GHG EMISSIONS REPORT

2024

MITS

IT Staffing Evolved

Contents

Abbreviations

Abbreviation	Full Form
AC	Air Conditioning
AR5	Fifth Assessment Report (Intergovernmental Panel on Climate Change)
CEA	Central Electricity Authority
CO_2	Carbon Dioxide
CO_2e	Carbon Dioxide Equivalent
CH_4	Methane
DEFRA	Department for Environment, Food and Rural Affairs (UK)
GHG	Greenhouse Gas
GJ	Gigajoule
GWP	Global Warming Potential
HVAC	Heating, Ventilation, and Air Conditioning
IPCC	Intergovernmental Panel on Climate Change
N_2O	Nitrous Oxide

About this Report

With growing attention on sustainability, it is crucial for businesses in every industry to assess their GHG emissions and take steps to reduce their environmental impact. Although MITS Global Consulting Pvt. Ltd. operates in the professional services sector with a relatively smaller direct carbon footprint, our operations, office spaces, and supply chains still contribute to global GHG emissions.

This report provides an analysis of the GHG emissions associated with the operations of MITS Global Consulting Pvt. Ltd. By prioritizing sustainability, MITS Global Consulting Pvt. Ltd. is dedicated to exploring innovative solutions and maximizing efforts to create a more responsible and sustainable future.

The report offers a comprehensive overview of the GHG emissions for the year ending March 31, 2025. It has been prepared in accordance with the widely recognized GHG Protocol, a standard framework for measuring and managing greenhouse gas emissions.

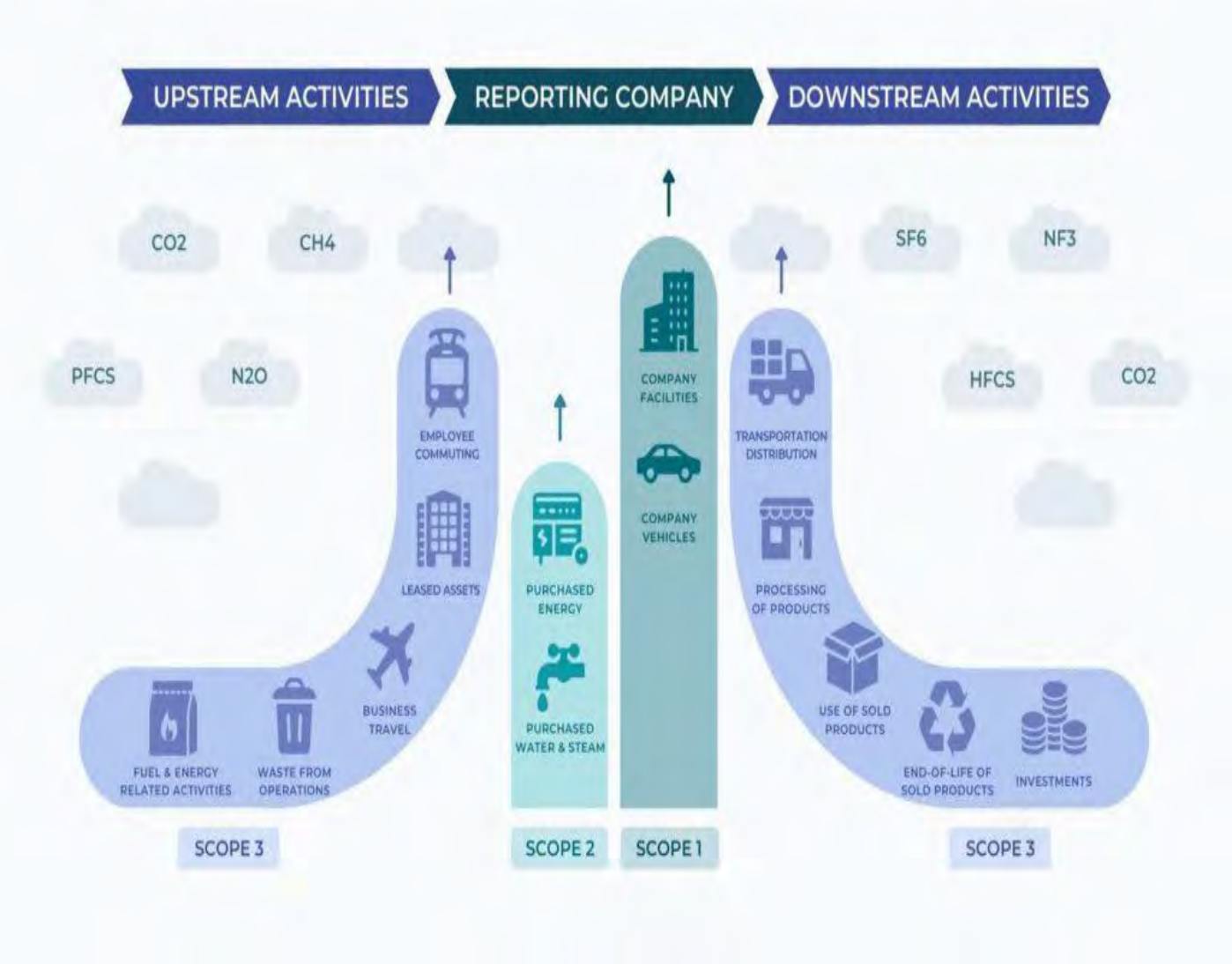
This report includes a detailed breakdown of emissions from direct operations (Scope 1) and energy use (Scope 2). It underscores MITS' commitment to transparency, accountability, and sustainability as we initiate on our journey toward emissions reduction.

