We believe in the *power of 'WE'* to create impactful change

Corporate Social Responsibility at WeWork India

wework

About WeWork India

WeWork is India's largest office space provider, aimed at creating flexible workspace solutions for companies of all sizes. Since entering the Indian market in 2017, WeWork India has been spearheading the concept of flexible workspaces and driving the future of work with over 8 million sq. ft of assets signed across 53+ locations in New Delhi, Gurugram, Noida, Mumbai, Bengaluru, Pune and Hyderabad.

63+	8	1 Lakh+
Centres	**Cities**	**Desks**

Our values

01

Do the right thing

An intentional act that shows ownership in solving problems & making decisions

02

Strive to win together

We are better together and work with a shared purpose to improve and grow

03

Be human, be kind

We have built a community that celebrates diversity through talents, passions and backgrounds

04

Be entrepreneurial

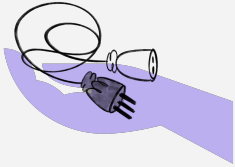We are bold, act with courage and demonstrate resilience to push ahead no matter the odds

05

Be sustainable

We are committed to taking care of the planet in every little and big way possible

Our *sustainability* commitments

01

Energy

With a benchmark EPI of 150 kWh/sqm/year in 2019, WeWork India has a target to reduce energy by 20% by the year 2026

02

Waste

Driving efforts to divert 90% of waste from landfills by 2028

03

Renewable Energy

Striving to use 100% renewable electricity by 2027

04

Water

Saving more water with a target of 20l per day 20 Litre/Person/day, a 55% reduction from our current metric of 24l per/person/ day 24 Litre/person/day

Our focus

01
Wellbeing

- Utilising non-toxic cleaning products and materials
- Maintaining indoor air quality
- Creating spaces for wellbeing

02
Impact

- Social impact programs & vendors
- CSR projects
- Employee volunteering activities

03
Sustainability

- Waste management
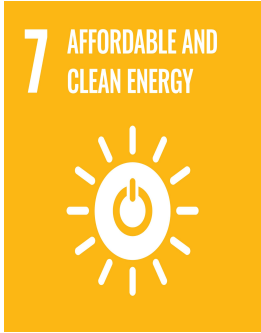- 0% plastic environment
- Water use reductions

04
Energy

- Building energy management
- Renewable electricity procurement

UN Sustainable development goals

WeWork India actively aligns with the following UN SDGs

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

3 GOOD HEALTH AND WELL-BEING

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

6 CLEAN WATER AND SANITATION

5 GENDER EQUALITY

Our *CSR* initiatives

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WeWork India X TAICT

What is Ecogram?

Ecogram is an entity that allows for the sentiment of community to become tangible. Through the implementation of good sustainable practices, the model gram secures the well-being of its people.

This is made possible in three ways

- Spreading awareness about environmental and SWM issues.

- Creating supporting infrastructure for sustainable natural resource management.

- Involving all stakeholders in the community, to create a sense of ownership and pride that makes the outcomes of the project long lasting.

WeWork India X TAICT

Tarahunise lake and village

Through the lake project we strive to restore and preserve its fragile ecosystem.
Through the village restoration project we strive to look after end to end maintenance of the village.

The anonymous Indian Charitable Trust (TAICT) is focussed on issues relating to the environment, governance, and livelihood, as a means to improve the everyday lives of citizens.

TAICT looks to address basic issues of the environment, health and hygiene through simple, practical solutions.

The **EcoGram project** is an initiative by TAICT with the objective of improving soil, waste, and water management within the Bettahalasur Gram Panchayat area.

https://www.taict.org/

Project 1
Tarahunise Lake

Tarahunise Lake

The lake, which has been mostly dry for the last 30 years, has an area of 32 acres and a holding capacity of 187 million litres.

Our main focus areas for the lake restoration were

- Beautification

- Upgradation

- Maintenance

Tarahunise Lake

Before

After

Progress so far

- Planted around 289 tree saplings and other pollinator friendly flora for **biodiversity enhancement.**

- Beautified lake area, **attracting more wildlife**, including endangered species like painted storks and Alexandrine parakeets.

