



**BUILDING DIGNITY INTO EVERY SYSTEM THROUGH
ROBUSTNESS, READINESS, AND RESILIENCE**

SAAHAS ANNUAL REPORT



2024-25

SAAHAS  

www.saahas.org 1
info@saahas.org

TABLE OF CONTENTS

FROM THE CEO'S DESK.....	3
1. ABOUT SAAHAS	4
2. FY 2024-25 - HIGHLIGHTS AND NUMBERS	6
3. LOOKING AHEAD.....	14
4. BUILDING DIGNITY INTO EVERY SYSTEM THROUGH ROBUSTNESS, READINESS AND RESILIENCE.....	15
4.1 SAAHAS AND THE POWER OF LOCAL LOOPS.....	15
4.2 SAAHAS AND WOMEN WHO LEAD FROM THE GROUND UP.....	17
4.3 SAAHAS AND THE FUTURE IN YOUNG HANDS.....	20
4.4 SAAHAS AND PERIOD DIGNITY.....	24
4.5 SAAHAS AND THE ENGINE ROOM OF LOCAL GOVERNANCE.....	25
4.6 SAAHAS AND THE ART OF SHIFTING MINDSETS.....	27
4.7 SAAHAS AND THE WASTE WE OVERLOOK.....	28
4.8 SAAHAS AND THE FOCUS ON "BEFORE YOU THROW"	29
4.9 SAAHAS AND CLEAN JOURNEYS IN FRAGILE PLACES.....	32
5. RESEARCH, PUBLICATIONS, SURVEYS, ASSESSMENTS	34
6. BUILDING CAPACITIES OF THE ECOSYSTEM	36
7. PARTNERSHIPS	38
8. COMMUNICATIONS AND SOCIAL MEDIA	40
9. AWARDS	42
10. OUR FUNDERS	43
11. COMPLIANCES & CERTIFICATIONS	47
12. HUMAN RESOURCES	48
ADVISORY BOARD	50
BOARD MEMBERS	50
LEADERSHIP TEAM	51
FINANCIALS	52

FROM THE CEO'S DESK

Saahas has been through many stages of evolution in its long journey of 23 years. In the last 9 years that I have been in Saahas, I have seen it evolve from taking tentative steps in getting into new geographies and designing new programs, to an organization which is confident of the direction in which it is going. This has been possible because of the vision of the leadership of the founder Wilma Rodrigues and Divya Tiwari, the CEO from whom I took over the mantle in 2021. Both of them constantly reinforced in us the fact that we are not here, as a non-profit, to forever fill the gap created by Government and businesses. Our duty is to strengthen the Government deliveries and sensitize businesses to ensure that waste management is handled with dignity, by adding **robustness, readiness, and resilience** in the systems.

The path towards systemic change that Saahas had embarked on many years ago is slowly bearing fruits. There is today a sense of urgency among decision makers and the community in seeking solutions to problems of waste management, as opposed to waste being the last priority. There are multiple factors behind this shift in priorities and we are glad that we have played a part in bringing about this change. This is quite evident when we look back at the financial year 2024-25, and it is quite pertinent then that the theme of this Annual Report is "Building dignity into every system". This is visible not only in the sense of ownership that we have been able to bring in the different actors who are a part of the solid waste management ecosystem, but also in the evolution of the design of our programs. If there was a CMMI model for NGOs, as there is for software development, we would say that we have moved from CMMI level 2 to 4! By taking a place based approach and going deeper in selected geographies, we have been able to bring about systemic changes that will sustain even without our active intervention. We are achieving this through collaborations and ownership, while having the lens of equity. It is not surprising that Collaboration, Ownership and Equity are part of the core values we hold dear.

In the year 2025-26, we hope to add new facets to our work by bringing circular economy concepts closer to young minds, promoting entrepreneurship and skill enhancement to meet the needs of the expanding circular economy and continuing to scale up our effort through capacity building of the different stakeholders in the solid waste management ecosystem.

The problem of solid waste management is complex and multi-dimensional. We bring you this annual report of our work in 2024-25 with great humility and recognition that a lot more needs to be done.