GHG Protocol

The GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) ("GHG Protocol") is a globally recognized framework for the consistent measurement, management, and reporting of greenhouse gas (GHG) emissions. It was developed through a collaborative partnership involving non-governmental organizations, governments, and industry stakeholders, under the leadership of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

The GHG Protocol serves as the foundation for businesses and organizations worldwide to understand and quantify their carbon footprint. By providing clear methodologies and standardized approaches, it ensures comparability, accuracy, and transparency in emissions reporting. The protocol categorizes emissions into three scopes:

- Scope 1: Direct emissions from owned or controlled sources.
- Scope 2: Indirect emissions from the consumption of purchased electricity, heat, or steam.
- Scope 3: Other indirect emissions resulting from activities across the value chain, such as supply chain operations, transportation, and waste management.



MITS Global Consulting Pvt. Ltd. has adopted the GHG Protocol as our standard for measuring and reporting emissions arising from its corporate operations. This decision reflects MITS' commitment to aligning with international best practices in carbon management. Adopting this protocol helps ensure accurate and reliable emissions data while reflecting our commitment to addressing climate challenges responsibly.

About MITS Global Consulting Pvt. Ltd.

At MITS Global Consulting Pvt. Ltd., we specialize in connecting top IT talent with businesses, empowering companies to innovate and transform. Our experienced team delivers exceptional staffing solutions tailored to meet the unique demands of modern businesses, whether through flexible remote staffing or reliable client-site services. From a single resource to an entire team, we ensure you scale seamlessly and stay ahead in today's fast-paced technology landscape.

Our Commitment to Sustainability

As a professional services organization, MITS Global Consulting Pvt. Ltd. has a minimal greenhouse gas (GHG) footprint compared to industries with energy-intensive operations. However, we recognize the importance of environmental responsibility and have taken the first steps toward understanding and managing our carbon impact.

Understanding Our Impact:

1. **Assessing Our Carbon Footprint:**

   This year marks our initial effort to calculate GHG emissions. We began by engaging with internal stakeholders to understand operational activities that contribute to emissions. This involved collecting data on energy usage, fuel consumption, and other relevant metrics within our operations. By establishing this foundational GHG inventory, we aim to identify opportunities for future improvement.

2. **Shaping a Sustainable Future:**

   While we are still in the early stages of our sustainability journey, we are committed to exploring initiatives that align with environmentally responsible practices. These include integrating energy efficiency measures, reducing waste, and adopting sustainable operational practices. Our focus remains on integrating sustainability as a core value in our operations as we move forward.

