



Waste Management FY 2024-25



Waste Management

(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

At Persistent Systems, we are deeply committed to environmental sustainability and responsible waste management. Our approach is guided by the 3R philosophy: Reduce, Reuse, and Recycle, ensuring minimal environmental impact while maximizing resource efficiency.

Our strategic approach to waste management focuses on minimizing waste generation, enhancing recycling efforts, and promoting circular economy practices. By proactively implementing waste reduction initiatives, we optimize processes to curb unnecessary output. Our 99% waste recycling rate highlights our commitment to repurposing materials and reintegrating them into production cycles, significantly reducing landfill waste. Additionally, by extending the lifespan of materials and products, we reduce dependence on fresh resources, reinforcing a more sustainable and responsible waste ecosystem.

3R

Philosophy

Reduce
Reuse
Recycle

99%

Waste Recycled

122.1 Tonnes

Waste Generated

99.27%

Waste Diverted
from Disposal

0.73%

Waste Diverted to
disposal

Waste Intensity FY 2024-25

0.087 Tonnes/\$ Mn

0.005 Tonnes/FTE



For more details, refer

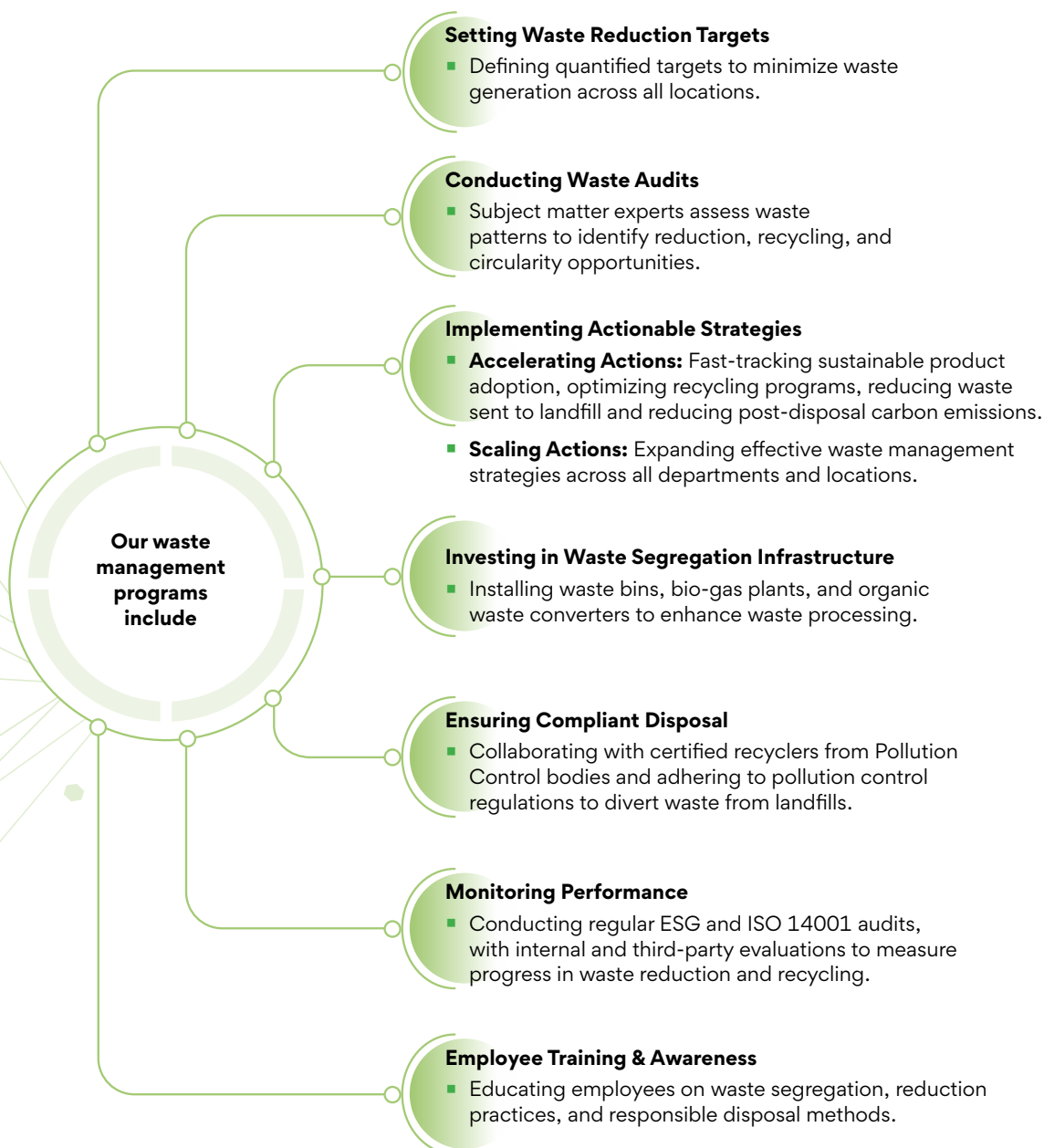
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Waste Management Programs