Anchana Tripathi



1 ABOUT SAAHAS

Saahas is a not-for-profit organization registered under the Karnataka Societies Registration Act 1960, actively involved in working on solid waste management based on principles of circular economy since 2001. Our commitment towards building Zero Waste Communities is unflinching. We are devoted to finding and implementing new solutions to the ever-growing problems related to the management of municipal solid waste. We work with all the stakeholders like Governments, waste generators, waste workers, solution providers, recyclers, academic institutes, and corporates to help build zero waste communities. In 2013, Saahas Waste Management Pvt. Ltd. (<https://saahaszerowaste.com/>), a socio-environmental enterprise also known as Saahas Zero Waste, branched out of the non-profit Saahas with an aim to provide end-to-end waste management services based on the principles of circular economy. Both organizations exist as independent entities working towards holistic solid waste management and circular economy.

VISION



Enabling India to be a leading Circular economy where nothing is waste.

MISSION



- Pilot innovative resource management programs
- Collaborate closely with communities, administrators, businesses and law makers
- Evolve next practices for adoption of Circular Economy

VALUES



Integrity

Being true to our values and being ethical



Solution Driven

Working towards creating long term solutions that achieve real outcomes



Ownership

Being committed and accountable for our actions, decisions and the accompanying impact, whether towards our work or towards the organisation



Equity

Creating an organisational environment where individuals irrespective of their background, education, class, caste, religion, gender, ability, etc. feel they are free to bring their best selves to engage and contribute towards the objectives of the organisation. Being consciously diverse, inclusive and fair in all our programs, interventions and solutions that we work on.



Collaboration

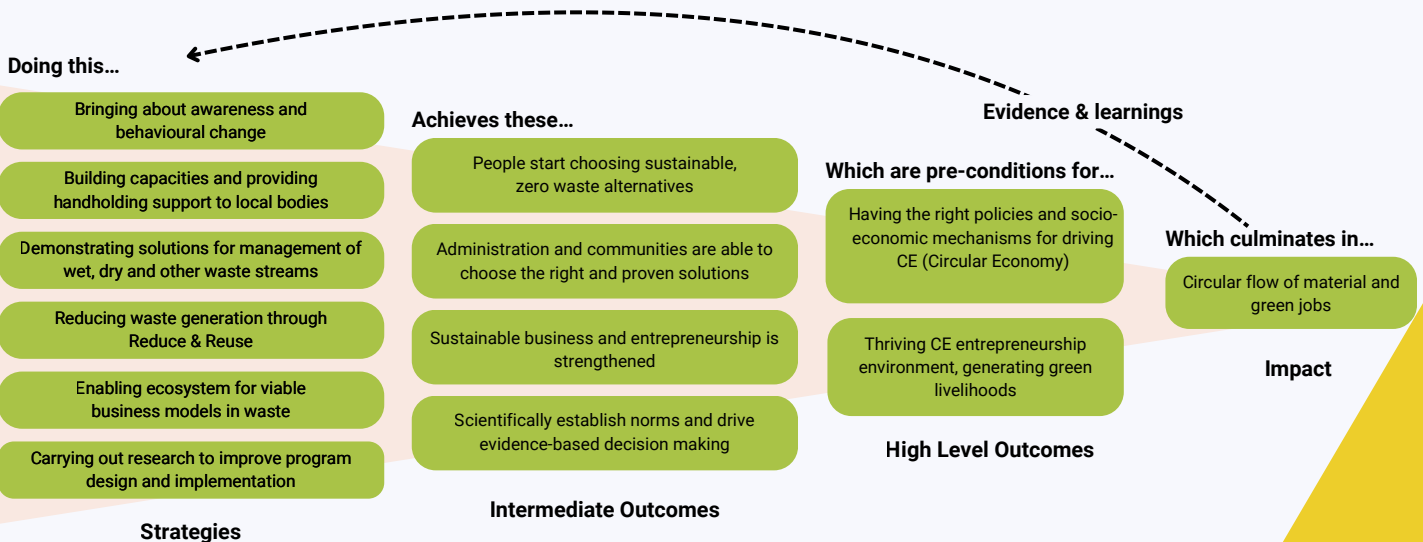
Working together as individuals or as an organisation, while building long term relationships with stakeholders in the ecosystem such as the community, partners, Govt administrative bodies to achieve the vision of the organization



Earth for Generations

Protecting the environment in our thoughts and actions for our future generations; leading the way to find workable ways of living gracefully and lightly on earth

THEORY OF CHANGE



2 FY 2024-25 KEY HIGHLIGHTS

WHAT WE BUILT, WHAT WE SHIFTED

Through our work, we strive to build Dignity into every system by incorporating robustness, readiness, and resilience in the systems we help strengthen or build. Some of the examples from the last financial year can be grouped into the following heads:

TECHNICAL PREPAREDNESS

Systems designed with trained staff, SOPs, safety protocols, and operational viability. These were demonstrated in all our programs, be it in urban or rural areas. Examples of this can be seen in our work across rural Karnataka, Majuli and Jorhat in Assam, Nuh in Haryana and rural Siddipet in Telangana. In many of these places, it was the first time a systemic approach to solid waste management was being initiated. At these locations, the waste management infrastructure was either created or renovated, staff were identified and trained to use PPEs, follow safety protocols and follow the standard operating processes established. To sustain the operations, operational viability was ensured in the form of user fee and release of gap funding through Government schemes.