At MITS Global Consulting Pvt. Ltd., we believe that sustainability is not only a responsibility but also a pathway to creating long-term value. As we build on our initial efforts, we look forward to defining specific commitments and contributing to a sustainable future.

Approach to Measuring GHG Emissions

Operational Mapping

To define the boundary for emissions reporting, MITS Global Consulting Pvt. Ltd. conducted a comprehensive mapping of its operations, identifying all geographical locations where the company operates. This process ensured a clear understanding of the organizational and operational structure, enabling accurate and consistent GHG emissions calculations. The identified locations are as follows:

1. Mumbai (Parel) – Headquarters with full operational control
2. Mumbai (Mulund) – Shared workspace
3. Bengaluru – Shared workspace
4. Chennai - Shared workspace

In line with the **GHG Protocol**, emissions are reported based on the principle of operational control. This means that GHG emissions are calculated only for the locations where MITS Global Consulting Pvt. Ltd. has the authority to introduce and implement its own operational policies and practices.

The Mumbai (Parel) Headquarters, as the head office of operations, falls entirely under the operational control of MITS Global Consulting Pvt. Ltd. As such, this report includes Scope 1 emissions (direct emissions from fuel use or other on-site activities) and Scope 2 emissions (indirect emissions from purchased electricity) for this location.

The other three offices, **Mumbai (Mulund), Bengaluru, and Chennai** operate in shared workspaces where MITS Global Consulting Pvt. Ltd. pays service charges to workspace providers. In these cases, the company does not have direct control over energy use or other operational policies, as these are managed by the workspace providers. Consequently, emissions from these locations are excluded from this report, in accordance with GHG Protocol guidelines.

Organizational Boundary

MITS Global Consulting Pvt. Ltd. is an IT staffing company that connects skilled professionals with businesses worldwide. To ensure accurate and consistent GHG emissions reporting, MITS has adopted the operational control approach as outlined by the GHG Protocol. This approach focuses on including emissions from locations and activities where the company has the authority to implement its operational policies.

Defining the Boundary

Under the operational control approach, MITS Global Consulting Pvt. Ltd. accounts for GHG emissions only from locations where it has full control over operations. This ensures that emissions reporting is focused on areas where the company can directly influence and manage activities contributing to its carbon footprint.

Scope of Emissions Reporting

For this first year of reporting, the focus is on **Scope 1** and **Scope 2** emissions:

- **Scope 1**: Direct emissions from fuel combustion company vehicles
- **Scope 2**: Indirect emissions from purchased electricity used at locations under our operational control.

Scope 3 Reporting: Work in Progress

As this is MITS Global Consulting Pvt. Ltd. first year of GHG emissions reporting, the focus is on **Scope 1 emissions** (direct emissions from company vehicles) and **Scope 2 emissions** (indirect emissions from purchased electricity under operational control). **Scope 3 emissions**, which include indirect emissions from activities such as supply chain operations and business travel, will be addressed in future reports as data collection systems are developed for each relevant category. This phased approach ensures accuracy and builds a strong foundation for comprehensive emissions reporting.

Base Year

MITS Global Consulting Pvt. Ltd. has chosen Fiscal Year 2024-2025 as its base year for GHG emissions reporting. This marks an important starting point to track emissions, measure progress, and build a clear path toward reducing our carbon footprint, in line with the GHG Protocol.

Reported Emissions

This report includes GHG emissions from MITS Global Consulting Pvt. Ltd. operations for the year ended March 31, 2025, calculated in accordance with the GHG Protocol.

The emissions data is categorized as follows:

- **Scope 1:** Direct emissions from fuel combustion in company vehicles, and fugitive emissions from refrigerant leakages in air conditioning systems at locations under our operational control.
- **Scope 2:** Indirect emissions from purchased electricity used at locations under our operational control.

Scope 3 Clarification:

At this stage, Scope 3 emissions, which include indirect emissions from activities such as supply chain operations, employee commuting, business travel, and other value chain activities are not included in this report. As this is MITS' first year of GHG emissions reporting, the focus is on Scope 1 and Scope 2 emissions where reliable data is available.

