a necessity for our long-term success and the well-being of future generations. I am proud of our achievements and excited about the opportunities ahead.

We will continue to push boundaries, invest in innovative technologies, forge partnerships, and empower our students and employees to drive positive change within our schools and beyond.



Over the past year, we have seen remarkable engagement from our students in various sustainability-related activities, promoting global citizenship and responsibility. Through their participation in competitions focused on sustainability, they not only enhance their skills but also serve as advocates for environmental stewardship. From integrating sustainability into our curriculum to implementing eco-friendly initiatives across our campuses, every endeavor reflects our commitment to creating a more sustainable future.

All our schools unite under a common vision, cultivating an environment where sharing best practices and enhancing the student experience through collaboration are strongly encouraged.

Looking ahead, we are excited to explore new avenues for sustainability and expand our impact on a global scale. Through collaboration, innovation, and strategic partnerships, we aim to lead by example and inspire positive change within our communities and beyond.



As our primary ambassadors, students play a pivotal role in our sustainability initiatives. We take pride in actively involving them in hands-on experiences and integrating sustainability into our curriculum across all schools. Moreover, students have the opportunity to represent GSF at international levels, further amplifying our commitment to sustainability on a global scale.

I am pleased to showcase the notable strides we've taken in reducing our carbon footprint, cultivating community engagement, and raising environmental awareness throughout all our schools. These accomplishments underscore our unwavering dedication to sustainability and our obligation to future generations. Through diligent monitoring of our sustainability-related Key Performance Indicators (KPIs) and regular reporting, we ensure continuous improvement in our sustainability efforts.

To further enhance awareness and collaboration, we have set up UNSDG boards in our schools, highlighting the importance of these Global Goals and inspiring action.

Message from Leaders

Additionally, our newsletters & podcasts focused on sustainability provide a platform for sharing best practices, motivating, connecting with one another, and fostering collaboration towards our common goal of creating a more sustainable world.

Additionally, in 2024, we launched an internal Green Schools Certification program to acknowledge and honor schools across our network showcasing outstanding dedication to sustainability practices. This initiative stands as a testament to our continuous efforts in fostering greener and more environmentally-conscious learning spaces.

As we continue our journey, let us remain committed to integrating sustainability into every aspect of our working. Together, we can inspire positive change and create a more sustainable world for all.

Thank you for your ongoing dedication to sustainability.



Our Approach To Sustainability

GOVERNANCE STRUCTURE

A robust governance structure in companies is vital for integrating ESG considerations, fostering accountability, and managing risks effectively. It ensures long-term value creation, stakeholder engagement, regulatory compliance, and protects the company's reputation. With transparent governance, companies can navigate complex landscapes, build trust, and enhance sustainability in a rapidly evolving business environment.

GSF Sustainability Committee	1. Finalising group level policy & goals 2. Budget allocations 3. Regular monitoring & review of group's plans
GSF Core working team (Sustainability)	1. Proposing, planning & supporting sustainability activities for all campuses 2. Regular monitoring & review of campus data & plans 3. Sustainability report for the group 4. Social media, publishing & designing collaterals 5. Trainings & awareness
GEO level working team	1. Geo-level planning & target setting for ESG goals 2. Operations & building level data & monitoring” 3. Social media, publishing & designing collaterals 4. Trainings & awareness
Campus level working team	1. School level planning of activities & projects 2. Goal setting for students activities & projects 3. Implement and review sustainability activities of the school

Our Approach To Sustainability

GSF SUSTAINABILITY POLICY

At GSF, we have meticulously crafted our own sustainability policy tailored specifically for our schools.



Global Schools Group

An initiative of GSF



Global Schools Foundation

GLOBAL SCHOOLS FOUNDATION: SUSTAINABILITY POLICY

Policy Statement

In our commitment to sustainability, our organisation pledges to undertake the following initiatives. Our goal is to empower every student to become a champion for sustainability, embodying its principles both within and beyond the walls of our school.

1. Sustainability concepts will be integrated into our curriculum across all grade levels and subject areas to educate students about environmental issues and foster a sense of responsibility toward the planet.

2. Our schools will organise events, workshops, and campaigns to raise awareness about sustainability issues and promote environmentally friendly behaviours among students, staff, and the wider community.

3. We strive to minimise our environmental footprint by reducing energy and water consumption, minimising waste generation, and promoting recycling and composting initiatives throughout our campuses.

4. Our schools prioritise the health and well-being of our students and staff by promoting access to clean air and water, healthy food options, opportunities for physical activity, and spaces for relaxation and mental wellness.

5. We are committed to maintaining and enhancing green spaces on our campus to support biodiversity and provide opportunities for hands-on learning about ecosystems and environmental conservation.

6. Our schools will seek partnerships with local organisations, businesses, and government agencies to support sustainability initiatives and engage the broader community in environmental stewardship.

7. Progress toward sustainability goals will be regularly monitored, and performance will be reported transparently to stakeholders to ensure accountability and drive continuous improvement.

8. Encourage and support sustainable practices in our employees, business partners, suppliers, and contractors.

9. Comply with all relevant environmental laws and regulations.

10. Communicate our sustainability policy and progress to our stakeholders, shareholders and the public through our internal and external communications.

All students, employees, contractors, and vendors working with or on behalf of our organisation will be expected to comply with this policy and all sustainable practices established by our organisation. This policy will be reviewed and updated on regular basis, or as needed, to ensure that it remains relevant and effective in promoting sustainability within our organization.



Signed by Mr. Rajeev Katyal
CEO

Dated : 19 March 2024

Our Approach To Sustainability

WHOLE SCHOOL APPROACH TO SUSTAINABILITY



The foundation of this approach rests on the principle that achieving sustainability necessitates a comprehensive, whole-system approach. Embracing a Whole-School Sustainability strategy entails collaborative efforts from various stakeholders within an organisation—it cannot be achieved in isolation. Extensive literature from social science, business, education, and building science fields serves to exemplify the tangible application and importance of each principle within a school setting.

Our adoption of a whole-school approach to sustainability is based on the understanding that sustainability is a multifaceted issue that affects all aspects of our lives. It is not limited to just the environment but also encompasses social, economic, and cultural aspects. Therefore, a comprehensive approach that involves all stakeholders in the school community is necessary to ensure sustainable practices. We recognise that sustainable practices are not just an add-on, but rather an integral part of a school's culture.

This approach to sustainability in education is also supported by other international frameworks such as UNESCO ESD 2030 which sees it as critical to the attainment of sustainability in learning and education environments. Similar commitments are made in the Berlin Declaration on Education for Sustainable Development (2021) and the UNECE ESD Strategy Concept Note (2021).

Our Approach To Sustainability

GSFs GOALS IN DEVELOPING THE FRAMEWORK FOR SUSTAINABILITY IN SCHOOLS

GSF understands that Sustainability education plays a vital role in preparing students for the complex environmental, social, and economic challenges they will face in the 21st century.

Our goals in integrating sustainability into our school framework



Creating a culture of sustainability in our schools involving everyone



Nurturing the future generation of sustainability advocates and leaders



Diminish the environmental impact of the school



Forging strong partnerships with the local community

By embracing sustainability, schools impart values of responsibility, empathy, kindness, and ethical decision-making, nurturing a generation that is not only academically adept but also equipped to address pressing global challenges, from climate change to social inequality.



A student from GHS Hadapsar demonstrating her Rainwater Harvesting model.

Fundraising at Domus Schola International School

Our Approach To Sustainability



GSF's framework stemmed from the 'Whole School' approach. This approach recognises that sustainability is not a standalone concept but a mindset that needs to be woven into the fabric of education. Beyond academics, this approach extends to school operations, promoting resource efficiency, waste reduction, and community partnerships that amplify positive impact.

In addition, drawing inspiration from both the Global Reporting Initiative (GRI) guidelines and the United Nations Sustainable Development Goals (UNSDGs). Our "5S of Sustainability" framework encompasses a set of five interrelated pillars that extend across the entirety of the school ecosystem.

5S FRAMEWORK OF SUSTAINABILITY

The **"Structure & Governance"** pillar ensures that schools have robust structures in place to address sustainability-related matters. This includes the establishment of sustainability committees, the appointment of sustainability ambassadors, and the development of sustainability policies and strategies. By providing comprehensive guidance, offering clear direction, and leading cohesive teams, this pillar ensures that sustainability is deeply embedded into our educational institutions.

The heart of any educational institution lies in its students and their learning experiences. The **"Students & Learning"** pillar of the framework recognises that schools have a vital role to play in cultivating future responsible citizens. Our schools aim to achieve this by seamlessly infusing sustainability concepts across the curriculum spectrum and experiential learning opportunities.

The **"School Management & Operations"** pillar stands as a testament to our dedication to sustainable practices. This includes efforts to reduce energy and water consumption, minimise waste production, and calculate and reduce the carbon footprint. Additionally, it emphasizes the construction of green and sustainable buildings, the use of resource-efficient technologies, and the greening of the campus landscape, creating a truly sustainable physical environment.

In recognition of the importance of equipping both students and staff with vital skills, the fourth pillar, **"Skill Development"**, comes into play. By facilitating regular training sessions, workshops, leadership lectures, and seminars, we ensure that all stakeholders possess the necessary tools to make informed decisions, think critically, foster creativity, and collaborate effectively.

The **"Stakeholder Connect"** pillar of the framework emphasizes the importance of involving all members of the school community and beyond in sustainability efforts. We understand that sustainability is a collective endeavour that requires the engagement of all stakeholders, including students, staff, parents, and the community.

Our Approach To Sustainability



Teachers at GIIS SMART Campus, Punggol showing their admiration for student projects



Students at GIIS Abu Dhabi participating in a waste audit

Monitoring & Evaluation System

To ensure the effectiveness of the "5S of Sustainability" framework, we have implemented a monitoring and evaluation system.

Key Performance Indicators (KPIs) have been established for each of the five pillars, and they are assessed on a quarterly basis. This data-driven approach provides valuable insights into the implementation and impact of sustainability measures, allowing for continuous improvement and refinement of the program. The frequency of data collections varies according to the KPIs.