INSTITUTIONAL OWNERSHIP



Gram Panchayats (GPs), Urban Local Bodies (ULBs), and Self-Help Groups (SHGs) were not passive implementers; they were supported in becoming capable, informed, and accountable actors. A lot of effort was put towards building capacities of the various actors involved in solid waste management. Engaging activity-based workshops specially designed to meet the needs of different stakeholders were organized through the year. This was augmented by handholding support which was provided beyond the training. 1700+ ULB officials and sanitation staff were trained across the 12 cities and 500+ Gram Panchayats where we were active in the last financial year.

INFRASTRUCTURE THAT WORKS

Infrastructure developed for waste management often lacks the dignity provided to other public service infrastructure like water and electricity supply, as waste still is not considered a basic service and treated as 'waste'. Through scientifically designed dry waste management units, biogas plants, composting systems, we demonstrated how the right infrastructure is key to a successfully operating waste management system. The infrastructure for solid waste management at our project locations was enhanced and made more robust, we set up biogas plants, and MRFs that are right-sized, operational, and suited for the geography they are meant to serve, and are not token installations. Over the year we renovated/built 25 dry waste units, 10 composting units and 2 new biogas plants. We also enabled more than 50 waste collection vehicles to be operational.



HUMAN-CENTRIC DESIGN

Working in waste is often left to the most marginalized sections of the society, and very little attention is paid to the occupational safety and working conditions of workers. By virtue of making segregated waste available to the workers, and through appropriate equipment, menstrual dignity, zero-waste festivals every stakeholder is treated with care and foresight. We supported 221 workers to be integrated into the waste collection systems in urban and rural areas through dignified livelihoods in solid waste management. Additionally, we trained 132 SHGs in rural Jorhat not only on basic waste management, but also on financial literacy and recording income and expenses related to solid waste management operations.



BEHAVIOUR CHANGE THAT RESPECTS CULTURE

We disseminated IEC that was locally rooted, creatively designed, and inclusive. We have used the famous bamboo masks of Majuli for awareness, leveraged the wide reach of community radios in Nuh, film screenings in the night to gather workers who were away at work during the day, and organised weekend chaupals under the trees to gather insights from the elderly. Conversations with the community through Participatory Rural Appraisals, extensive baseline surveys and focus group discussions helped us design customized IEC methods which helped in nudging behaviour change towards waste reduction, source segregation, anti-littering. Local actors like Marshals and Link Workers in Bangalore, SHGs, ASHA and Anganwadi workers in rural Karnataka, were involved in disseminating the IEC thus enhancing the community connect.



DATA AND MONITORING FOR DIGNIFIED DELIVERY

There has been a lack of accurate data available about waste generation and processing across the country. Through rigorous capture of data across our projects and by carrying out waste audits and characterizations across different scenarios, we are helping design appropriate, adequately-sized, future-proof waste management solutions. Accurate data when made available to the decision makers is helping them plan suitably sized waste management infrastructure. We carried out baseline assessment for several ULBs in Karnataka, including Raichur, Chitradurga.