To ensure comprehensive future reporting, MITS is in the process of developing data collection systems and methodologies tailored to relevant Scope 3 categories. The inclusion of Scope 3 emissions will provide a more complete understanding of the company’s overall carbon footprint in subsequent reporting cycles.

The reported emissions encompass carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O), converted to carbon dioxide equivalents (CO2e) using 100-year global warming potentials (GWPs) from the IPCC Fifth Assessment Report (AR5).

Methodology Overview

This section outlines the methodologies used to calculate Scope 1 and Scope 2 emissions for the reporting year, ensuring consistency with GHG Protocol.

Scope 1: Direct Emissions

Scope 1 emissions include direct emissions from fuel combustion in company vehicles and fugitive emissions from refrigerant leakages in air conditioning systems at locations under MITS Global Consulting Pvt. Ltd.'s operational control.

- **Mobile Combustion:**

  Emissions from mobile combustion arise from the fuel consumed in two company-owned vehicles running on petrol. Data on direct fuel consumption was collected during stakeholder consultations with internal teams.

  Our fugitive emissions have been zero this year. However, we may expect a increase in the next two years due to previously higher refilling quantities caused by refrigerant leakages in the wiring.

  To address this issue, we have implemented a maintenance and inspection program for the wiring and leakages. This proactive approach is a crucial step in our commitment to decarbonization, aimed at preventing future leaks and reducing our overall environmental impact.

- **Emission Factors Applied[1]:**

  Emission factors from DEFRA 2024: Conversion Factors 2024 – Full Set (for advanced users) have been used to calculate Scope 1 emissions. These factors ensure precise calculations by incorporating region-specific fuel properties and combustion characteristics.

Scope 2: Indirect Emissions from Purchased Electricity

Scope 2 emissions include indirect emissions resulting from the consumption of purchased electricity at locations under MITS Global Consulting Pvt. Ltd.'s operational control.

- **Electricity Consumption:**

  Emissions are calculated based on electricity bills received for the reporting year.

- **Emission Factors Applied[2]:**

  India-specific emission factors published by the Central Electricity Authority (CEA) were used to quantify Scope 2 emissions. The CEA emission factors account for the Indian grid's energy mix and are recognized for their accuracy and relevance in calculating electricity-related emissions.

Energy Consumption Data

Energy consumption at MITS Global Consulting Pvt. Ltd. is derived from two primary sources: petrol used in company-operated vehicles and electricity used in office operations. These two sources represent the main energy usage within the organization.

[1] DEFRA 2024: Conversion factors 2024: full set (for advanced users)

[2] Central Electricity Authority (CEA)

Breakdown of Energy Consumption

The table below provides a detailed breakdown of energy consumption for the reporting year, showing the contributions of petrol and electricity to total energy use.

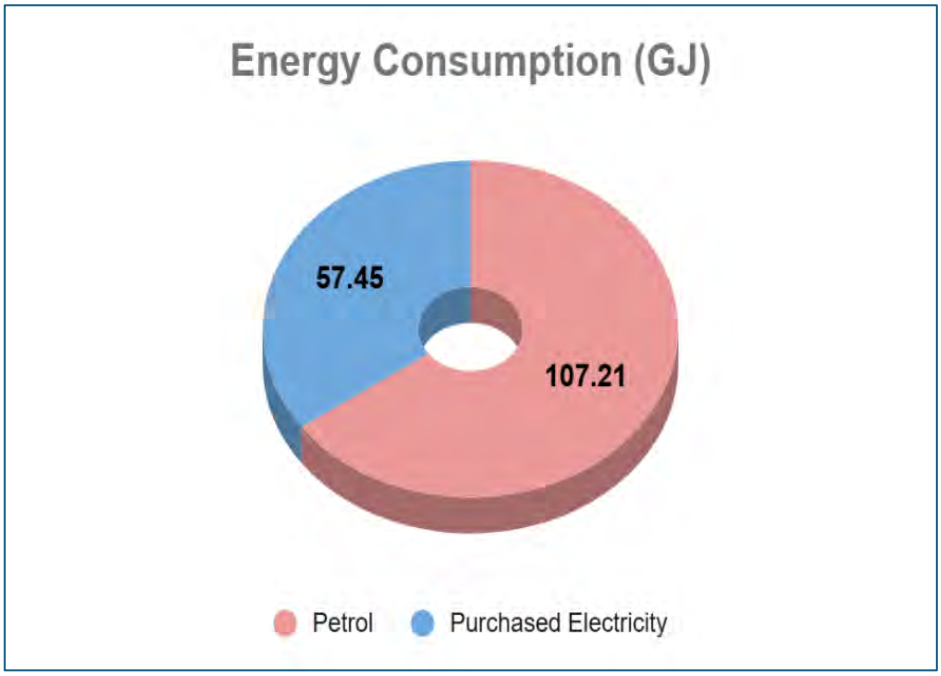
Energy Consumption Source	GJ
Petrol (used in company vehicles)	107.21
Purchased Electricity	57.45
Total Energy Consumption	164.66