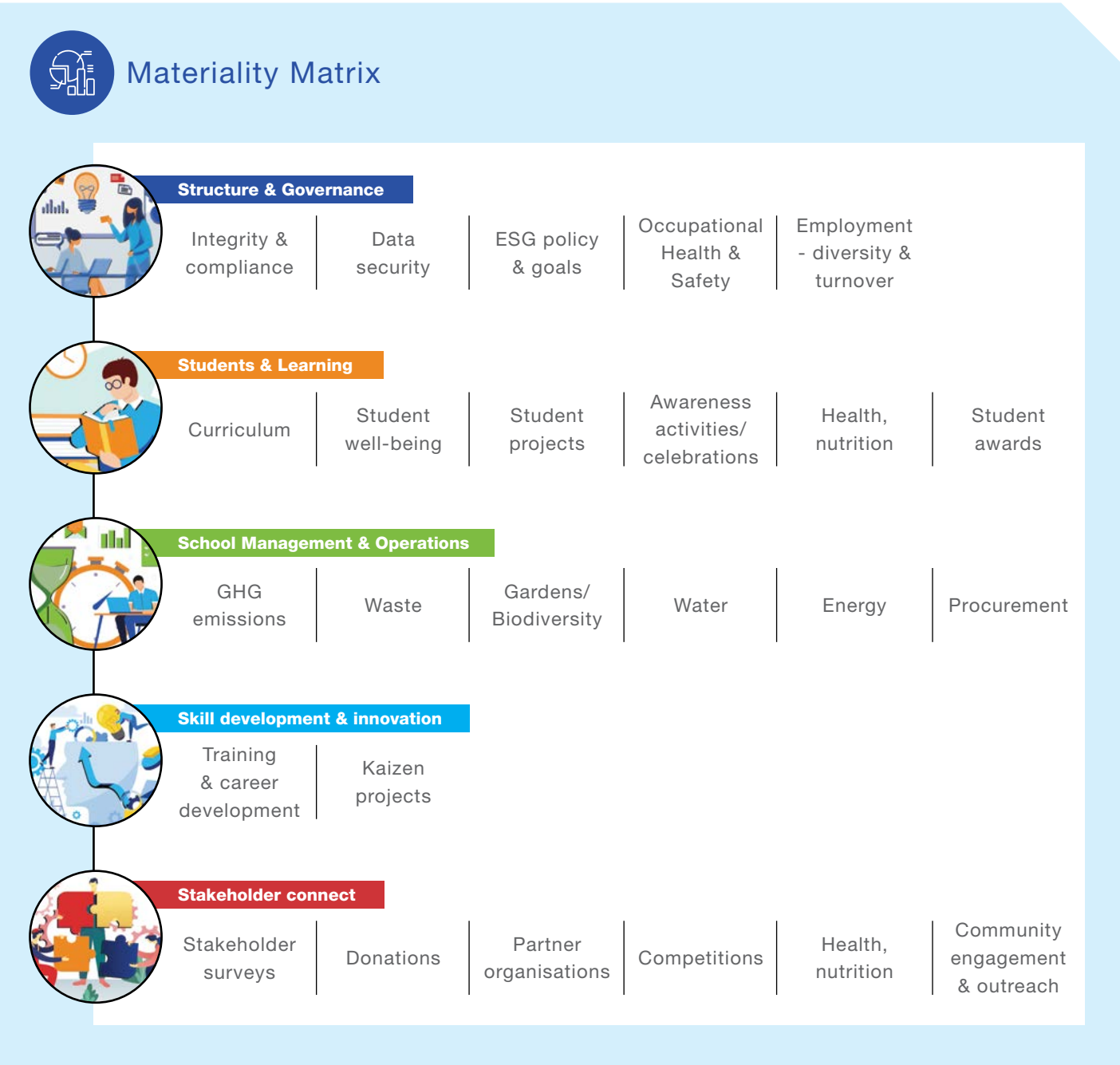
Structure & Governance	Students & Learning	School Management & Operations	Skill development & innovation	Stakeholder connect
Sustainability team at each campus	No. of students participating in sustainability related activities	Carbon footprint	No. of trainings & workshops for teachers & students	Events/activities with community involvement
Student council/team	No. of activities as per UNSDGs	Energy, Water, Waste, Garden/Biodiversity	No. of student participation	Partnership with organisations
Certifications	GSF competitions	Green building features	Any research project	Newsletter + Report
			Awards/External competition participation	

Our Approach To Sustainability

Materiality Assessment

In conducting our materiality assessment for our 2022 report aligned with GRI standards 2021, we meticulously scrutinised the pertinent aspects of sustainability within various educational institutions. Our materiality assessment is the same this year as well. This process involved a comprehensive engagement strategy encompassing both informal and formal dialogues with key stakeholders including our leadership team, student councils, educators, administrative staff, and parents, aimed at gauging our sustainability footprint across diverse spheres.

Our objective was to craft a robust assessment framework for sustainability necessitating a uniform and systematic approach. To achieve this, we embarked on a thorough exploration of potential impacts of educational institutions, fostering focused deliberations with our leadership team.

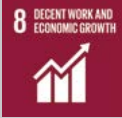


Students & Learning



Infusing sustainability concepts across the curriculum spectrum and enabling student-led initiatives aligned with the UNSDGs

Priority SDGs



Central to our sustainability framework is the pillar of Students & Learning.

Our unwavering dedication lies in integrating sustainability into every facet of our curriculum and learning, acknowledging it as our foremost commitment. GSG understands that Sustainability education plays a vital role in preparing students for the complex environmental, social, and economic challenges they will face in the 21st century.

OUR FOCUS AREAS

- **Harmonising Learning with Sustainability:** Curriculum & activities
- **Wellness Way:** Cultivating Health, Nourishing Minds
- **Project-based learning and experiential education:** fostering student leadership development
- **Unity in Diversity:** Cultivating Character, Celebrating Culture



Students from OWIS Nanyang exploring the green spaces on their campus.

Students & Learning

Our vision is to set a global standard for teaching and learning, aspiring to be a beacon of excellence worldwide. We firmly believe in equalising educational opportunities for all children, ensuring they have access to the finest education available. Every school within the Global Schools Group is dedicated to promoting creativity, individuality, and sustainability among its students, empowering them to emerge as the leaders of tomorrow. Together, we strive to shape a brighter future, where every student is equipped to make meaningful contributions to society and thrive in a rapidly evolving world.

HARMONISING LEARNING WITH SUSTAINABILITY

UNSDGs infused in curriculum & activities

Incorporating the United Nations Sustainable Development Goals (UNSDGs) into our curriculum and activities is a fundamental aspect of our school's commitment to sustainability. By integrating these global objectives into our educational framework, we aim to empower students with the knowledge, skills, and values necessary to address pressing environmental, social, and economic challenges. Through tailored lessons, projects, and extracurricular activities, we provide students with opportunities to engage directly with the UNSDGs, fostering a deeper understanding of their significance and relevance to their lives and communities. This holistic approach not only enriches the educational experience but also cultivates a sense of responsibility and agency among our students, inspiring them to become proactive agents of positive change in their local and global contexts.



**Regent International School
(Klang & Kuantan) :**

Sustainability integration in CCAs and calendar activities

Recognising the importance of planning in our endeavours, Regent Klang has adopted a structured methodology that allocates each term to the examination and execution of a particular UN Sustainable Development Goal (SDG). Throughout 14 teaching weeks, our school community will participate in a series of activities, events, and projects focused on one goal, fostering comprehensive comprehension, meaningful action, and enduring transformation. These activities will encompass all departments and subjects, integrating into various facets of our curriculum such as arts, assemblies, awareness campaigns, subject classes, workshops, and data collection in operations.



Trash to Treasure: Students at Regent Klang get creative in art class by upcycling cups into plant pots.

Students & Learning



UNSDG related activities



**Goal 2:
Zero Hunger**



OWIS Sarjapur students with their Fistful of grains project



**Goal 3:
Good Health & Well being**



Yoga at GIIS Tokyo



**Goal 4:
Quality education**



GEMBA corner at GIIS Noida



**Goal 11: Sustainable
cities & communities**



GIIS Bannerghatta staff taking part in cleanliness drive in the city



**Goal 12: Responsible
Consumption & production**



Recyclables collection at Regent International School, Malaysia



**Goal 13:
Climate action**



Students at GIIS Ahmedabad getting ready for plantation drive



**Goal 14:
Life below water**



OWIS Suntec students at Beach Cleanup



**Goal 15:
Life on Land**



International Tiger Day at GIIS Whitefield

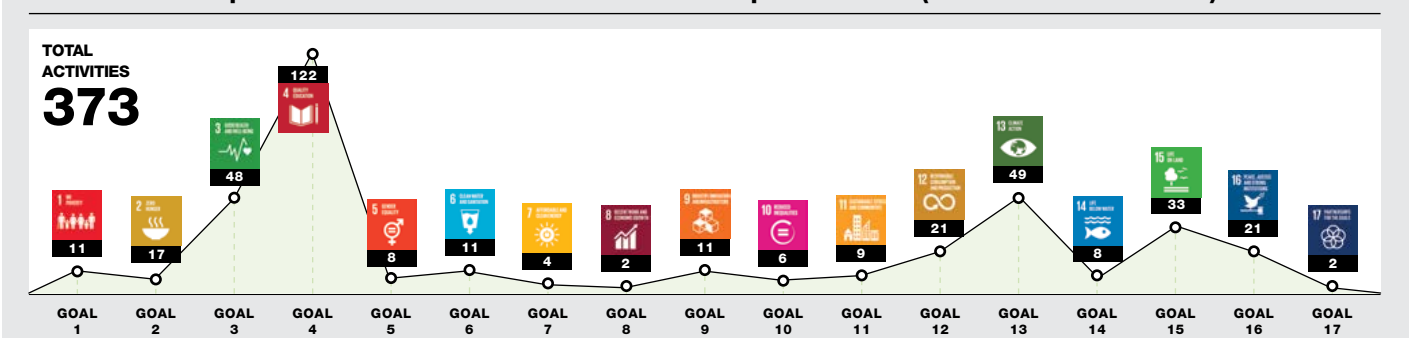


**Goal 16: Peace, Justice
and Strong institutions**



International Peace Day at GIIS Whitefield

Number of completed activities till December 2023 as per UNSDGs (All schools combined)



Students & Learning

iCare in GMP Programme

The aim of this Programme is to instill in young minds an awareness of the environmental challenges facing our world. It seeks to foster social consciousness among students, emphasising values like discipline, cleanliness, safety, and respect for others.



By nurturing a love for nature through learning about flora and fauna, the programme aims to inspire students to become stewards of the environment.



Students from the GMP Programme at GIIS Bannerghatta engaging in a lesson on composting.

Sustainability across various Academic Boards

Environmental Science in IGCSE and CBSE focuses on understanding environmental issues, management strategies, and their socio-economic implications. Topics cover ecosystems, biodiversity, pollution, climate change, and sustainable development. Practical components include fieldwork and case studies, fostering hands-on experience. Similarly, Global Perspectives in IB encourages critical engagement with global issues from various disciplines, emphasising interconnectedness and proposing innovative solutions. The ICSE curriculum includes subjects and activities that foster environmental consciousness. For instance, students must participate in Socially Useful Productive Work (SUPW) and community service, which often encompass projects related to sustainability and environmental stewardship. Assessment methods include research projects and presentations, nurturing students' ability to analyse, communicate, and enact positive change in a global context.



Witty International School (Chikoo wadi) students at Beach Cleanup

Students & Learning

fostering holistic learning, well-being, and overall development outcomes effectively.

In line with this understanding, our schools are committed to providing ample opportunities for outdoor learning through various means. This includes incorporating outdoor play into the daily routine, where students can engage in unstructured activities that encourage exploration, creativity, and physical activity. Additionally, our schools have developed outdoor classrooms equipped with resources and materials that facilitate experiential learning in natural settings.

Field trips to local parks, nature reserves, and other outdoor destinations further enrich students' educational experiences by allowing them to interact directly with their natural surroundings. These excursions provide opportunities for hands-on exploration, scientific inquiry, and environmental stewardship, instilling in students a sense of environmental responsibility and appreciation for the world around them.



GIIS Tokyo students at a local park

Outdoor learning

Engaging in outdoor learning involving the natural environment offers tangible socio-emotional, academic, and wellbeing advantages. We believe, It's essential to integrate such experiences into every child's educational journey, taking into account their local surroundings. Outdoor learning has proven to be a potent tool for



GIIS Hadapsar :

Embracing Nature's Classroom

Primary school students from GIIS Hadapsar were fully immersed in the splendor of nature! Surrounded by a kaleidoscope of vibrant bougainvilleas, roses, and a lush variety of ferns, they wholeheartedly embraced the verdant surroundings and all its inherent benefits. Their regular visits to a bustling plant nursery in Pune are an active exploration into the significance of nurturing plants. Witnessing firsthand the growth and development processes, they gleaned invaluable insights into the indispensable role that plants and trees play in our delicate ecosystem.



Technology for learning

The advent of new technology-driven learning tools has revolutionised education, offering mobile devices, smartboards, tablets, laptops, simulations, dynamic visualisations, and virtual laboratories. At GSG Schools, we've embraced technology's forefront, integrating these tools to enhance learning experiences. These innovations not only impart knowledge but also empower students as co-creators of information, mentored by digital resources and assessed through technological means.

Students & Learning

WELLNESS WAY: CULTIVATING HEALTH, NOURISHING MINDS

Schools play a pivotal role in setting the right direction for children, not only academically but also in terms of their overall well-being. At the heart of this is the promotion of a healthy lifestyle encompassing physical activity, nutrition, and mental well-being. It's essential for schools to emphasise these aspects, as they can significantly impact a child's development and long-term health.

At GSF, we recognise the importance of student well-being and have implemented various initiatives to promote a healthy lifestyle among students. GSG schools provide opportunities for physical activity through sports programs, physical education classes, and extracurricular activities. Additionally, our schools prioritise nutrition education and offer healthy meal options to ensure students have access to balanced and nutritious meals.