KEY HIGHLIGHTS FROM OUR WORK IN 2024-25



GHG EMISSIONS
REDUCED

35,104
of CO₂e



WOMEN
SUPPORTED VIA
SUSTAINABLE
MENSTRUATION
INTERVENTIONS

1,581



TOTAL WASTE
INFLUENCED

90.2 TPD



POPULATION IN
PROJECT
COVERAGE AREAS

37.5L



LIVELIHOODS
GENERATED

226



DECENTRALIZED
UNITS SET UP/
OPERATIONALIZED

45



GOVT FUNDS
UNLOCKED

Rs 2.72 Cr

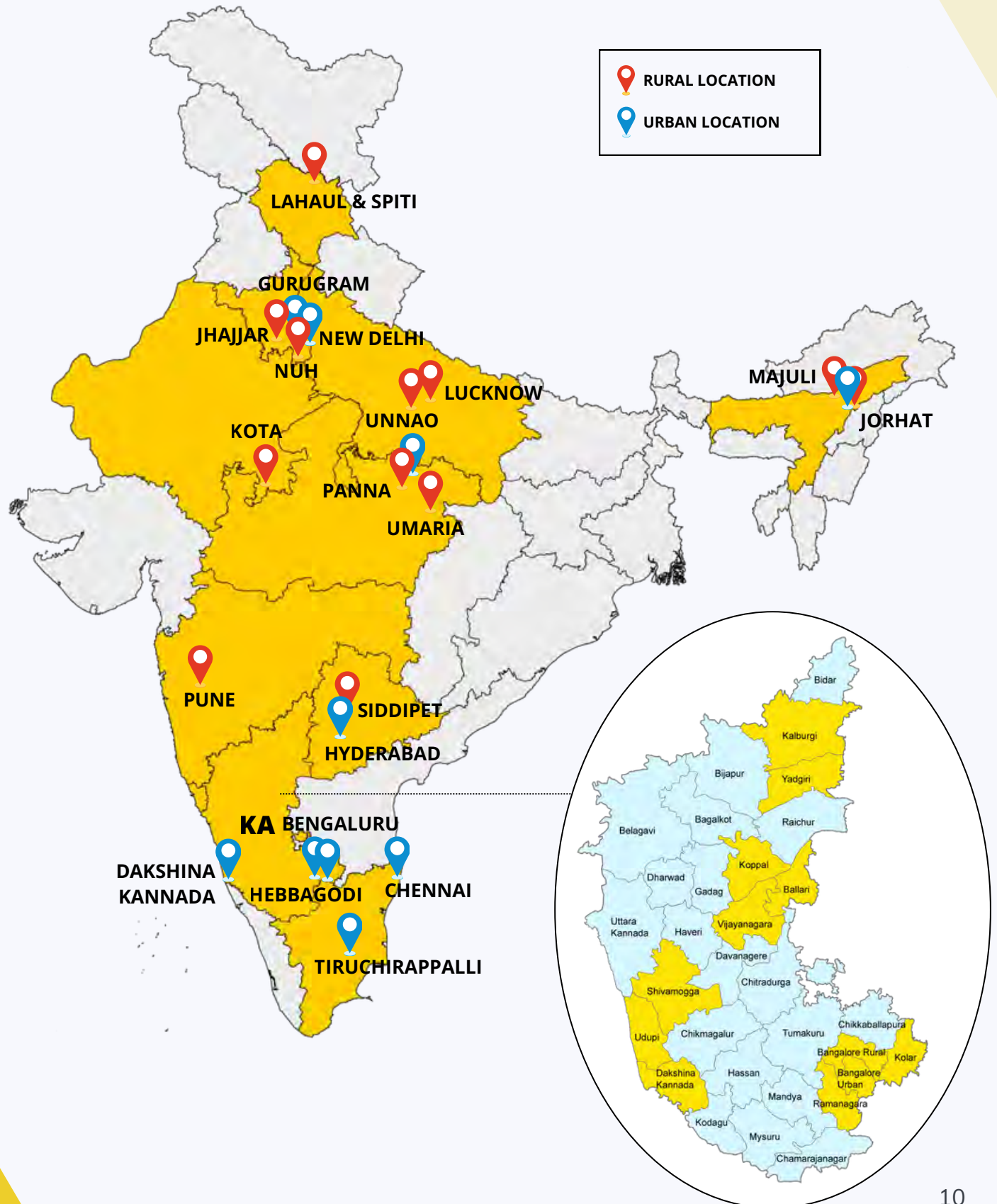


LAND RECLAIMED

54,110 sq ft

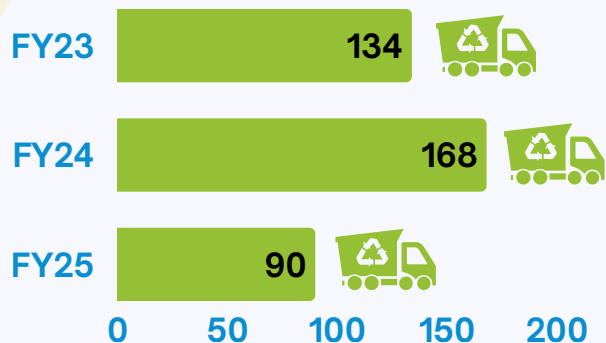


OUR GEOGRAPHICAL PRESENCE

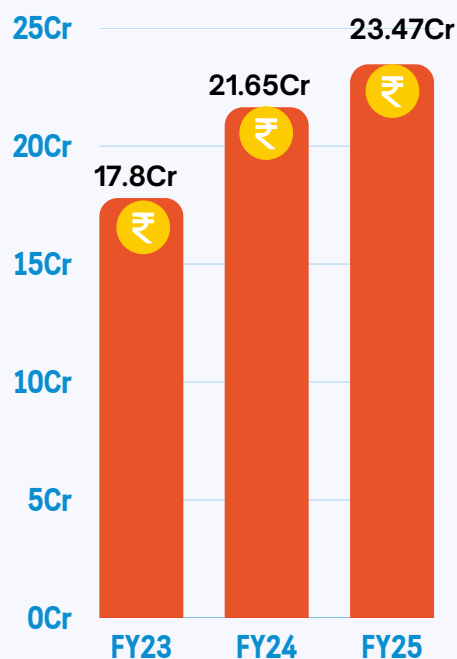


OVER THE YEARS

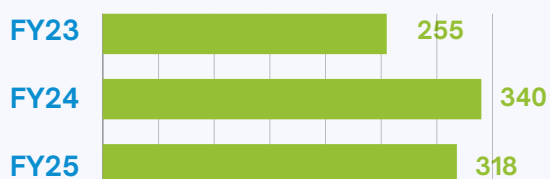
TOTAL WASTE INFLUENCED (MT PER DAY)