As seen in the table, most of the energy consumption comes from petrol used in company vehicles, which accounts for **107.21 GJ**. Purchased electricity contributes **57.45 GJ**, primarily used for lighting, air conditioning, and office equipment. Together, these sources make up the total energy consumption of 164.66 GJ for the reporting year.

Total Energy Consumption

The total energy consumption for the reporting year was **164.66 GJ**, with petrol accounting for a larger portion compared to electricity use.

The chart below provides a visual representation of the energy breakdown, highlighting the contribution of each source to the overall consumption.



GHG Emissions Data

Fiscal Year 2024 marks the first year of GHG emissions reporting for MITS Global Consulting Pvt. Ltd. This report has been prepared in accordance with the GHG Protocol, establishing a baseline to measure, manage, and ultimately reduce emissions in the future. The total GHG emissions for FY 2024 amounted to 23.75 metric tons of CO2 equivalents (tCO2e), categorized into Scope 1 and Scope 2 emissions.

Table A: Scope 1 & 2 GHG emissions:

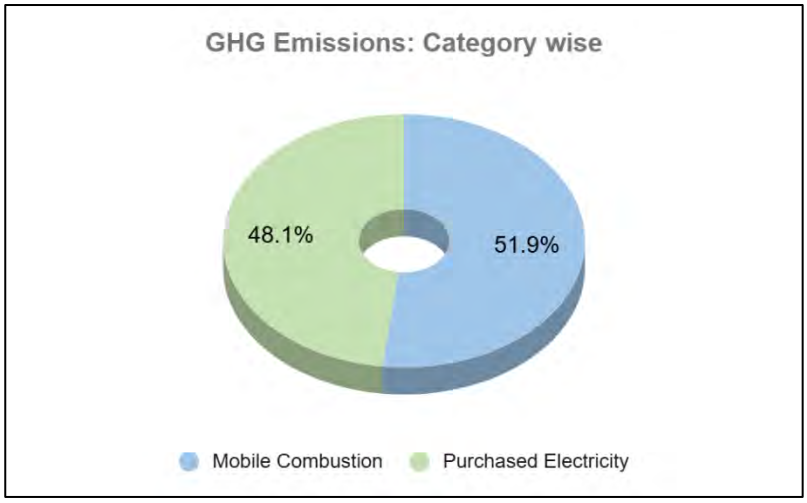
In metric tons of CO2 equivalents

Scope	FY 2024 (tCO2e)
Scope 1	12.33
Scope 2	15.97
Total Scope 1 and 2 emissions	**28.30**

- **Scope 1 (Direct Emissions):**
  Scope 1 emissions result from mobile combustion (fuel consumption in company-owned vehicles). For FY 2024, emissions from mobile combustion are 12.33 tCO2e, contributing 52% of the total footprint. No fugitive emissions were recorded during the reporting year due to zero refrigerant refilling activities.

- **Scope 2 (Indirect Emissions):**
  Scope 2 emissions result from the consumption of purchased electricity at Mumbai (Parel). These emissions amounted to 11.43 tCO2e, accounting for 48% of the total footprint.

  The chart below visually compares Scope 1 and Scope 2 emissions, highlighting their respective contributions to the total GHG emissions.