- **Installed 31 floating wetlands**, reducing nitrate levels in water by 72.7% (positively contributed to fish species observed).

- Conducted Biodiversity Study- Revealed 3,272 organisms, a testament to the sheer vitality and abundance of life within the ecosystem.

- Established lake maintenance system for monitoring, clean-ups, and sapling care.

Voices from the community

"

There were no parks at the lake when I first moved here, but now, there's a new butterfly park, which I am very happy to see. All the plants in the park have name plates and the park is maintained well. The environment here, including the air, is very clean. The best time to go to the lake is in the morning or evening. There are benches as well. You can walk around the lake and even sit and enjoy.

- Suma, Resident of Tarahunise

"

As a farmer, my lands are adjacent to the lake. I have never seen this lake full of water since I was born. Our borewells are refreshed to a depth of 120 to 300 feet, and I receive a 12-hour continuous yield following the government, WeWork India and EcoGram Team's combined efforts to rejuvenate and maintain the lake. We are so grateful for this. They have also built a track around the lake for our tractors so we are able to get to our farms with ease.

- Prasanna Kumar, Resident of Tarahunise

"

For the past two years, I have run fishing operations at Tarahunise Lake. What truly makes me proud, is that I am able to run my business here without harming any other species. The WeWork and EcoGram Team's persistent efforts to raise awareness of safe fishing methods and the value of preserving a healthy lake ecology have made this possible. These days, I also provide boat services to to prune aquatic weeds, and coordinate to clean up the lake bed.

- Prakash, Resident of Tarahunise

Voices from the community

"

"Since EcoGram and WeWork India's efforts to restore the lake, the **ecosystem** has become conducive for waders due to ethical fishing practices. The lake now has a diverse range of fish species, and birds such as **Cormorants, Darters, and three species of Kingfishers**, making it their home. It is also a habitat for **near-threatened** species like the **Alexandrine Parakeet, Painted Stork, and Oriental Darter**. Recently, there have been rare bird sightings including the **Striated Heron and common Cuckoo**. Beyond birds, the lake now teems with a vibrant macro world, featuring colorful inhabitants like the crimson rose butterfly, common Jezebel, and other insects, including the Indian jumping ant."

- Prajwal, Naturalist

What your contribution can help us achieve

- Further **strengthen the bund** on the east side of the lake to address heavy water movement, to **prevent rapid erosion and challenges for repair.**

- **Building a robust wetland** to ensure high water quality.
    - The influx of untreated sewage from nearby plots contaminates the lake, endangering aquatic ecosystems and compromising the purity of groundwater, posing potential health risks to local residents.

- Undertake **engineering initiatives** to address issues related to the inlets and outlets of the lake, mitigating water stagnation and flood risks.

- **Constructing restroom facilities** to serve the needs of both the local community and visitors to the lake