Addressing mental health in schools is equally important. Students may experience stress due to academic pressures, social challenges, or personal issues. Providing access to counselling services, teaching coping skills, and creating a supportive environment can contribute to students' mental well-being. Special events such as Mental Health Awareness Week, Nutrition Month, and Yoga Day serve as excellent opportunities for schools to educate students about the importance of well-being. These events can include workshops, seminars, and activities to promote healthy living and mindfulness.



International Yoga day
celebration at GISS Balewadi



Emirates Americal School, Sharjah : Promoting Health & Well-being

In 2023, The school made substantial efforts to prioritise the well-being, health, and nutrition of our students, staff, and broader community. Conducting Health and Safety Surveys allowed us to assess the specific needs of our school community, enabling tailored initiatives. Additionally, initiatives such as Sports Day Celebration, Obesity Day activities, weekly Health and Safety Sessions led by school doctors, Yoga Day sessions, and Mental Health Campaigns underscored our commitment to promoting physical and mental well-being. Educational programs on drugs, smoking risks, and cancer awareness, along with nutrition check-ups and the “superhero” themed campaign, further empowered students to make healthy choices and take charge of their overall health.



Awareness activity on healthy food at
Emirates American School

Students & Learning

PROJECT-BASED LEARNING AND EXPERIENTIAL EDUCATION: FOSTERING STUDENT LEADERSHIP DEVELOPMENT.

Student Clubs : Empowering action

Students exhibit proactive behaviour and ardently engage in diverse causes within our schools. Each of our schools hosts one or more of these dynamic clubs, which are among the most vibrant organisations on campus. They offer project-based and experiential learning opportunities, enriching the educational experience.

Specifically, our schools boast clubs dedicated to recycling, hydroponics, and addressing food waste. Additionally, we have general clubs with broader memberships, such as the Sustainability Sphere and the Environment Club. We strive to ensure that every student either joins one of these clubs or is positively impacted by their initiatives.

Members of these clubs take the lead in organising events and projects, contributing to the active engagement and development of our school communities.



Chinese International School, Manila : Recycle Advocates

Recycle Advocates, initiated by CISM students, promotes sustainability through the 5Rs: Refuse, Reduce, Reuse, Repurpose, and Recycle. Starting with small-scale initiatives like collecting tetra paks, they engaged their school community in environmental stewardship. Facing challenges like odor and the pandemic, they adapted by implementing labeled bins and a website for tracking recyclables. Now, they aim to expand their impact beyond their school by connecting with others globally, fostering friendly competition, and incentivising participation through monthly challenges. Their vision is to create a network of environmentally conscious schools, empowering future generations to take meaningful action for the planet. Recycle Advocates' dedication and innovation exemplify the power of youth-driven initiatives in promoting a sustainable future. **By the end of the year 2023 the students had collected 210 kg of plastic, 4115 bottles and 560 kg of paper !**



Students & Learning

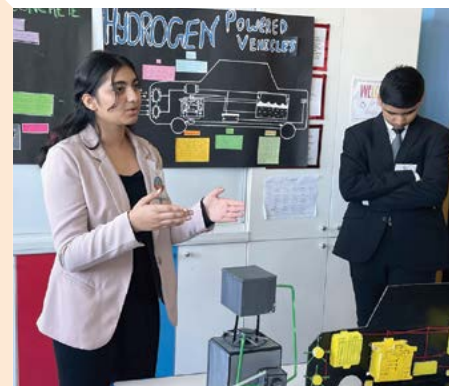
Competitions fueling sustainable solutions

Throughout the year, GSF schools serve as venues for various interschool competitions, facilitating the exchange of ideas and connections among students. Engaging in hands-on experience, innovation, and resilience, students gain a profound comprehension of real-world challenges, honing their abilities to address them with creativity and adaptability. These competitions not only foster global awareness but also encourage collaboration and offer valuable networking opportunities, ultimately molding students into proactive change-makers ready to confront pressing environmental issues.



GOAL - March 2023 by GIIS Abu Dhabi

Inter school competition GOAL (Generate, Observe, Apply and Learn) is an epitome of innovation, creativity and futuristic thought process. The competition was organised for various subjects where students came up with their innovative models based on sustainability. The event witnessed more than 200 students participating from different schools. The competition aimed to inspire young minds to think beyond and encouraged them to find solutions to pressing global issues such as climate change, waste management, and sustainable living. The event was aligned with the UAE's 2023 vision 'Year of Sustainability'.



RWCC-December 2023 by GIIS SMART Campus

The 13th edition of the Real World Challenges Convention was held at GIIS SMART Campus on December 6, 2023. This highly anticipated event saw the convergence of students from diverse schools affiliated with the Global Schools Foundation, drawing an impressive crowd of 800 attendees. Under the theme "Hope 2030," the convention epitomised the ideals of opportunity, potential, and fairness, envisioning a world that is greener, safer, and more joyful.

Scan to
read more



Qutuh-November 2023 by GIIS Dubai

Curiosity drives discovery, inquiry, and learning, and this is the essence of the Qutuh competition. The word "Qutuh" means curiosity in both Sanskrit and Arabic. This competition offers children the unique opportunity to ideate, share, and co-create knowledge through various engaging activities, all while igniting their curiosity. The competition is structured into weekly challenges spanning two months and is divided into four age groups for students from grades 1 to 12. These challenges cover a range of themes, with sustainability and innovation being particularly significant.



GED - September 2023 (Sustainability theme)

Global Excellence Day (GED), an annual celebration at GSF, serves as a tribute to the outstanding achievements and contributions of students. In its 4th Edition in 2023, the GED saw unprecedented participation from various GSF brands and a record-breaking number of schools. Embracing the theme of sustainability, the event highlighted the dedication of GSG schools to aligning with the UN Sustainable Development Goals (UNSDGs) and fostering a sustainable future.

Scan to
read more



Student Accomplishments

1



Team Green Threads, comprising four IGCSE 10 students - Anwita Sethi, Kiana Kamdar, Kritika Tripathi, and Anaya Shabi from GIIS SMART Campus, has achieved an outstanding milestone by clinching the esteemed 'Best in the Region' award at the Cambridge Learner Award for Action on Climate Change competition 2023.



Scan to
read more

2



Team Net Zero, comprising Amina Rashid, Grade 9 and Asmii Sundoja, Grade 10 from GIIS Dubai have been honoured with a Special Award for Impact on Transformation at APQO event in Nepal. Their project, sole selection in Education category showcased innovative approaches to reduce carbon emissions.



Scan to
read more

3



Ankita Hambar and Lek Agarwal, from GIIS Balewadi excelled in the WWF Wild Wisdom Global Challenge 2023. It is one of the biggest wildlife contests in the world. It fosters curiosity and a spirit of adventure in young nature enthusiasts.



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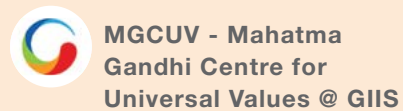
Students & Learning

UNITY IN DIVERSITY: CULTIVATING CHARACTER, CELEBRATING CULTURE

Educational institutions serve as microcosms of society, reflecting the rich tapestry of cultures, ethnicities, religions, and backgrounds present in the broader community.



Our schools boast of a diverse student population, comprising individuals from various cultural, racial, and socioeconomic backgrounds. This diversity fosters an environment where students learn from one another's perspectives, experiences, and traditions.



With the aim of efficiently instilling Global Values in children from GIIS and neighbouring schools, and simultaneously enhancing the school's reputation in the region, the center undertakes various activities and workshops. These include events such as Peace Day, Art Expressions, Green Medicine Day, and Healthy Food Day, all designed to promote universal values.



|| Students at MGCUV at GIIS Noida

In our schools, we also prioritise the celebration of International Day, Racial Harmony Day, and various festivals as means to promote cultural understanding and inclusion of diversity. These events serve as invaluable opportunities for students to learn about different cultures, traditions, and perspectives, fostering a sense of empathy and respect for one another. Through active participation in these celebrations, students develop cross-cultural communication skills and cultivate a sense of belonging in a diverse community.

School Management & Operations



Implementing school-wide strategies to reduce energy, water and waste consumption, and introducing green building features

Priority SDGs



As part of our comprehensive school-wide strategy, sustainability projects extend to the management and operations of our institution. Within this framework, we are actively pursuing initiatives to balance energy and water usage, minimise waste generation, lower our carbon emissions, enhance biodiversity, and more.

OUR FOCUS AREAS

- GHG emissions
- Energy & Water conservation
- Waste reduction
- Green landscape
- Green building features
- Procurement & transport



|| Students at cycle stand at OWIS Nanyang, Singapore

School Management & Operations



GIIS Abu Dhabi : Green School Audit under Sustainable Schools Initiative

The team from GIIS Abu Dhabi School has initiated the Green School Audit process with the backing of the Sustainable Schools Initiative facilitated by the Environmental Agency, Abu Dhabi. This collaborative effort involves teachers and students spanning from grades 7 to 11. Through hands-on experiences, students are immersed in various facets of sustainability, engaging in experiential learning methods such as calculating carbon footprints.



Green School Audit team
at work in GIIS Abu Dhabi



Award received by Regent
International School (Klang Campus)



Regent International School (Klang Campus) : Diamond Award for Carbon footprint reduction

Regent International School (Klang Campus) stood out among the recipients at the Low Carbon City Awards Ceremony 2023, held by the Klang Royal City Council. Regent International School (Klang Campus) has succeeded in reducing Greenhouse Gas emissions by 15.77% since 2019 equivalent to 44.51 MT CO₂e, was awarded at the Low Carbon City Awards Ceremony 2023, held by the Klang Royal City Council.

This prestigious accolade, presented by the Minister of Natural Resources and Environmental Sustainability, underscores Regent International School's dedication to fostering a low-carbon footprint and promoting eco-conscious practices within its educational environment.

School Management & Operations

GHG EMISSIONS

As part of our commitment to sustainability and environmental responsibility, we recognise the imperative to reduce greenhouse gas (GHG) emissions. Climate change poses significant risks to ecosystems, communities, and economies worldwide. By mitigating our carbon footprint, we aim to contribute to a healthier planet and ensure a sustainable future for generations to come.



Our group has set ambitious goals to reduce GHG emissions across our operations. These goals are aligned with international agreements such as the Paris Climate Agreement and aim to limit global warming.

We started with
**4 of our
campuses,**
now we are
monitoring carbon
footprint for 25
campuses.



Our targets
include:



Absolute Emissions Reduction:
Each school will aim to reduce their absolute GHG emissions by 5% by 2026. This reduction will be measured against a baseline year of 2022/2023 and will encompass emissions from scopes 1, 2, and 3, covering direct emissions from owned or controlled sources, indirect emissions from purchased electricity, heat, or steam, and other indirect emissions throughout our value chain.



Carbon Neutrality:
In addition to reducing emissions, we are committed to achieving carbon neutrality by 2030 for 25% of our campuses. This involves offsetting any remaining emissions through verified carbon offset projects, such as reforestation initiatives or renewable energy projects, to achieve a net-zero carbon footprint.

To achieve our GHG emissions reduction targets, we have implemented a range of strategies and initiatives:

- ➔ **Measurement and Monitoring:**
We conduct quarterly assessments to measure carbon emissions across more than 15 operational activities, allowing us to track progress and identify areas for improvement.
- ➔ **Energy Efficiency Enhancements:**
Investing in energy-efficient technologies and practices throughout our facilities is also a priority.
- ➔ **Engagement and Education:**
We actively involve our students and employees in sustainability initiatives through educational programme, training sessions, and awareness campaigns.
- ➔ **Transition to Renewable Energy:**
Accelerating our shift to renewable energy sources, specifically solar energy is a significant focus in coming years.
- ➔ **Transportation Optimisation:**
We optimise our transportation logistics to minimise emissions associated with the movement of goods and personnel.