Emissions by Category

Mobile Combustion (Scope 1):

Vehicle emissions from petrol consumption form the largest single source of GHG emissions, contributing 51.9% of the total footprint.

Purchased Electricity (Scope 2):

Electricity consumption at office locations contributed 48.1%, making it the second-largest source of emissions.

The table chart below illustrates the relative contributions of mobile combustion and purchased electricity to the total GHG emissions.

Scope	Categories	Tonnes/Annum	Percentage
Scope 1	Mobile Combustion (Vehicle Emissions)	12.33	52%
	Fugitive Emissions	0.00	0%
Scope 2	Purchased Electricity	11.43	48%
Total GHG Emissions	**MTCO2e/Annum**	**23.75**	**100%**

Regular Performance Review

Establishing the Baseline: As FY 2024-25 is our first year of GHG emissions estimation, the data collected serves as the starting point for our future sustainability efforts.

Current Performance Review Date (FY 2024-25)

Commitment to Ongoing Review: This year will set the baseline for regular annual reviews going forward. Each report will:

- Report each year's emissions and highlight changes and reductions compared to the previous year.
- Set actionable goals and track progress toward reducing our carbon footprint.

Next Due Performance Review Date (FY 2025-26): Meeting scheduled for June 2025

GHG Emissions Factor Sources

To ensure accuracy and consistency in the calculation of greenhouse gas (GHG) emissions, MITS Global Consulting Pvt. Ltd. has utilized globally recognized emission factor references. These references align with the best practices and are tailored to specific emission sources for both Scope 1 and Scope 2 emissions.

Scope 1: Direct Emissions

- Emission Source: Fuel combustion in owned or controlled vehicles.
- Emission Factor Reference: DEFRA 2024 (Conversion Factors 2024 – Full Set).
  DEFRA (Department for Environment, Food & Rural Affairs) provides a comprehensive set of emission factors widely used for GHG calculations, particularly for mobile combustion activities. These factors are regularly updated to ensure alignment with the latest scientific data.

Scope 2: Indirect Emissions

- Emission Source: Electricity consumption in India.
- Emission Factor Reference: Central Electricity Authority (CEA).
  The CEA factors are specific to the Indian energy grid and account for the country's energy mix. These emission factors ensure precise calculations for electricity-related emissions by reflecting the proportion of renewable and non-renewable energy sources in the grid.

Global Warming Potential (GWP) Used

For both Scope 1 and Scope 2 emissions, the GWP values from the IPCC Fifth Assessment Report (AR5) have been applied. GWP values standardize emissions calculations by converting different greenhouse gases into their carbon dioxide equivalent (CO_2e) over a 100-year timeframe.

By using these established emission factor sources and GWPs, we have ensured that the emissions data is reliable and reflects the most up-to-date methodologies available.

GHG Emissions Category	Emission Source	Emission Factor Reference	GWP Used
Scope 1	Owned/ Controlled Vehicle	DEFRA 2024	AR5
Scope 2	Electricity (India)	CEA	AR5

GHG Data Collection Template

GHG Data Tracking System

This sheet is designed to track and record greenhouse gas (GHG) emissions on a monthly and quarterly basis for effective monitoring and reduction.
GHG Tracking: Monitor monthly greenhouse gas emissions.
Electricity Consumption: Tracks electricity usage (kWh) from grid and renewable sources for Scope 2 emissions.
Fuel Consumption: Records fuel purchased (liters) for company vehicles, generators, or other operations (Scope 1 emissions).
Refrigerant Usage: Monitors refrigerant refills (kg) to track emissions from HVAC systems and cooling equipment.
Quarterly & Annual Reporting: Categorizes data into Q1, Q2, Q3, and Q4.
Employee Role: Ensure accurate data entry on monthly basis for effective emissions tracking.

Activity	Unit	Q1			Q2			Q3			Q4			Total
		April	May	June	July	August	September	October	November	December	January	February	March	
Electricity Bills	kWh													0
Fuel Purchased Records	Litre													0
Refrigerant Refilling quantities	Kg													0