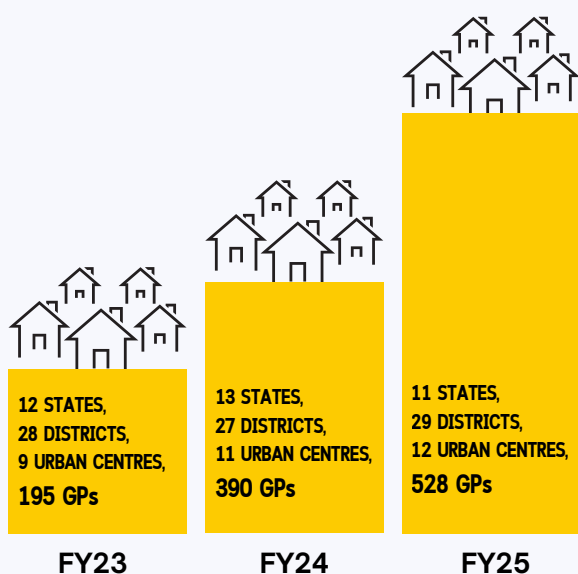
ANNUAL FUNDING



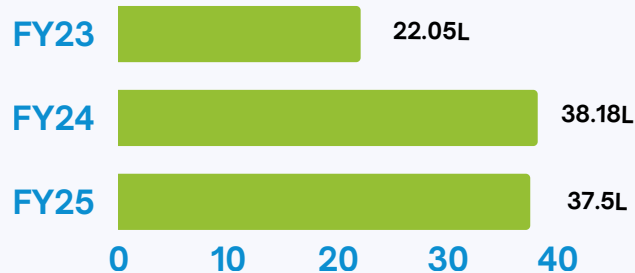
STAFF STRENGTH



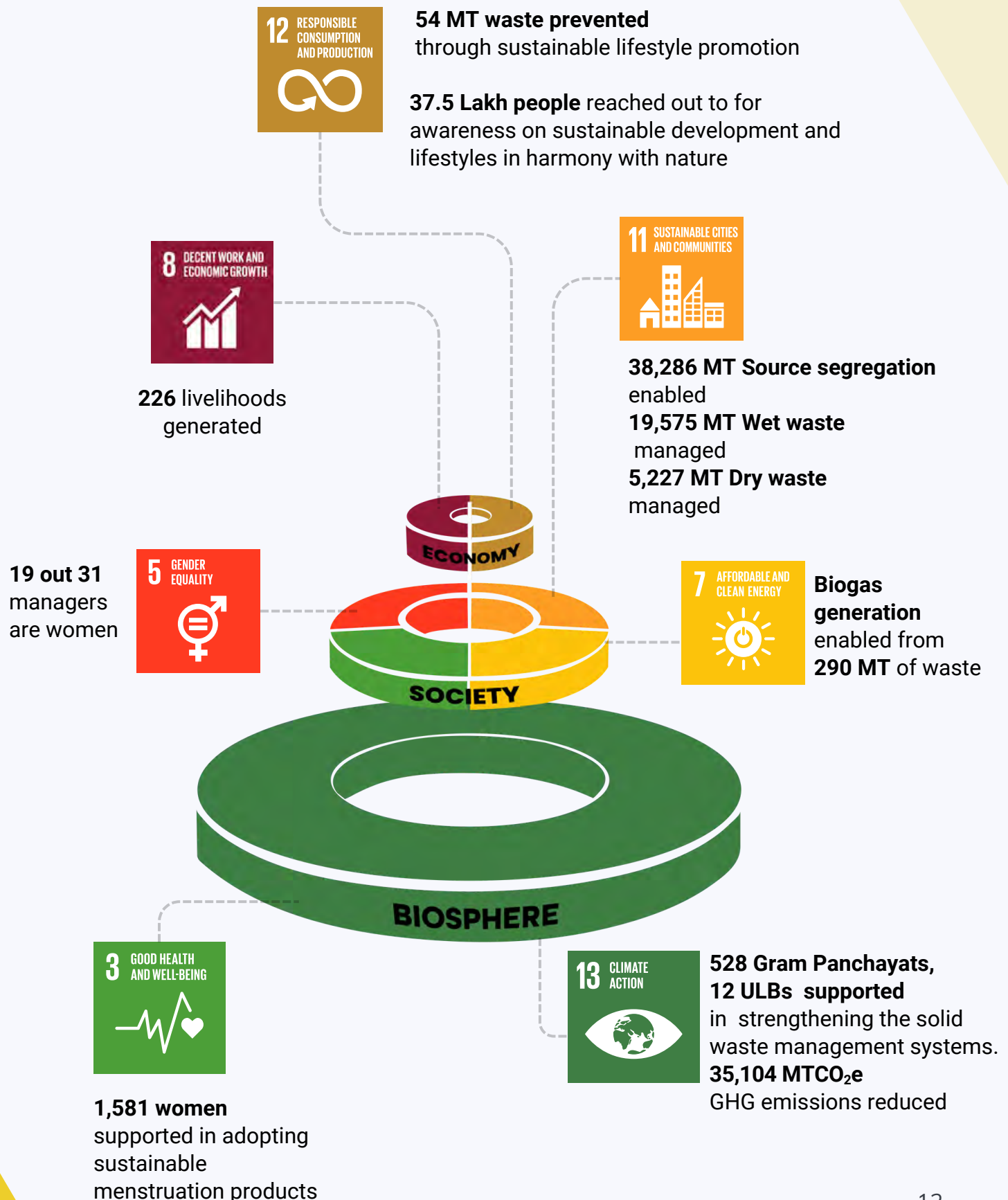
GEOGRAPHIC SPREAD



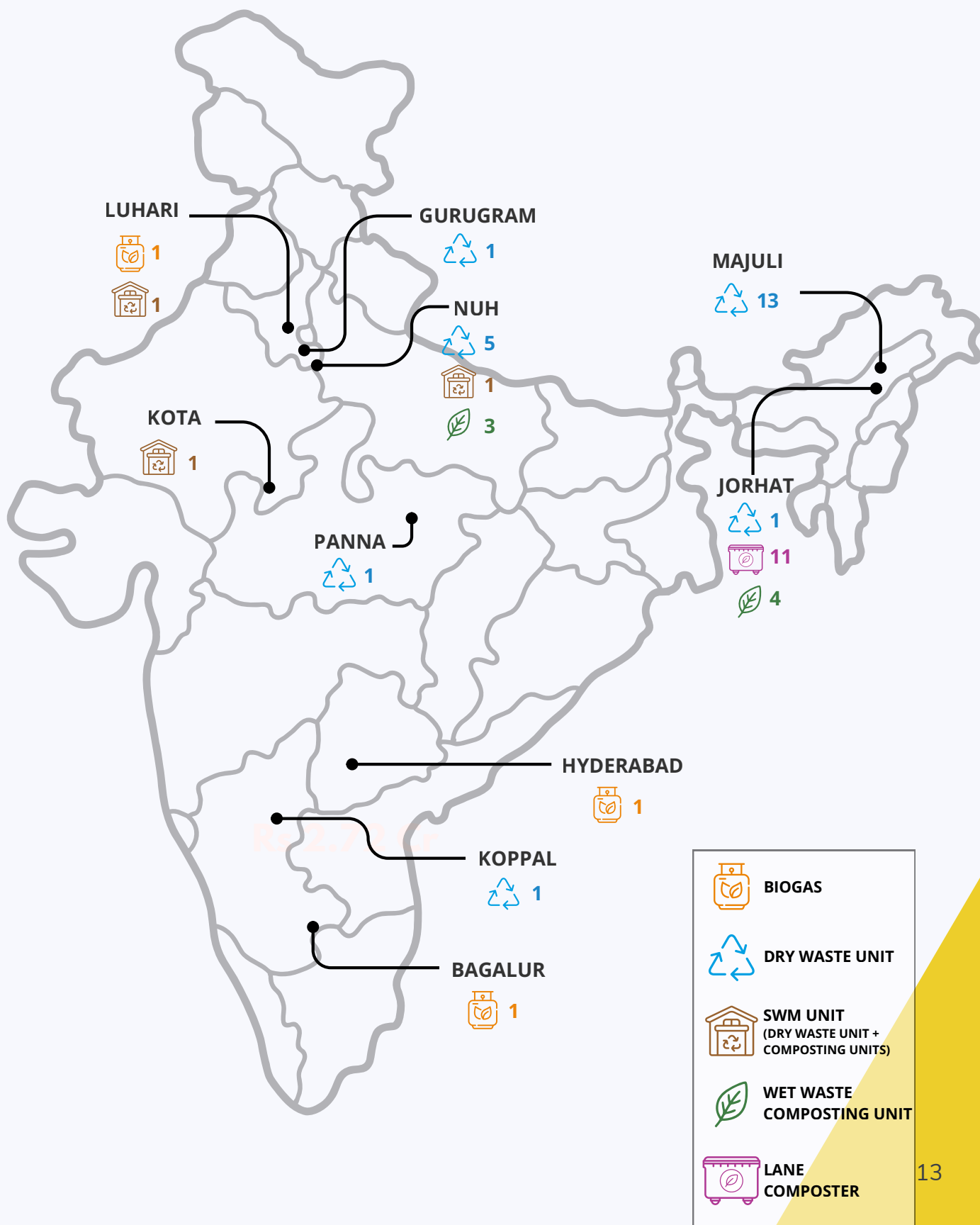
POPULATION IN PROJECT COVERAGE AREAS (IN LAKHS)



SDGS IMPACTED



VISUAL WALKTHROUGH OF DECENTRALISED SYSTEMS SET UP



3 LOOKING AHEAD

In the coming years, our focus would be:

- Build zero-waste communities by promoting refuse, reduce, reuse and repair while working with educational institutions, residential societies, offices, tech parks and defense campuses.
- Strengthen the waste management ecosystem by building capacities of the various stakeholders.
- Work with schools and other educational institutions to provide young minds exposure to concepts of circular economy
- Focus on entrepreneurship and skill enhancement to meet the needs of the sector
- Expand our work in eco-sensitive areas like reserve forests, coastal areas, hilly regions and other places with high tourist inflow, with special focus on the north-eastern states.