Year
2023

25

Year
2022

8

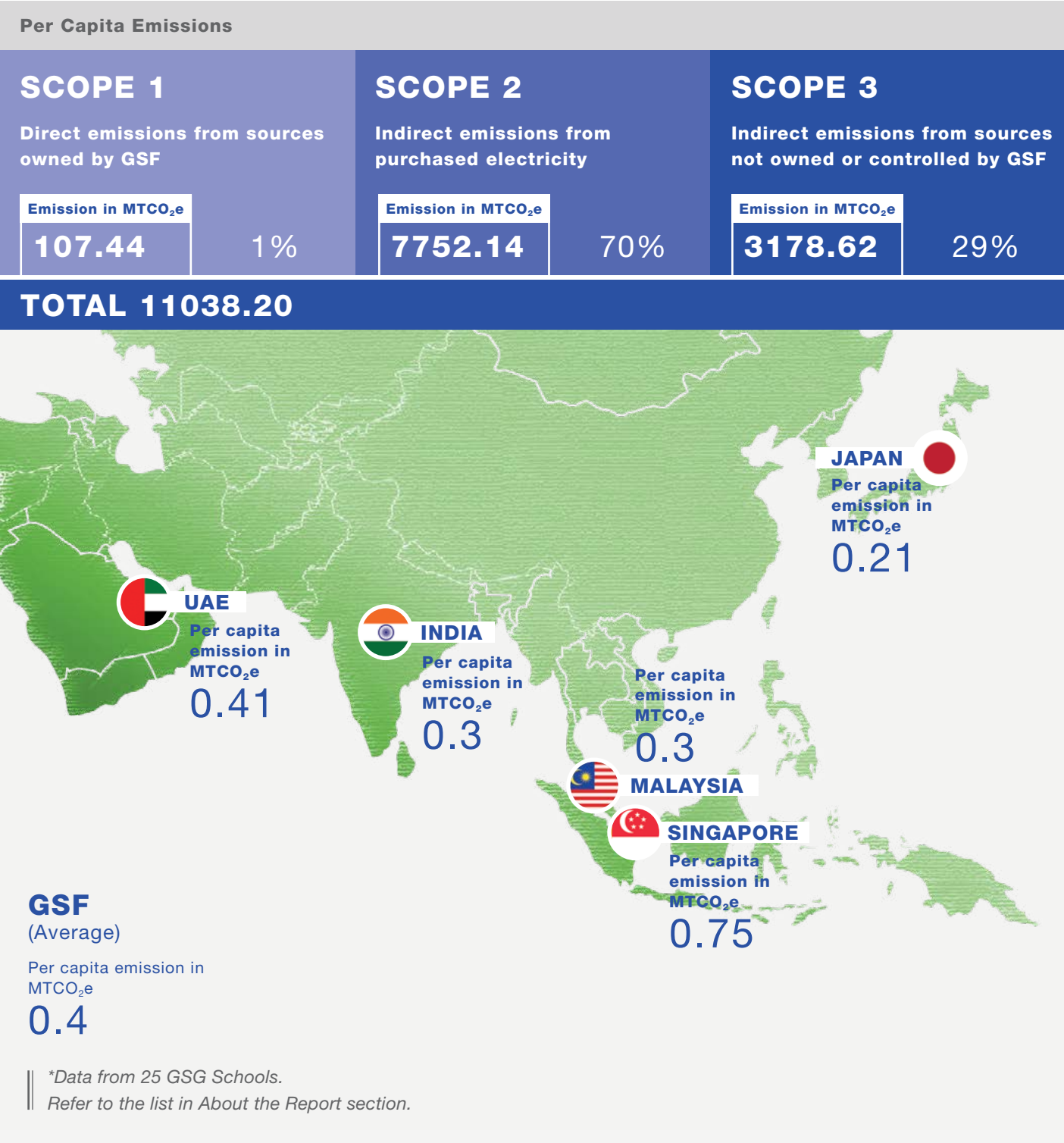
Years
2019-2021

4

School Management & Operations

GHG EMISSIONS FOR THE YEAR 2023

As part of our commitment to sustainability and environmental responsibility, we recognise the imperative to reduce greenhouse gas (GHG) emissions. Climate change poses significant risks to ecosystems, communities, and economies worldwide. By mitigating our carbon footprint, we aim to contribute to a healthier planet and ensure a sustainable future for generations to come.



School Management & Operations

ENERGY CONSERVATION

Energy conservation is a fundamental pillar of sustainable development and environmental stewardship. International agreements such as the Paris Agreement provide a framework for collective action and cooperation towards achieving a more sustainable and equitable energy future.

“By embracing energy-efficient practices and technologies, we can reduce carbon emissions, mitigate climate change impacts, and promote economic prosperity for present and future generations.”

We actively track and assess electricity consumption across our campuses. Students are well-informed about the importance of energy conservation and waste reduction. Regular sessions are held for both students and staff to raise awareness through assemblies, workshops and Leadership Lecture Series about actionable steps they can take to contribute to energy conservation efforts.

Apart from integrating energy conservation and management systems into our building infrastructure, our students actively engage in Kaizen projects aimed at fostering awareness and minimising energy wastage within the school.



School Management & Operations

WATER CONSERVATION

Our schools are integrating water-efficient technology and raising awareness about water conservation. Across our campuses, we are dedicated to capturing and reusing water, incorporating green infrastructure, and utilising the latest advancements in water management. We conduct monthly monitoring and measurement of our water usage, striving to reduce consumption through careful management.



Scan to read more about our Water Conservation Initiatives in our Schools

By implementing these practices, we not only mitigate the impacts of climate change by reducing vulnerability to water scarcity, droughts, and extreme weather events but also contribute to the goals of the Paris climate agreement. Additionally, our efforts in water conservation help reduce energy consumption associated with water treatment and distribution, thereby lowering greenhouse gas emissions.

WATER CONSUMPTION DATA

Total Water consumption in cubic m

215,922

Per capita water consumption in cubic m

7.6

**Data from 25 GSG Schools, refer to the list in About the Report Section*

WASTE MANAGEMENT

Our waste management strategy embodies the core principles of the 5Rs: Refuse, Reduce, Reuse, Repurpose, and Recycle.

These principles serve as guiding pillars, crucial for schools to adopt in their efforts to minimise waste and enhance recycling initiatives. By adhering to these principles, schools can significantly diminish the volume of waste destined for landfills, while simultaneously maximising the efficacy of recycling programs.

PROPORTION OF SCHOOLS FOLLOWING DIFFERENT WASTE MANAGEMENT METHODS

86%
Waste segregation

29%
E waste recycling

71%
Plastic recycling

50%
Food waste reduction projects

50%
Organic waste composting

Three-Bin System for Waste Segregation at GIIS Bannerghatta

**Data from 15 GSG Schools. Refer to the list in About the Report Section*

School Management & Operations

86% of our schools engage in waste segregation, with plastic recycling being practiced by 71% of them. This is followed by efforts in food waste reduction, waste composting, and, finally, e-waste recycling.

In our scope 3 calculations, waste management is included as a key metric. We closely monitor our waste output to assess our environmental impact. Additionally, we track our paper consumption and provide monthly reports on usage. We strive to strike a balance between digital and paper-based resources in our teaching and learning practices, aiming for sustainability while meeting educational needs.

GIIS Noida:
Plastic collection drive

The Interact Club of GIIS Noida partnered with the Save Mother Earth Mission organisation to launch a single-use plastic recycling initiative. **They collected a total of 102 kilograms of plastic waste, including wrappers, bottles, containers, bags, toys, and other plastic items.** To raise awareness about the detrimental effects of plastic and the importance of recycling, students conducted educational sessions in each classroom.

The collected plastic waste was then sent to a recycling facility, where it was transformed into practical everyday items such as tables, chairs, coasters, frames, and keyrings. This initiative aims to make GIIS Noida an eco-friendly environment and reduce the use of single-use plastics within the school.

Glendale International School, Hyderabad:
Composting project

Reduced cooked food waste by about 75%, and 180 kilograms of nutrient-rich compost were generated.

The compost project team collaborated with the student council to tackle food waste at its source. They monitored students' plates and displayed daily food wastage statistics in lunch halls to raise awareness. Transitioning from awareness to action, the team worked with school kitchen staff to segregate cooked food from inedible kitchen waste like vegetable peels. This waste was directed to composting, a sustainable solution devised by the students. Remarkably, this initiative required minimal funding and yielded significant results. This collaborative effort not only mitigated food waste but also fostered a greener campus environment.



School Management & Operations

ENHANCING GREEN LANDSCAPE GARDENS AND BIODIVERSITY

Campuses in all our regions prioritise green spaces and landscaping to enhance environmental quality. From lush gardens and vertical green walls to herb and kitchen gardens, each region demonstrates a commitment to integrating nature into the built environment, fostering biodiversity and enhancing aesthetic appeal.

The school gardens offer students a chance to interact with nature firsthand while also instilling in them the significance of conserving our environment. We firmly believe that through active involvement in tending to these gardens, students can cultivate a profound respect for the natural world, motivating them to advocate for its protection. These gardens serve as a unique educational platform where students delve into subjects like biology, ecology, and environmental science.

Our emphasis lies in two key areas: cultivating food and fostering an appreciation for biodiversity.

Engaging in the process of growing their own food instills a sense of ownership and pride among students. Additionally, the strategic planting of various native species and plants that attract pollinators serves to raise awareness about the critical role of biodiversity in our ecosystems.

In certain schools, gardens are utilised as platforms to impart entrepreneurial skills, including marketing and selling produce.

Some campuses, like GIIS Punggol, East Coast, and Noida, have even ventured into hydroponics for cultivating edible plants. Furthermore, we actively encourage students to contribute to the school garden by bringing a plant on their birthdays, further nurturing their connection to nature and communal responsibility.



Students tending to vegetable gardens at Glendale International School, Dubai.



GIIS EC & SMART Campus Punggol are participants of NParks Singapore Community in Bloom Programme



Mr. Edwin Tong, Singapore's Minister for Culture, Community, and Youth, participating in a Neem tree planting activity at GIIS East Coast along with GSF Senior management.

School Management & Operations



GIIS East Coast : “GrowMoreGood” Hydroponics

GIIS EC's “GrowMoreGood” Hydroponics initiative has been a resounding success, empowering students from grades 4 to 10 to develop critical thinking, problem-solving, and entrepreneurial skills. Through hands-on involvement in indoor hydroponic gardening, students not only enhance their understanding of the garden to table concept but also cultivate a deep appreciation for food, agriculture, science, and plant growth. This project serves as a platform for educators to impart invaluable lessons on community engagement, responsibility, and teamwork, all while fostering a fun and interactive learning environment. Through this immersive experience, participants develop a newfound passion for gardening, science, and healthy eating, laying the foundation for a brighter future.



Students checking growth & nutrients for hydroponic setup in GIIS EC

To read more about hydroponics in our schools Scan this QR code



GIIS Noida: Butterfly Garden



GIIS Noida teachers at their butterfly garden

GIIS Noida initiated and executed a participatory educational project by creating a mini butterfly garden within the school premises, aiming to raise environmental awareness among students. The garden features host plants for common butterflies observed in the school surroundings, along with nectaring plants like Lantana, Marigold, Ixora, Rose, and Hibiscus. A pond was also included to provide muddy water for the butterflies. This initiative not only beautified the school environment but also served as a living classroom, fostering a deeper connection with nature and encouraging students to appreciate the delicate wonders of the natural world.

School Management & Operations

GREEN BUILDING FEATURES

Eco-Friendly Materials:

In India, campuses prioritise the use of Green-labelled IGBC (Indian Green Building Council) materials, ensuring compliance with sustainable building standards. Similarly, Singaporean campuses opt for Singapore Green-labelled materials, while those in the UAE utilise green-labelled materials approved by local authorities, emphasising the importance of certification and regulation in promoting sustainable construction practices. Play equipment is made from 100% recycled material in Indian campuses.

Water Management & Efficiency:

Efforts to enhance water efficiency vary across regions. Indian campuses install green-labelled fittings as per IGBC requirements, while Singaporean counterparts adhere to PUB (Public Utilities Board, Singapore) standards for water-saving fittings.