- **Installation of solar lamps** for increased safety for visitors of the lake.
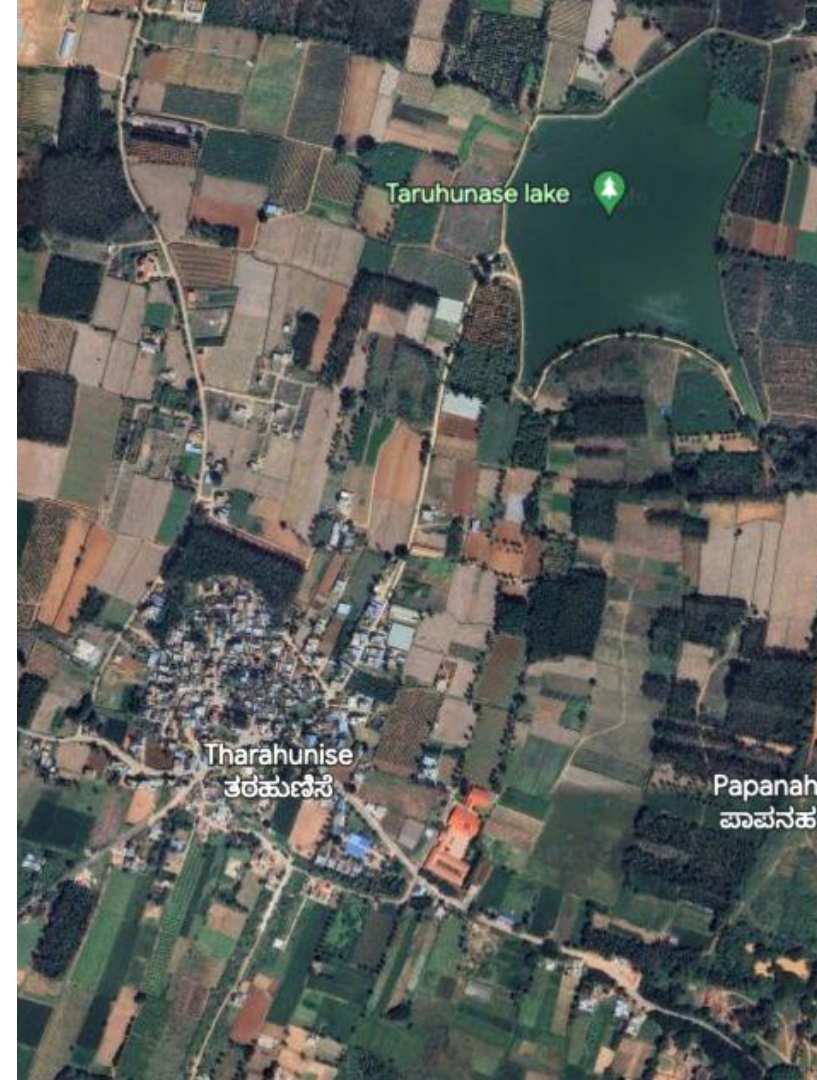
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Project 2
Tarahunise Village

Tarahunise Village Adoption

- Population - 1672 Residents approx

- Total waste generators - 486

- Lakes - 1

- Anganwadis - 2

- Government higher primary schools - 1

- Commercial establishments - 29

- Places of worship - 6

- Government offices - 1

Scope of work

- Daily data collection to assess **13 key performance indicators.**

- Conduct research, hold **events and awareness campaigns** around waste management and water conservation.

- Processing of all organic waste collected into compost at waste collection centre.

Community

- Creation of **EcoGram Shakti Sisterhood** as custodians of the program.

- **Tailoring skill development program** 'Threads of Life' for the women.

- **Trashonomics workshop** roll out for schools.

- Creating **menstruation awareness.**

Outputs

- Observable **cleanliness** on the streets

- Use and **maintenance** of litter bins

- Bring an end to burning rubbish on roadsides.

Progress so far

- Segregation at source is currently at **92%** for villages and **90%** for bulk generators, participation level is at **83%.**

- Successful implementation of SWM violation fines and penalties as per Karnataka Panchayat Raj (Management of Solid Waste).

- Introduction of SWM user fees.

- Visual cleanliness: **Hosted 73 clean up drives and collected a total of 2776 kgs of waste.**

Community outreach

- Since adoption, **44 ladies successfully graduated** from the 'Threads of Life' tailoring skill development program.

- Hosted wide variety of **upskilling & health awareness workshops** with Shakti Sisterhood.

- Conducted **SWM awareness/ Trashonomics workshops** with 121 students.

What your contribution can help us achieve

- Continue to **reinforce ethical and sustainable waste management** practices.

- Setting up entrance boards in the village.

- Implementing **Trashonomics workshops** for school children to expand our outreach and promote environmental education.

- Upscaling the '**Threads of Life**' program which will contribute to women empowerment and upskilling

- Providing **sponsorship** for sewing machines.

- Conducting **graduation ceremonies** for students of the 'Threads of Life' program.