- Continue to build partnerships with other ecosystem players through strengthening existing alliances and collaborations in executing projects.



4 BUILDING DIGNITY INTO EVERY SYSTEM THROUGH ROBUSTNESS, READINESS AND RESILIENCE

4.1 SAAHAS AND THE POWER OF LOCAL LOOPS

In the FY25, we deepened our focus on closing the loop in waste management by strengthening decentralised processing systems. By bringing infrastructure closer to the point of waste generation, we aimed to reduce transportation, recover materials locally, and build systems rooted in resilience, efficiency.

Some of the significant achievements :

► BIOGAS

The biogas plant established at Osmania University, Hyderabad is set up by Saahas in collaboration with Osmania University, Hyderabad and Ahuja Engineering Services, Hyderabad under the CSR project ReSET, funded by KPMG India. The plant, named as OU Mahalaxmi biogas plant, is located inside the ladies hostel complex of the University.

It can process 2MT of wet waste per day to generate biogas for cooking purposes. The bio-slurry from the plant is being used as liquid fertilizer for landscaping in the OU green belts and gardens.



The plant, which started operations in Nov 2024, is supervised and maintained under the Centre for Biodiversity and Conservation, Osmania University. The wet waste is collected everyday in designated bins from 19 university hostels and transported through an EV to the biogas site for processing. The biogas is being utilised by the hostel kitchen to cook food for more than 300 students everyday. Within 5 months of operations, the LPG consumption in the hostel kitchen has reduced by around 45%.

Apart from the plant at Osmania University, a 2TPD plant based on distributed architecture at EcoGram, Gurugram and a 8.5TPD facility which was partially supported by Saahas at Koramangala, Bangalore continue to be operational.

In rural areas too, we have set up smaller biogas plants in Anganwadis. In Luhari one 10kg capacity plant is operational in the kitchen of the Anganwadi, 3 similar plants set up in Chakhan have been running successfully for the last two years.