Singaporean campuses excel in water management with extensive rainwater harvesting and NEWater initiatives, addressing water scarcity challenges through innovative solutions. Indian campuses emphasise rainwater recharge.



|| Terracotta facade of GIIS PG SMART Campus

Rainwater harvesting capacity of Indian campuses

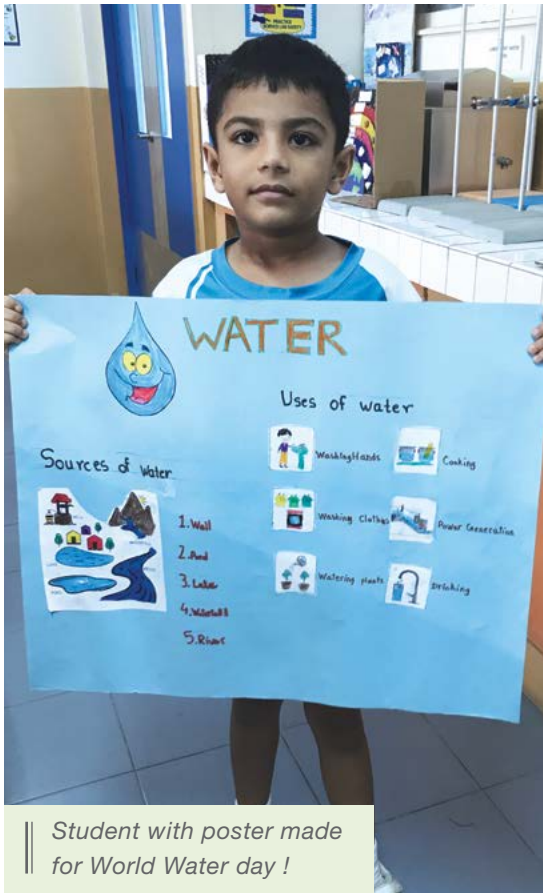
GIIS NAGPUR
66,000 LTR

GIIS WHITEFIELD
1,00,000 LTR

GIIS WHITEFIELD
1,00,000 LTR

GIIS BANNERGHATTA
2,00,000 LTR

GIIS AHMEDABAD & VIKAASA WORLD
Connected to township's Rain water harvesting system



|| Student with poster made for World Water day !

School Management & Operations



|| OWIS Digital Campus Canteen illuminated by natural light from skylight



|| Water treatment plant at GIIS Nagpur

Energy-Saving:

Singaporean campuses lead in energy-saving measures, employing motion sensors and solar panel installations to optimise electricity consumption. Indian campuses focus on natural lighting and Variable Refrigerant Flow (VRF) systems for HVAC efficiency, while the schools in UAE are working on Energy Management Systems and solar power roof systems to reduce energy consumption.

Air Quality Monitoring

In OWIS Punggol, sensors to be installed in every floor to identify the air quality, this is to ensure facility users are getting better indoor air quality and or in the event of excess CO2 corrective action can be taken by the operations team.

Heat Reduction Strategies

In buildings constructed by GSF, we incorporate materials like autoclaved aerated concrete (AAC) for external walls and either terracotta or double glazing units (DGU) glass for the façade, effectively reducing heat transfer within the structure. AAC's lightweight composition and insulation attributes, alongside terracotta's thermal mass qualities and DGU glass's insulation properties, work together to lower indoor temperatures and enhance energy efficiency. Moreover, these materials provide added advantages such as durability, sustainability, and significant long-term cost savings.

Wastewater treatment

In our Indian Campuses we have Conventional type of Sewage treatment plants (STPs). The plant is used for managing wastewater, maintaining the pH value before disposal or reuse at campus for gardening. Additionally, treated effluent is recycled for irrigation and non-potable uses.

Campuses with Sewage treatment plants in India

GIIS NAGPUR
66KLD

GIIS NOIDA
26KLD

GIIS WHITEFIELD
32KLD

GIIS BANNERGHATTA
30KLD

GIIS HADAPSAR & GIIS AHMEDABAD
Connected to township Sewage system

School Management & Operations

PROCUREMENT & TRANSPORT



We have recently begun our journey towards green procurement, a vital step in our mission towards sustainability. This involves sourcing products and services that have minimal environmental impact and contribute to a sustainable future.

As part of our commitment to sustainability, several GSF campuses have made noteworthy changes to their food catering and cutlery practices. A notable initiative includes the elimination of plastic cutlery in canteens, replaced by reusable or biodegradable cutlery. Campuses are transitioning from single-use plastic water bottles to serving beverages in steel or glass cups, promoting the use of reusable containers and reducing plastic waste.

Another critical aspect of our sustainability journey is sustainable transportation. We have plans in our roadmap to slowly introduce electric and/or hybrid vehicles for school transportation. For instance, our GIIS SMART Campus – Punggol has installed an EV Charging station to facilitate and encourage staff to drive electric cars.

Moreover, sustainable transportation goes beyond introducing new technology. It also involves encouraging our staff and students to travel via sustainable modes, such as biking, walking, and carpooling. We have initiated campaigns across our campuses to raise awareness about these sustainable travel options and encourage their adoption.



|| Reusable Glass bottles at GIIS Abu Dhabi & Dubai

Stakeholder Connect



Fronting awareness campaigns, donations & charity, participation in decision-making processes, community activities, and robust feedback mechanisms

Priority SDGs



Our aim is maximum participation from students as well as staff and communicate our projects in an effective manner to motivate everyone. We proactively involve parents in our programs and witness a growing influence of our students in their local communities through their enthusiastic initiatives. This entails conducting awareness campaigns, participating in community service and donation initiatives, and establishing robust feedback mechanisms for all stakeholders.

OUR FOCUS AREAS

- Community engagement
- Stakeholder surveys
- Communication Hub: Newsletter & Podcasts
- Donations & charity
- Awareness & promotion



|| GIIS East Coast students at a local community event

Stakeholder Connect

COMMUNITY ENGAGEMENT



GIIS Tokyo: River Arakawa Clean up

Renowned for their strong bond and dedication to preserving the environment, the Higashi Kasai school community recently collaborated for an impactful cleaning event along the Arakawa river in Nishi Kasai. Through collaborative efforts of school, parents and local NGO an impressive total of 134 garbage bags were meticulously filled, standing as a tangible testament to the collective determination of the participants.



Scan to
read more



River clean up drive by GIIS Tokyo students and staff

Involving the local community, parent groups, NGOs, and local organisations is vital for fostering community engagement in our schools. These stakeholders contribute diverse perspectives and resources, enriching the educational experience. Collaborating with the local community fosters belonging, while parental involvement supports student well-being and academic success.



Our schools have also partnered with local and international NGOs and organisations to promote sustainability, establishing over 25 associations. Through collaboration, we strengthen relationships and work toward a sustainable future. GSG is committed to collaborative efforts, believing in the power of community engagement for positive change.

SOME OF OUR PARTNER ORGANISATIONS



Stakeholder Connect

STAKEHOLDER SURVEYS

At GSG Schools, we prioritise the feedback of our parents and students, recognising it as integral to our commitment to continuous improvement and sustainability. Customer Satisfaction (CSAT) surveys are conducted regularly to collect feedback from parents and students on various aspects of the school, such as teaching quality, facilities, communication, and other related areas. The feedback obtained from the CSAT surveys is then used by schools to identify areas that need improvement and to make changes to improve the overall satisfaction of their customers.



Students at OWIS Suntec engage in an interactive session on positive mindset

Number of Surveys done in 2023: 31 Campuses

Customer satisfaction across different schools



OWIS

CSAT: **77.17**



Harrods

CSAT: **75.50**



Regent

CSAT: **77.75**



Glendale

CSAT: **78.00**



GIIS

CSAT: **79.71**

Stakeholder Connect

COMMUNICATION HUB: NEWSLETTERS & PODCASTS

The GSF Sustainability Newsletter serves as a collaborative platform where we come together to share knowledge, experiences, and successful practices across our campuses. This collective effort helps inspire others to join the movement and make sustainable changes in their communities. In each edition, we showcase the initiatives and projects taking place in our schools, from environmental campaigns to waste reduction efforts. By shining a spotlight on these achievements, we hope to inspire others to take action and create positive change.

One of the most powerful aspects of the newsletter is the "Sustainability Voices" segment, where we feature students who are making a difference in their communities. Their stories serve as a source of inspiration, showing that everyone can play a part in building a more sustainable future.



Eco Champion Unplugged Podcast Series Highlights Sustainability Efforts Across GSG Schools

This podcast series shines a spotlight on GSF students, staff and parents who are leading sustainability efforts within their schools and communities, providing a platform to showcase best green practices, share success stories, and amplify the voices of those driving change. The first episode of the 'Eco Champion Unplugged' series, featuring Vansh Raj from Glendale Academy, was published on Spotify in November 2023. Vansh, a nominated Change Agent by the United Nations, is known for his impactful contributions to society. The podcast featured Vansh's end-to-end journey and his significant contributions to sustainability efforts.



Scan to hear
our Podcast
"Eco-
Champions
Unplugged"



DONATIONS & CHARITY

At GSF, we're deeply committed to community engagement, rallying our students, parents, and staff to actively participate in various donation initiatives that make a meaningful difference in the lives of others. These efforts go beyond monetary contributions, encompassing donations of essential items like food, clothing, and books, which play a crucial role in supporting local communities.

Our students, parents and staff play vital roles in these donation campaigns, willingly dedicating their time and resources to gather and distribute essential supplies to those facing hardship. Through their combined efforts, we've delivered crucial aid to underserved communities, extending help precisely where it's needed. Over 15 such initiatives have become integral parts of our school's ongoing efforts.

From organising fundraisers to coordinating donation drop-offs, our community comes together to ensure that no one is left behind. These acts of kindness not only provide immediate relief but also foster a culture of compassion and solidarity within our school network. Together, we're making a positive impact and building stronger, more resilient communities for everyone.

Stakeholder Connect



GIIS Tokyo:

Drive the Pantry initiative :

The annual food drive, Drive the Pantry, initiated in 2017, has transformed into a sustainable project. Each year students contribute food items like Rice and Noodles. The response was overwhelmingly positive, with 1025 kg of food collected, earning Second Harvest (Food bank) Japan's appreciation. The school anticipates continued participation, aligning with UN Sustainable Development Goal 2: Zero Hunger, and serving as role models for our community.



Scan to read
more about
this initiative



AWARENESS & PROMOTION

In a significant step to reaffirm its steadfast dedication to the United Nations Sustainable Development Goals (UNSDGs), GSF has launched an innovative initiative to standardise UNSDG Boards across all its affiliated schools. Currently, 4 brands (GIIS, OWIS, Glendale & Witty) have implemented these boards, with others set to follow suit in the near future.



UNSDG board installed at Witty International School, Chikowadi

Skill Development & Innovation



Empowering stakeholders worldwide through dynamic training and global representation

Priority SDGs



Through the implementation of regular training sessions, workshops, leadership lectures, and seminars, we endeavor to equip our staff and students with the requisite capabilities for informed decision-making, critical thinking, creativity enhancement, effective collaboration and of course sustainability. Our commitment extends beyond mere skill provision; we actively engage in representing our schools and groups on various international platforms. This strategic participation not only serves as a platform to showcase our endeavors but also serves as a catalyst for skill enhancement

OUR FOCUS AREAS

- Trainings & workshops for staff & students
- Representation by GSF schools at international forums
- Kaizen movement & Plant booklet



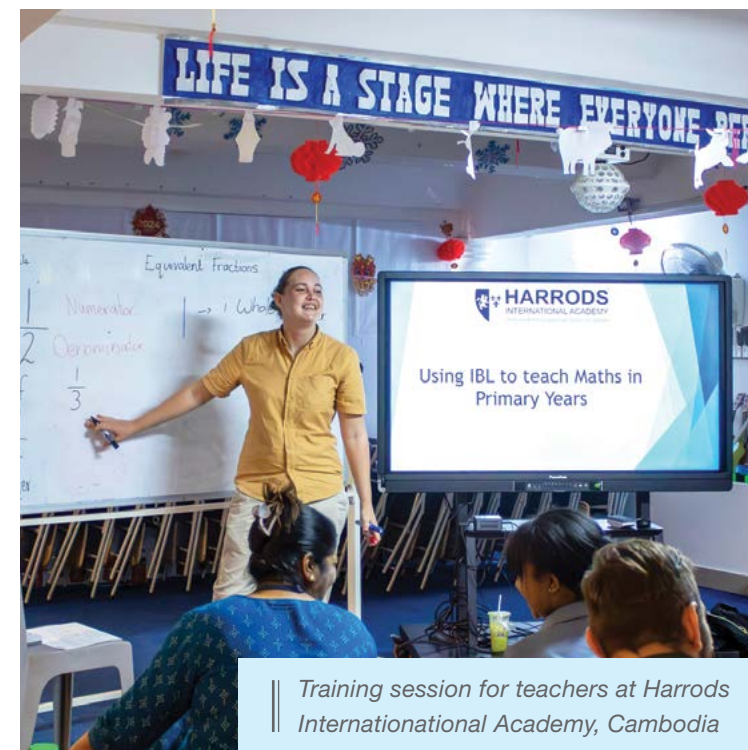
Skill Development & Innovation

TRAININGS & WORKSHOPS FOR STAFF & STUDENTS



“Learn continually.
There’s always ‘one more thing’ to learn!”