Project 3

WeWork India X Wildlife Conservation Society - India

WeWork India X WCS - India

Living with leopards

In partnership with WCS India, WeWork India is spearheading a project focused on leopard conservation. The Sanjay Gandhi National Park (SGNP) in Mumbai is a unique protected area where leopards exist in a forest right in the heart of the city. Mumbai's case study serves as an example of adaptability where leopards cohabitate amongst people.

WCS-India's overarching goal is the protection and conservation of the natural environment, its flora and fauna, and in particular the preservation of wildlife and ecosystems in India.

https://india.wcs.org/

WeWork India X WCS - India

Living with leopards

This initiative aims to address **human-leopard conflicts** by employing cutting-edge tracking technology, community engagement programs, and education on responsible cohabitation.

Together, we strive to create a safe environment for both leopards and the local community, **fostering mutual understanding and respect between humans and wildlife.**

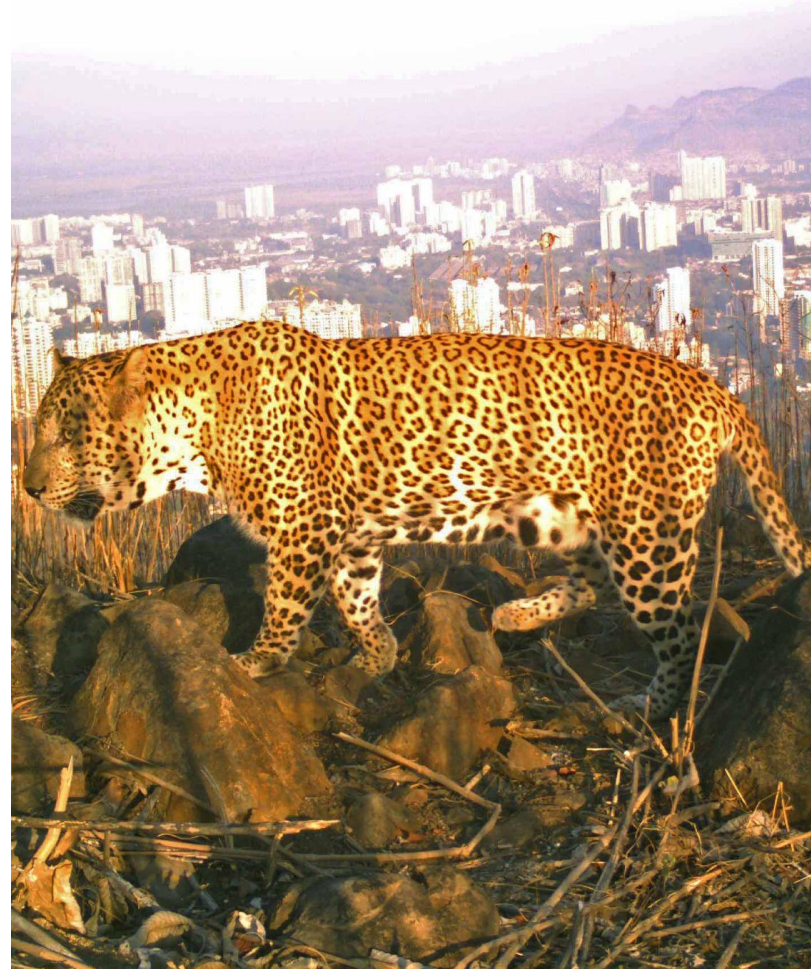Our   main   focus   areas   are

- Anthropological   work

- Ecological   work

- Awareness work

Progress so far

- The project showcases progress in **leopard identity profiling**, contributing to a **holistic approach to wildlife conservation** and **community education.**

- Set up trap cameras in over **49 locations** around SGNP.

- WCS was able to do identity **profiling of at least 52 leopards**.

- Awareness **workshops and stakeholder engagement initiatives** were executed to contribute to a harmonious living environment.

- **Social surveys** have been conducted to gather data that contributes to anthropological research.