(GRI Disclosure 306-2)

At Persistent Systems, we recognize the critical role of sustainable waste management and have implemented comprehensive initiatives to ensure responsible waste disposal. Our approach encompasses waste segregation, e-waste disposal, hazardous material management, and circular economy practices such as refurbishing end-of-life laptops and reducing plastic waste. We actively promote responsible consumption, paperless operations, and composting to minimize environmental impact. These targeted efforts contribute to a sustainable future by embedding waste-conscious practices across our operations.



Waste Disposal Practices

Waste disposal at Persistent Systems is carried out with a strong emphasis on environmental sustainability and hygiene. We ensure that all waste

generated is processed through approved recyclers, maximizing recycling and repurposing opportunities. Any waste that cannot be recycled is responsibly

disposed of in municipal landfills authorized by regulatory bodies such as Pollution Control Boards, ensuring compliance with environmental standards.

Waste Reduction Initiatives

At Persistent Systems, we are committed to **responsible waste reduction and disposal** through structured initiatives that promote sustainability, compliance, and employee awareness. Our approach focuses on **efficient waste handling, regulatory adherence, and resource optimization**, ensuring minimal environmental impact.

Waste Segregation & Responsible Disposal

- Implemented **designated disposal bins** for different types of waste:
 - **Dry waste** (civil debris, furniture waste, paper, cardboard, plastic, glass, etc.) is segregated and sent for municipal collection.
 - **Wet waste** (organic waste) is collected separately and handed over to municipal authorities.
- Responsible end-of-life management of hardware at all Persistent locations
 - **E-waste & hazardous waste** is disposed of only through **authorized agencies approved by the State Pollution Control Board**. Employees are also encouraged to deposit personal e-waste at Company facilities for responsible disposal.
 - Initiated a **refurbishment program** for **end-of-life (EOL) laptops**, donating them to NGOs and educational institutions to promote reuse, create employment, and reduce e-waste.

Plastic & Paper Reduction Initiatives

- Minimized the use of **plastic bags**, encouraging the shift to cloth or paper bags. **“No Plastic Days”** are organized to raise awareness.
- Enforced a **ban on single-use plastic items**, including plastic water bottles, spoons, plates, and crockery.
- Transitioned to an **almost paperless office**, using soft copies for all work except where legally mandated.
- Implemented **default two-sided printing** to reduce paper consumption.
- Partnered with a vendor for **shredding and recycling wastepaper**.

Organic & Dry Waste Management

- **Garden waste** is composted on-site to produce organic fertilizer.
- **Dry garbage** is collected daily by “Swachh”, an NGO appointed by the Pune Municipal Corporation (PMC).
- **“Zero Plate Wastage Week”** is observed twice a year, with regular awareness campaigns through emails and posters.

Sustainable Transportation & Green Mobility

- Installed **EV charging stations** for both two-wheelers and four-wheelers, with a **Centralized Monitoring System** to support electric vehicle adoption and reduce carbon footprints.
- Introduced **electric vehicles for employee commutes** from April 2024 to minimize environmental impact.

Awareness & Employee Engagement

- Enforced a strict **No Tobacco / No Smoking policy** across all Company premises.
- Launched **“Towards a Sustainable Tomorrow”**, an employee awareness campaign covering:
 - Energy monitoring and conservation at home.
 - Promotion of renewable energy in residential societies.
 - Composting, water conservation, and other sustainable practices.



Persistent Systems Limited

CIN: L72300PN1990PLC056696

Registered Office


Bhageerath, 402 Senapati Bapat Road
Pune 411 016, India

Tel: +91 20 6703 0000

Fax: +91 20 6703 0008

info@persistent.com

www.persistent.com

 persistent-systems

 Persistentsys

 PersistentSystems

 persistent_systems