Steve Jobs



Training session for teachers at Harrods International Academy, Cambodia

Regular training and workshops for both students and staff are essential components of a thriving educational institution. These sessions serve to enhance skills, foster professional development, and promote continuous learning. GSF offers a range of continuous learning opportunities to support the professional development needs of employees.

In alignment with our commitment to sustainability, we provide specialised training programme aimed at raising awareness and fostering a culture of sustainability among employees. These training sessions cover topics such as environmental conservation, resource management, sustainable practices, and corporate social responsibility. By equipping employees with the knowledge and tools to integrate sustainability principles into their work, we strive to drive positive environmental and social impact.



3,120
Employees trained



141,802 hours
of training provided to employees



58
Awareness sessions
on Sustainability to campuses



1,450
Training hours
on Sustainability



10 Student
workshops
on sustainability



Average training hours per employee **46**

Skill Development & Innovation

GSF REPRESENTATION AT DIFFERENT FORUMS

Engaging in international platforms broadens perspectives and fosters adaptability. It sharpens communication and presentation skills through global interactions. Additionally, representing our institutions instills pride and a sense of responsibility. Individuals are motivated to refine skills to uphold our collective reputation. Participation in global forums amplifies our presence and impact on a wider scale.

Exposure to diverse viewpoints encourages innovation and critical thinking. Global engagement nurtures individuals equipped to tackle modern challenges. Ultimately, it shapes well-rounded leaders for an interconnected world.

148 International oral paper presentations across the Group

APQO participation

To delve deeper into the realm of quality, Global Schools Foundation (GSF) Schools proudly participated in the Asia Pacific Quality Organisation (APQO) Conference in Kathmandu, Nepal from November 17-18, 2023. This gathering offered a valuable platform for engaging with industry experts, sharing knowledge, and examining the latest sustainability trends. 38 Students Representing GSF Schools from diverse locations including Singapore, Dubai, Abu Dhabi, Manila, Phnom Penh, Kuala Lumpur, Malaysia, Tokyo, and various cities in India, our students from GIIS SMART Campus, East Coast Singapore, GIIS Dubai, GIIS Abu Dhabi, CISM Manila, Harrods Cambodia, GIIS Kuala Lumpur, Regent Malaysia, GIIS Tokyo, GIIS Hadapsar, GIIS Balewadi, GIIS Ahmedabad, GIIS Whitefield, OWIS Sarjapur, and OWIS Whitefield came together at the conference to explore Sustainability related projects.



Scan to
read more

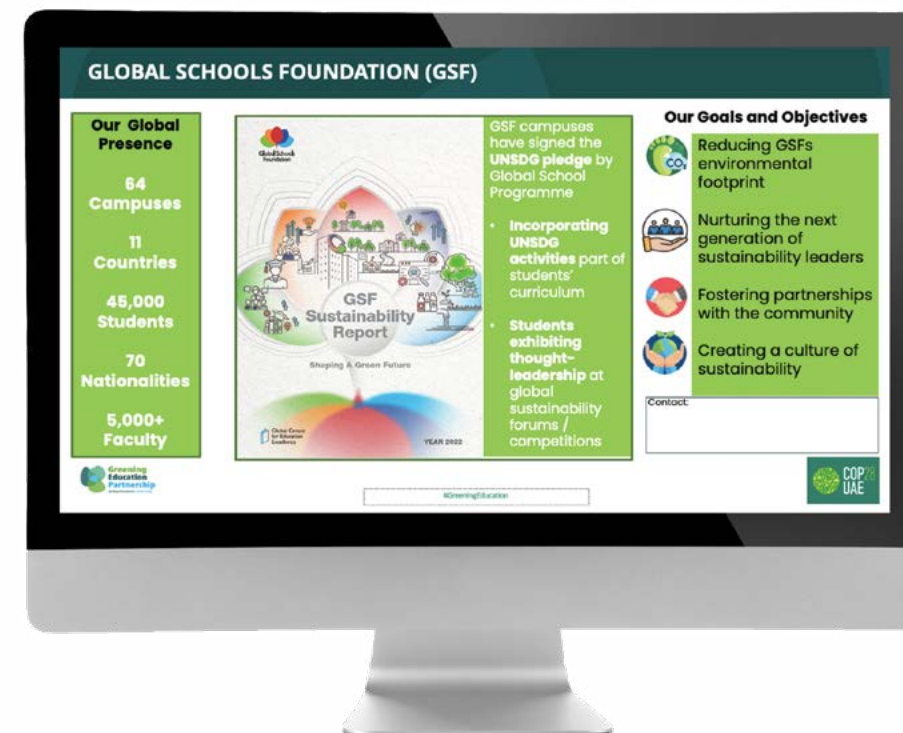


Skill Development & Innovation



Greening Education Partnership @ COP28 Dubai :

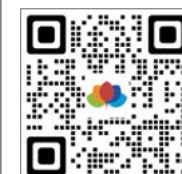
The Greening Education Partnership is a global initiative uniting governments, inter-governmental organisations, civil society, academia, and the private sector to empower learners worldwide with the knowledge and skills to combat climate change and foster sustainable development.



As part of the Greening Education Partnership by UNESCO, GSF presented our initiatives at COP 28 through multimedia displays.

International Conference on Sustainability Education (ICSE) 2023, New Delhi

GSF presented at the ICSE 2023, where we highlighted our whole school approach to sustainability education, focusing on practical, actionable steps that empower students and staff to make a positive impact on the environment. Our systemic approach to sustainability was praised by both members and the esteemed panel for its effectiveness.



Scan to
read more

World Environmental Education Congress (WEEC) 2024, Abu Dhabi

The Global Schools Foundation actively participated in the 12th World Environmental Education Congress (WEEC) and the parallel youth-focused conference, YEEC, dedicated to involving young people in Environmental Education (EE). During the event, we presented an oral presentation highlighting our Sustainability framework and monitoring & reporting practices. Teachers and principals from our schools in the UAE gained valuable and enriching experiences during the event.



Scan to
read more

Skill Development & Innovation



Glendale International School, Dubai:

Inspiring future leaders through Engagement in Global Forums and Technology

At Glendale International School, students embarked on a transformative journey to COP 28, the United Nations Climate Change Conference. Immersed in discussions on global sustainability, they grasped the vital role of international cooperation in addressing environmental challenges. Inspired, they returned with a newfound determination to advocate for sustainable practices in their communities. They also delved into a Ghaf tree planting initiative at Expo city, learning about the tree's resilience and cultural significance in the UAE. This experience instilled both environmental awareness and pride in preserving indigenous flora.



Technology also plays a key role in their education. Back at their school, through the Scan to Learn programme, students explored the school's botanical wonders, scanning QR codes to uncover fascinating facts about many different plant species on campus. Their journey extend beyond mere learning; it encompassed a vision where sustainability and education intertwined. Glendale International School prioritises cultivating 21st-century skills like critical thinking and collaboration, empowering students to drive global sustainability initiatives.

Skill Development & Innovation

KAIZEN MOVEMENT

The Kaizen movement in GSF began in 2020 with an initial cohort of 12 schools and has since expanded to encompass over 24 schools. Rooted in the Japanese term "KAIZEN," signifying "Continuous Improvement," this philosophy is central to GSF's dedication to enhancing our students' growth. We integrate inventive concepts and fresh approaches into our curriculum to instigate transformation and mold our students into well-rounded individuals. Through comprehensive training, both students and teachers are equipped to embed this ethos within school environments and their personal lives. To date, we



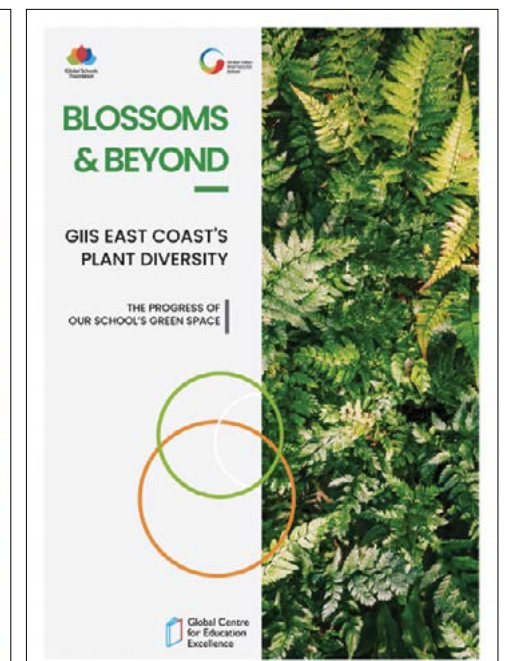
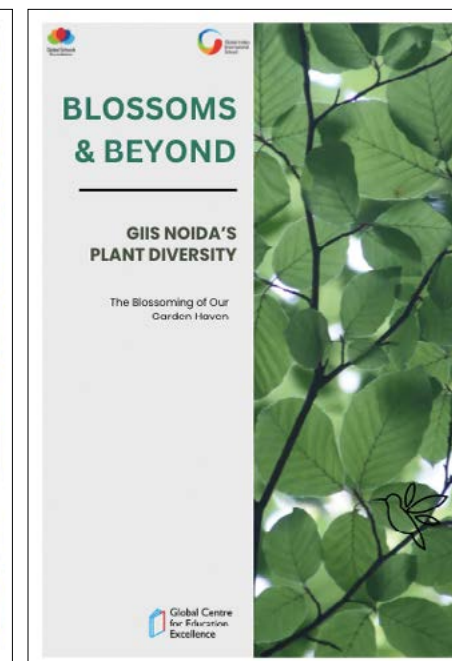
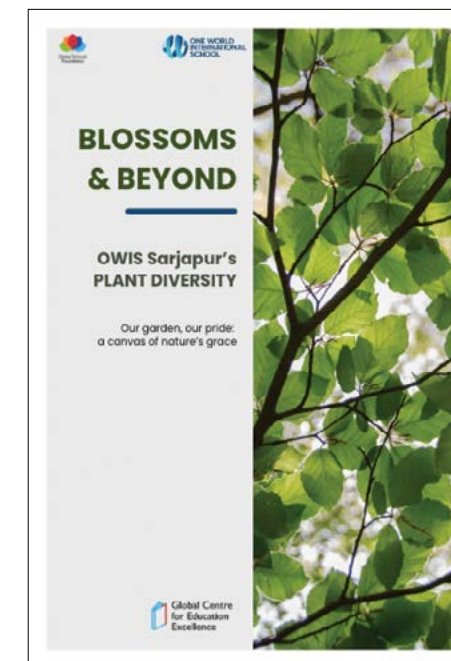
have successfully executed 2910 Kaizens, underscoring its widespread acceptance and effectiveness.

PLANT DIVERSITY BOOKLETS

We've developed a series called "Blossoms & Beyond" to highlight the rich variety of plant life in our gardens through carefully curated booklets. This student led initiative goes beyond showcasing plant diversity; it aims to emphasize the crucial role of biodiversity, enhancing our comprehension of the intricate ecosystem relationships and fostering an appreciation for the interconnectedness of all living organisms. Through their involvement in this project, students not only gain knowledge about plants but also become ambassadors for our garden program, learning valuable teamwork skills and environmental stewardship along the way.