- On the 15th of February, we started with Block One of camera trapping in Tungareshwar Wildlife Sanctuary further expanding our area for tracking leopards

- We started block two of camera trapping in the Southern Range on 13th March.

Fauna at SGNP

Image of Rusty Cat Spotted

Image of Jungle Cat

Fauna at SGNP

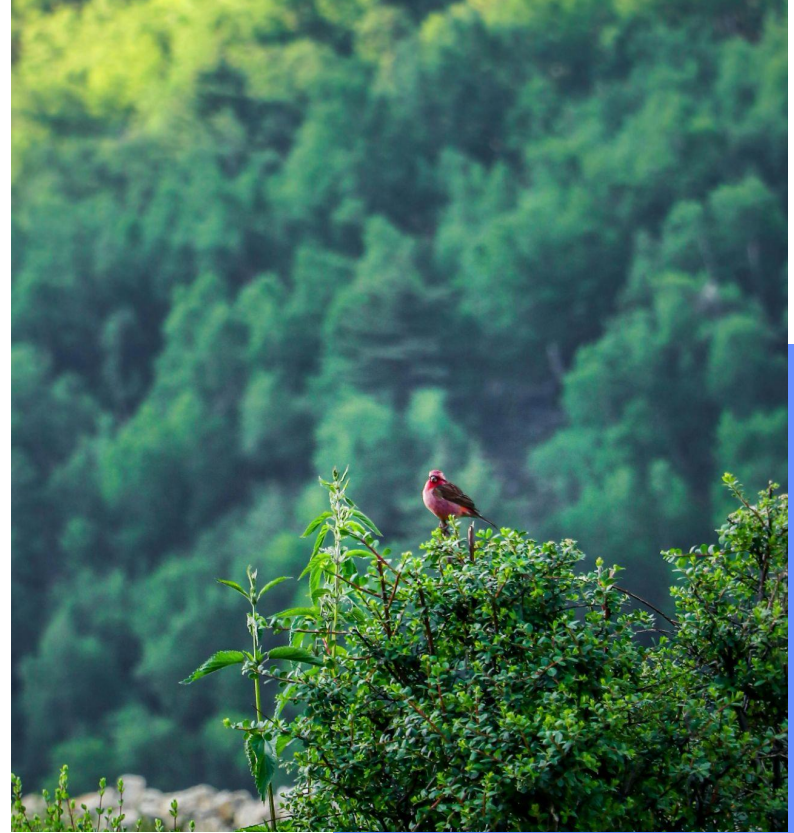Image of a Mouse Deer from Block 1 of camera trapping exercise

Image of Small Indian Civet from Block 1 of camera trapping exercise

What your contribution can help us achieve

- Help us expanding the geographical scope of the study, to include the Tungareshwar belt.
- This will help the research team plan and develop strategic initiatives aimed at protecting this species and avoid man animal conflicts.

You can contribute as little as 25k to sponsor cameras that will extend our reach to track leopards towards the north of SGNP, towards Tungareshwar

Project 4

WeWork
India X Colours of Life

WeWork India X Colours of Life

Colours of Life Academy (COLA)

Colours of Life aims to provide additional support to Government school students, through educational programs, boosting Students' vocational skills.

Colours of Life is a non-profit organisation striving to uplift under privileged children by helping government schools to transform themselves into institutes of excellence.

https://coloursoflife.co.in/

What your contribution can help us achieve

- COLA Cards & Badges: Empowering students with COLA Memberships, acting as alumni programs to support their academic growth.

- COLA meetups- Providing platforms for skill development and networking opportunities.

- Achievement Awards: Recognising students' success in passing SSL exams.

- Online Outreach: Creating a COL student portal offering online training classes and resources.

- Scholarships: Offering financial support for further studies at the pre-university and college levels.

- Awareness Events: Hosting events to highlight future job prospects and counseling opportunities.

- Volunteering Opportunities: Providing avenues for mentoring and soft skill training through volunteering.