Scan to
read more



Structure & Governance



Establishing robust governance mechanisms that effectively address ESG matters across both the group and school levels

Priority SDGs



Establishing, maintaining, and expanding operations internationally requires a solid foundation of governance, robust risk management practices, and comprehensive business continuity plans. GSF serves as a shining example of educational excellence, with a wealth of accolades and renowned educational programs spanning various school brands across numerous countries.

Our corporate governance structure is meticulously designed to ensure transparency, accountability, and responsibility. At the helm of this structure, we have a seasoned board of directors and senior leadership team working in close collaboration. Together, they oversee day-to-day operations, ensure the effective management of financial resources, and uphold the organisation's commitment to sustainability and financial well-being.

OUR FOCUS AREAS

- Human rights, ethical behaviour & compliance
- Personal data protection
- Equity & Diversity
- Audits & Certifications



Mr. Atul Temurnikar, Chairman & Co-Founder, Global Schools Foundation at the 'Inaugural Session' of the 18th International Conference on Corporate Social Responsibility, held on December 21, 2023

Scan to read the speech by our Chairman at the event



Structure & Governance



H.E. Ambassador Aftab Seth addressing Annual General Meeting 2023 of GSF

SUSTAINABILITY POLICY

At the heart of our operations lies a commitment to fostering global citizenship and promoting sustainability. The GSF Board, comprising experienced professionals, convenes regularly to provide strategic oversight and guidance, particularly in the development and execution of strategies aimed at sustainability and social responsibility.

In line with our sustainability ethos, we have developed a dedicated sustainability policy that encompasses our group's core values and principles. This policy serves as a guiding framework for our sustainability initiatives, encompassing environmental stewardship, social responsibility, and economic viability.

HUMAN RIGHTS, ETHICAL BEHAVIOUR & COMPLIANCE

We are dedicated to embedding respect for human rights throughout our global operations and value chain, aligning with the principles outlined in the United Nations Universal Declaration of Human Rights. To achieve this objective, we have crafted a comprehensive Code of Conduct delineating the standards of personal and professional behaviour expected from all employees. Upholding ethical and professional conduct is paramount for our workforce, forming the cornerstone of a positive, productive, safe, and harassment-free work environment.

Ensuring compliance with laws and regulations is a top priority for us in all the countries where we operate. Our stringent internal review and audit procedures involve every department, ensuring strict adherence to legal requirements and the diverse standards set by academic bodies. To oversee these matters, we have a dedicated legal team.

In our Indian schools, various committees such as POSCO, Safety & Security, Parent-Teacher, and Sexual Harassment have been established. These committees include parent representatives who actively participate in the School Management Committee. These structures foster accountability and create a supportive environment for all stakeholders.

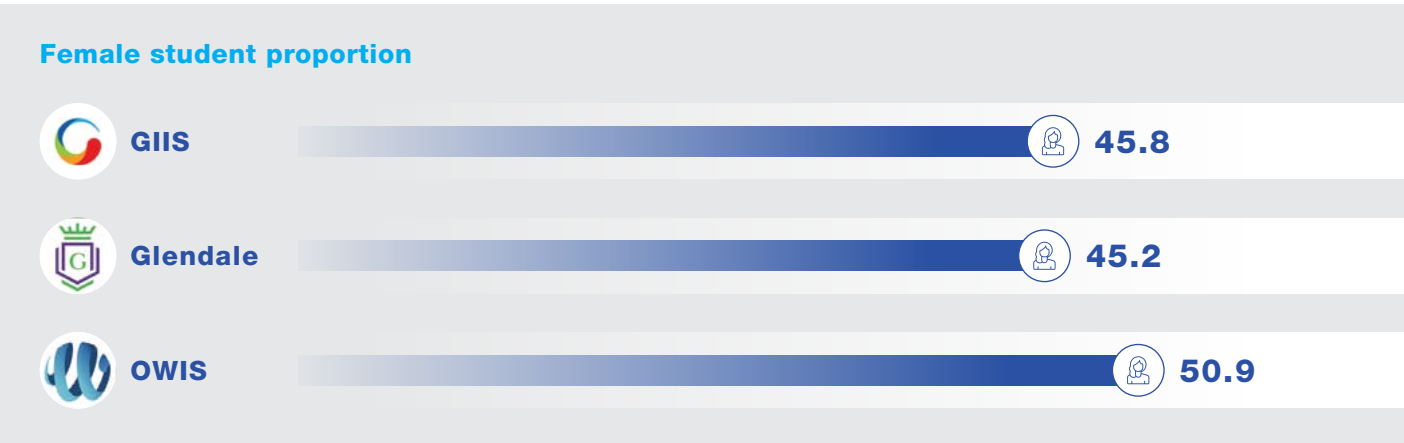
As part of our commitment to transparency and accountability, we have implemented the GSF Whistleblower Policy. This policy enables individuals to report suspected workplace misconduct, fraud, corruption, or unethical behavior anonymously or by name through an independent third-party-led Ethics Helpline. This mechanism upholds the integrity of our organisation and ensures adherence to our Code of Conduct across GSF and its affiliated schools.

Structure & Governance

EQUITY & DIVERSITY

Equity and diversity are crucial for effective governance, ensuring fair representation and inclusive decision-making. By prioritising equity, organisations address systemic barriers and promote access to opportunities for all. We believe diverse perspectives stimulate innovation and mitigate bias, fostering trust and community engagement.

Employee diversity data					
Total no. of Employees (Academic, Non-Academic)		No. of Male & Female employees		No. of Male & Female managers	
Academic	3,556	Male	1,518	Male	186
Non Academic	1,905	Female	3,943	Female	246
Total	5,461	Total	5,461	Total	432
No. of Employee Nationalities		Age wise distribution of employees in 3 groups			
Total	50	Age 30 & Below	Age 31 to 50	51 & Above	
		1,162	3,723	576	



Structure & Governance

STAFF WELFARE

Prioritising staff welfare is integral to our organisation’s commitment to fostering a positive work environment and supporting employee well-being. These initiatives are vital for enhancing morale, decreasing turnover rates, and boosting productivity. As a learning institution, we also offer abundant opportunities for our staff to enhance their skills and professional development.



Employee appreciation at Harrods International Academy, Cambodia

Rate of employee turnover and rate of new employees hired

Attrition 16%

New Hires 25%

PERSONAL DATA PROTECTION

At GSG Schools, safeguarding personal data and upholding individuals’ privacy rights is paramount. We have instituted various measures to ensure adherence to pertinent data protection laws and regulations, acknowledging the significance of responsible handling of personal data as outlined in the Personal Data Protection Act 2012 (PDPA) to mitigate misuse. We maintain comprehensive privacy, firewall, and information sensitivity and security policies, ensuring compliance and safeguarding the privacy of both staff and students. Notably, there have been no significant breaches concerning customer privacy or loss of customer data.

Structure & Governance

AUDITS & CERTIFICATIONS

ISO 9001, ISO 21001, and ISO 45001 certifications are vital for our schools. ISO 9001 ensures quality management, leading to customer satisfaction and operational efficiency. ISO 21001 focuses on educational institutions, improving teaching and learning experiences. ISO 45001 enhances workplace safety, reducing accidents and promoting employee well-being. These certifications demonstrate commitment to quality, safety, and continuous improvement, enhancing reputation and competitiveness. Overall, they are essential for ensuring organisational success and sustainability. Approximately 40 incidents were reported in our regular reviews, and all have been diligently addressed.



Our schools diligently undergo routine internal reviews and audits to ensure continuous improvement and adherence to high standards.

Total number of audits completed (2023)	GIIS	OWIS	Harrods	Glendale
External Audits	7	4	3	3
Internal Audits	15	6	6	3
TOTALS	22	10	9	6

ISO 21001 & 9001 certified: **30 Schools**

ISO 45001 certified: **24 Schools**

9001:2015

21001:2018

45001:2018

CONGRATULATIONS
ON BEING ECO-OFFICE CERTIFIED

Global Indian International School

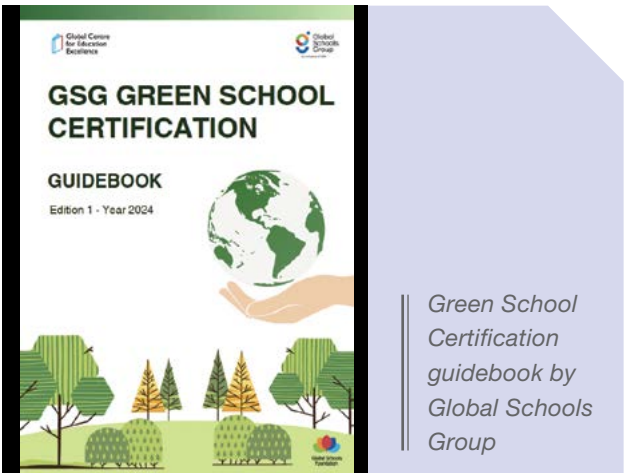
Eco-Office Certification by Singapore Environment Council

GIIS SMART Campus – Punggol has achieved the prestigious Eco Office Certification – Champion Award from the Singapore Environment Council, marking a significant milestone. This recognition underscores the campus’s steadfast dedication to sustainable practices, establishing a benchmark for excellence in eco-friendly initiatives.

Structure & Governance

GREEN SCHOOL CERTIFICATION PROGRAMME

GSG has launched its in-house Green School Certification Programme, a first-of-its-kind initiative in K-12 education. The certification programme is designed to set a new standard, providing a comprehensive and standardised framework for assessing and recognising the unwavering sustainability commitment and achievements of GSG campuses. By holistically integrating insights from various international standards, our certification programme ensures a thorough and inclusive assessment that aligns not only with industry best practices but also with the core vision and mission of GSG.



GLOBAL ANNUAL LEADERSHIP SUMMIT (GALS)

GALS serves as the pinnacle gathering of the Global Leadership Team, aiming to propel leadership and innovation across all GSF campuses. This annual event provides an invaluable opportunity for collective brainstorming and discussion on shaping the future direction of our global network of schools. With the theme “Leveraging Network for Global Growth – Building Innovative Outcomes for Students, Staff & Parents,” this year’s summit focused on harnessing our network’s potential for transformative growth and fostering innovative solutions.

The summit featured insightful Focus Group Discussions covering a diverse array of topics, including the pivotal theme of “New Age Campuses and Infrastructure.” This specific discussion highlighted our unwavering commitment to sustainability and our proactive steps towards creating environmentally-conscious campuses. By prioritising sustainability in our infrastructure planning, we aim to not only create conducive learning environments but also to foster a culture of environmental stewardship among our students, staff, and parents. This dedication underscores our holistic approach to education, emphasising not just academic excellence but also social and environmental responsibility.



Structure & Governance

AWARDS

In addition to academic accolades, our students and campuses have been honored for their outstanding contributions to sustainability initiatives. These awards underscore our commitment to environmental stewardship and empower our students to champion eco-friendly practices. These national and international awards serve as powerful motivators, inspiring our students and campuses to strive for excellence on a global scale.

List of recent awards related to Sustainability for Campuses

Award	Campus
26 th World Education Summit	OWIS Whitefield
National Awards for Excellence in Innovation	OWIS Whitefield
World Quality Congress and Awards, 9th Edition	Regent International School
World Quality Congress and Awards, 9th Edition	GIIS Whitefield
SEC Yellow Flame Award	GIIS Punggol
SEC Yellow Flame Award	GIIS East Coast
IMC MQH - 2nd Runner-Up	Glendale International School

Asia Pacific Quality Organisation (APQO)
– Award for Contributing to Excellence (ACE)

3 Stars Award for Quality Circle – List of Student-led Projects	
Recycle Advocates	CISM
Lighthouse	GIIS Kuala Lumpur
Green Future Squad	OWIS Whitefield
Eco Buddies	GIIS Noida
Embioment	Harrods International School
Digitainability - Driving the Change	GIIS Tokyo

4 Stars Award for Quality Circle – List of Student-led Projectst	
Planet Wisers	GIIS East Coast
Net Zero	GIIS Dubai
Sustainability Champions	Glendale International School

Special Award for Quality Circle – List of Student-led Projects	
Net Zero: Innovation – STREAM Exploration	GIIS Dubai

SUPPORT BY
GOVERNMENT BODIES

GSF schools are immensely grateful for the support extended by government bodies, recognising their invaluable role in nurturing educational excellence and sustainability efforts. Their partnership and assistance enable GSF schools to further their mission of empowering students and communities, fostering a deep sense of gratitude for their continued support and collaboration.