Why Partner *with us*

We offer end to end program management

1

WeWork India handpicks projects that align with the values of biodiversity preservation and man-animal conflicts.

2

Liaising with NGOs, vetting legal documentation, paperwork, working on MOU's.

4

Managing the project and sharing regular updates on progress at no additional cost.

3

Providing all legal documents, draft MOU and budgets.

5

Based on your commitments, post-completion maintenance will be undertaken by the WeWork CSR team.

6

We will provide a host of volunteering options for you allowing you to contribute in ways that resonate most with you.
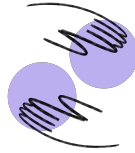
Value Proposition

01

WeWork India being an established workspace provider, will bring in its own Management team, to ensure seamless end to end implementation.
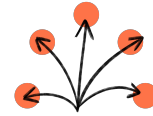
02

Cost efficient program implementation through WeWork India's empaneled NGO partners who do not charge an admin cost.

03

Employee Engagement and collaborative projects encourage engagement, fostering a sense of purpose, pride, and commitment among your workforce.

04

WeWork India utilises its website, social media channels, public relations and email newsletters to highlight its CSR initiatives.

05

Regular year-long maintenance, through our CSR and Vendor team, in WeWork India adopted projects.

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Opportunities to
give back

Volunteering opportunities in Taranhuinse village (North Bangalore)

Activity	Description	Duration	Approx Cost (including breakfast)
Clean up drives	Removing debris from the lake and surrounding settlements, while also addressing black spots and clearing drains for improved cleanliness.	4 hrs (Jan-Jul/Oct-Dec)	Rs 480 pp
Assembling and instalment of Floating Islands	A man-made structure that imitates the natural wetland environment to provide similar ecological benefits such as water purification, wildlife habitat provision, and erosion control.	4 hrs (Jan-Mar/ Jun-Jul/ Oct-Dec)	Rs 850 pp
Assembling and installment of Perches and Bird Baths	Perches for birds that will be assembled and installed at designated locations.	4 hrs (Jan-March/ Jun-Aug)	Rs 760 pp
Biodiversity mapping	Guided walks with naturalists to observe, count, and document plant and animal species, assessing the biodiversity of the lake. Tools required: phone, binoculars/DSLR camera with a zoom lens, and a notebook with a pen.	3 hrs (Mar-May 1st half/Oct-Dec)	Approx Rs 780 per person
	Documenting and uploading species information to biodiversity portals.	NA (throughout year)	Approx Rs 480 per person.
	Creating Species Signboards for installation around the lake tailored for artists. Participants can work at their own pace and utilize their preferred medium. Content will be provided by EcoGram.	NA (Feb-Mar/ July 2nd half-Sept 1st half)	Approx Rs 1280 per person.
	Inviting graphic designers to create the Tarahunise Lake Species Coffee Table Book. This project will have specific deliverables and timelines. Content will be provided by the EcoGram Team	NA	NA

Activity	Description	Duration	Approx Cost (including **breakfast**)
Trashonomics Workshops	Solid Waste Management Workshops for High School Students. Fluency in Kannada is an advantage. As a prerequisite, one must complete our Trainer Workshop.	6 hrs (Jan 2nd half-Feb/ Jun-Sept/Nov-Dec 1st half)	Rs 1280 pp
Upskilling Workshops for Shakti Sisterhood	The session topics can a range from subjects along the lines of basic computer and Android skills, fundamentals of personal and business finance, and physical education classes such as Yoga, Stretching, and Mobility Sessions. Fluency in Kannada is an advantage.	1-1.5 hrs Mo-Fr. 10.30am-2pm (throughout year)	NA

Volunteering opportunities in Mumbai

Activity	Description	Duration	Cost
Nature Walk & Clean up drive	Explore the rich biodiversity of Aarey Milk Colony with the WCS - India's research team. Followed by a one-hour clean-up initiative aimed at preserving the natural beauty of the surroundings.	2 hrs (throughout year)	NA

If you want to get involved in our volunteering opportunities, please reach out to CSR@wework.co.in

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