**Abu Dhabi
Department of
Education and
Knowledge**



**Royal
Commision of
Riyadh City**



**Seoul
Metropolitan
Council**



**Enterprise
Singapore**



**Economic
Development
Board,
Singapore**

Sustainability Teams

MESSAGE FROM GCEE
SUSTAINABILITY TEAM

Our school community has tirelessly implemented various initiatives to minimise our environmental footprint, promote social responsibility, and drive positive change. Together, we’re integrating sustainability into the heart of our school activities and working, ensuring a brighter, more sustainable future for generations of students to come.

A heartfelt thank you goes out to our esteemed teachers, dedicated students, and hardworking staff for their invaluable efforts and contributions to this report. Your commitment to sustainability has been vital in shaping our progress, and we deeply appreciate your dedication to our shared vision. Together, as a school family, we are making a difference. **Thank you.**



GCEE Sustainability Team: (L to R) Mr Rathin Khandhadia, Ms Smita Warnekar, Mr Vikram Krish

GREEN CAMPUS GUARDIANS: LEADING THE CHARGE FOR SUSTAINABLE FUTURES

- GIIS Abu Dhabi : Sustainability Ambassadors (Teachers)**
Ms. Paromita Biswas, Mr. Sushil Verma **(Students)** Jayden Jacob, Mansa (Grade 12)
- GIIS Ahmedabad : Sustainability Ambassadors (Teachers)**
Ms. Anila James, Ms. Ritu Srivastava
- GIIS Balewadi : Sustainability Ambassadors (Teachers)** Ms. Priya Johri, Ms. Shital More
- GIIS Bannerghatta : Sustainability Ambassadors (Teachers)**
Ms. Sudha Dharmaraj **(Students)** Kavin and Dhathri (Grade 5)
- GIIS Dubai: Sustainability Ambassadors (Teachers)**
Ms. Pushpalatha Nair, Ms. Sunita Wadhe **(Students)** Riddhi Sreekumar, Adwika chaudhary (Grade 10)
- GIIS East Coast: Sustainability Ambassadors (Teachers)**
Dr. Nidhi Goyal, Ms Pooja Sharma **(Students)** Ester (Grade 8), Yashvi Agrawal (Grade 7)
- GIIS Hadapsar: Sustainability Ambassadors (Teachers)**
Ms. Sanghita Bhuyan, Ms. Swati Somani **(Students)** Manogya Maheshwari (Grade 4), Abhishree Gawade (Grade 5)
- GIIS KL: Sustainability Ambassadors (Teachers)**Ms Kalyani Bala Patra, Ms Thineletcumi Retnam **(Students)** Athvidhyanaathan, Manpreet (Grade 12) Charvi Khera (Grade 11)
- GIIS Nagpur: Sustainability Ambassadors (Teachers)**Ms Priyanka Karmore, Ms Sarika Gayaki
- GIIS Noida: Sustainability Ambassadors (Teachers)**Ms. Priyanka Roy, Ms. Trapti Singhal **(Students)** Nitya Parashar, Amyra Jain (Grade 5)
- GIIS SMART Campus, Punggol: Sustainability Ambassadors (Teachers)**Ms Latha T P, Ms Padmarani S, Ms Komal Aggarwal **(Students)** Mansiha Gopinath, Joe Salin Saleth (IBDP Yr 2)
- GIIS Tokyo: Sustainability Ambassadors (Teachers)**Mr Justin Diraviam, Dr. Hina Malhotra **(Students)** Jigisha Rapelli (Grade 12) Savita Kishore (Grade 12) Ryan Anish (Grade 5) - Nishi Kasai, Ramneek Kaur Sidhu (Grade 10) Higashi Kasai
- GIIS Whitefield: Sustainability Ambassadors (Teachers)**
Ms. Preetha DMello, Ms. Sonaman Bandoghati
- Glendale International School, Dubai: Sustainability Ambassadors (Teachers)**Mr. Darryn, Ms. Suhair **(Students)** Aradhya (Grade 6) Aida (Grade 5)
- Glendale International School, Hyderabad: Sustainability Ambassadors (Teachers)**Ms Pinki Agarwal
- OWIS Nanyang: Sustainability Ambassadors (Teachers)**Mr Marc Rubert, Mr Prem Kumar Rajoo
- OWIS Riyadh: Sustainability Ambassadors (Teachers)**Ms Omnia Mokhtar
- OWIS WF: Sustainability Ambassadors (Teachers)**Ms Rupali Bodhankar, Ms Tamizh Pooni
- Regent International School Klang : Sustainability Ambassadors (Teachers)**Ms Kayathry Veerapandian, Ms Visalachi Menon Sudhakaran
- Regent International School Kuantan: Sustainability Ambassadors (Teachers)**Mr. Muhammad Shafian Sahari, Mr. Dennis Arcega **(Students)** Rachael Renee Francis (AS Level), Joyce Ting (Year 9)
- Regent International School, Sungai Petani: Sustainability Ambassadors (Teachers)**Ms Juliana Marial, Mr. Sanjivan
- Witty kids, Chikoowadi: Sustainability Ambassadors (Teachers)**Ms Shweta Sawant , Ms Manisha Jadhav **(Students)** Tvesha Shah,Vrida Gupta (Grade 8)
- Chinese International School, Manila: Sustainability Ambassadors (Teachers)**Ms. Martin Antonio Frias, Ms. Sherly Villaruel **(Students)** William DJ Tutt and Malaya Q Katigbak (Grade 11)
- Domuschola International School, Manila: Sustainability Ambassadors (Teachers)**Mr. Paolo Libatique, Mr. Robic Hermosa **(Students)** Mikaela V Reyes & Tyler J Rosal (Grade 11)
- Emirates American School, Sharjah: Sustainability Ambassadors (Teachers)**Ms. Ilham, Ms. Shaza Asad, Ms. Marwa Mustafa **(Students)** Ahmed Sultan, Al Jazia (Grade 12)

About the Report



This is the second ESG (Environment, Social and Governance) report of the global operations of Global Schools Foundation.

REPORTING PERIOD:

1st January 2023 to 31st December 2023

REPORTING BOUNDARY:

The report mainly contains data and information from our: **Global Indian International Schools (GIIS):** Abu-Dhabi, Dubai, East Coast, Punggol Smart campus, Tokyo, Whitefield, Bannerghatta, Ahmedabad, Balewadi, Kuala Lumpur, Hadapsar and Balewadi, **One World International School (OWIS):** Nanyang, Suntec, Sarjapur, Punggol Digital Campus, **Harrods International School, Cambodia, Regent International School KL, Glendale International School, Hyderabad & Dubai, Witty International School, Mumbai.**

* 15 GSG Schools for Waste management related information: Regent International School, Malaysia, Glendale International School, Hyderabad and Dubai, Witty International School, Mumbai, Emirates American School, Sharjah, Chinese International School, Manila, Domuschola International School, Manila, Global International School, Noida, Abu Dhabi, East Coast, Bannerghatta, Hadapsar, Punggol, Dubai, Tokyo

* 25 GSG Schools for Carbon emissions, Water consumption and Electricity consumption: Global Indian International Schools (GIIS): Abu-Dhabi, Dubai, East Coast, Punggol Smart campus, Tokyo, Whitefield, Bannerghatta, Ahmedabad, Balewadi, Kuala Lumpur, Hadapsar and Noida, One World International School (OWIS): Nanyang, Harrods International School, Cambodia, Regent International School: Klang, Sungei Petani & Kuantan

The availability of data varies for different data points, and this distinction is highlighted whenever feasible.

ASSURANCE:

For this Sustainability Report, we have chosen to adopt an internal assurance process. Our dedicated team has thoroughly examined all essential information to instill confidence in the data disclosed, both for management and our valued shareholders and stakeholders. While we have not sought the involvement of an external party to audit our data for this particular report, we remain open to considering this option for future reports

CONTACT US AT:

Your feedback is welcome.

sustainability@globalschools.com

GRI Content Index

Statement of use	Global Schools Foundation has reported in accordance with the GRI standards for the period of January 2022-December 2022
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location/URL/ Reason for omission
General Disclosures		
GRI 2: General Disclosures 2021	2-1. Organisational details	Page 6,7
	2-2. Entities included in the organisation's sustainability reporting	Page 60
	2-3. Reporting period, frequency and contact point	Page 60
	2-4. Restatements of information	Page 6,7
	2-5. External assurance	Page 60
	2.6. Activities, value chain and other business relationships	Page 6,7,8
	2.7. Employess	Page 54
	2.9. Governance structure and composition	https://www.gsf.info/about/managementteam , Page 12,52
	2.14 Role of the highest governance body in sustainability reporting	Page 12,57
	2-22 Statement on the sustainable development strategy	Page 4,5,8,9
	2-23 Policy commitments	Page 13
	2.24 Embedding policy commitments	Page 14-17,52,57
	2.25 Process to remediate negative impacts	Page 53
	2.29 Approach to stakeholder engagement	Page 41-45
Material Topics		
GRI 3: Material Topics 2021	3-1. Process to determine material topics	Page 18
	3-2. List of material topics	Page 18
	3-3. Management of material topics	Page 16,17, in specific topic management disclosure
GRI 302: Energy 2016	1.1. Topic management disclosure	Page 18,29
	302-1. Energy consumption within the organisation	Page 33
	302-3. Energy intensity	Page 33
GRI 303: Water and Effluents 2018	1.1 Topic management disclosure	Page 18,29,38
	303-5. Water consumption	Page 33
GRI 304: Biodiversity 2016	1.1. Topic management disclosure	Page 36

GRI Content Index

GRI Standard	Disclosure	Location/URL/ Reason for omission
Material Topics		
GRI 306: Emissions 2016	1.1. Topic management disclosure	Page 18,32
	305-1. Direct (Scope 1) GHG emissions	Page 32
	305-2. Direct (Scope 2) GHG emissions	Page 32
	305-3. Other indirect (Scope 3) GHG emissions	Page 32
	305-4. GHG emissions intensity	Page 32
GRI 306: Waste 2020	1.1 Topic management disclosure	Page 18,29,34
	306-1. Waste generation and significant waste related impacts	Page 34
	306-2. Management of significant waste related impacts	Page 34-35,39
GRI 401: Employment 2016	1.1. Topic management disclosure	Page 18,52,54
	401-1. New employess hires and employees	Page 55
GRI 403: Occupational Health and Safety 2018	1.1. Topic management disclosure	Page 18,56
	403-1 Occupational health and safety management system	Page 56
	403-5 Worker training on occupational health and safety	Page 56
	403-6 Promotion of worker health	Page 56
GRI 404: Training and Education 2016	1.1. Topic management disclosure	Page 18,46-51
	404-1: Average hours of training per year per employee	Page 47
GRI 405: Diversity and Equal Opportunity 2016	1.1 Topic management disclosure	Page 54
	405-1: Diversity of governance bodies and employees	Page 54
GRI 412: Human Rights Assessment	1.1 Topic management disclosure	Page 53
GRI 413: Local Communities 2016	1.1. Topic management disclosure	Page 18,41
	413-1: Operations with local community engagement, impact assessments, and development programs	Page 42,44,45
GRI 416: Customer Health and Safety 2016	1.1. Topic management disclosure	Page 56
	416-2. Incidents of non-compliance concerning the health and safety impacts of products and services	Page 56
GRI 418: Customer Privacy 2016	1.1. Topic management disclosure	Page 55
	418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 55



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P/h : +65 6914 7000

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