▶ DECENTRALISED WASTE MANAGEMENT

Decentralised composting solutions continue to be promoted in both urban and rural areas. Over the year we were able to encourage 285 households to adopt home composting in Bangalore and its outskirts, Jorhat and Hebbagodi. In most of the villages, as wet waste is anyway being fed to cattle or being composted in backyards, collection of wet waste was discouraged to save operational costs.

Decentralised dry waste infrastructure was either set up afresh or was renovated to make them operational. In Majuli, the defunct Mini Material Collection Facilities were revamped using local bamboo as the building material. In Jorhat, Assam, a Dry Waste Unit was set up to handle the segregated dry waste being collected from the wards under our intervention, this unit was also a bamboo structure to promote the use of locally available materials in construction.



In rural areas of Yadgir and Kalburgi in Karnataka, and in Siddipet district of Telangana, dry waste storage units were repaired and made suitable for operations fixing mesh around the unit to prevent the dry waste from flying around. In Nuh, old panchayat buildings were renovated to be used as temporary dry waste storage and sorting units proving that you don't always have to build new infrastructure to start a solid waste management system, any safe enclosed space will suffice to store and sort dry waste in small quantities.

We also supported Material Recovery Facilities by providing infrastructure, ensuring a steady supply of segregated dry waste, and establishing SOPs to guide entrepreneurs. The first rural MRF, established in Yerapadavu, Dakshina Kannada, was followed by the Government setting up several more across the district. Dakshina Kannada has since become the first district to map all Gram Panchayats to MRFs for the routing of dry waste. In Jorhat city, we have set up a bamboo structure on land cleared from the landfill, where clean dry waste from six intervention wards is sorted and sent for recycling. Similarly, at EcoGram in Gurugram, the decentralised MRF is operated by an entrepreneur who sources waste from bulk waste generators. A viable operational model for MRFs is gradually emerging at these locations, supported by service fees from waste generators, revenue from the sale of recyclables, and Government/EPR assistance for the disposal of non-recyclables and rejects.

4.2

SAahas AND WOMEN WHO LEAD FROM THE GROUND UP

Often when automation takes over manual tasks, the unskilled workers get impacted the most. Even in waste, when motorised vehicles take the place of pushcarts to achieve efficiency, the discussions often revolved around how this would lead to loss of livelihoods for the women. But with governments putting their weight behind making women an integral part of this transition, there are wonderful stories of change emerging from the hinterlands of India.

We are glad that we have played a part in this success story, in Haryana, Uttar Pradesh and Karnataka.



A total of 164 women are today proudly driving motorized collection vehicles in these villages. While our biggest success stories of women from SHGs driving motorised collection vehicles are from Karnataka, 94 of these women are from two unlikely districts: Kalburgi and Yadgir. We have also encouraged women to take up waste collection in rural Lucknow and Unnao in Uttar Pradesh, and rural Nuh in Haryana—helping them gradually transition from pushcarts to tricycles and, eventually, to electric vehicles. Today, a total of 164 women in these regions proudly drive motorised collection vehicles.

In Assam, we trained 132 women belonging to SHGs on financial literacy, book-keeping, and the operation of collection and processing centres. These trainings saw active participation from the women, and generated significant interest among rural Jorhat SHGs. To help augment income from waste collection and processing, we also imparted additional skills such as mushroom cultivation, masala powder production, and soap making. These skills are enabling some women to earn supplementary income while continuing to dedicate time to their SWM-related responsibilities.

Women in rural Lucknow, Unnao, Shivamogga, Kolar and other locations are also engaged in running steel banks where they rent out steel utensils for events in the villages. This has been achieved through the setting up of 19 steel banks, which have been used in 122 events across the locations.



TESTIMONIALS

Smt Sumitra

SWM Vehicle Driver,
Pattan GP, Kalaburagi, KA



With my husband being a carpenter and two children to support, managing expenses was tough. After receiving training from Zilla Panchayat, I began collecting mixed waste and burning it outside the village. Things changed when Saahas intervened. Through their taluka-level workshop, I learned about waste segregation and the value of dry waste. We began proper sorting, initiated monthly health checkups, and sold recyclables earning over ₹1 lakh. Since January 2024, fuel costs have been covered through dry waste income. When there were delays in remuneration, Saahas advocated for us and ensured payments. Today, I'm proud to support my family and contribute to a cleaner village. I'm deeply grateful for Saahas's unwavering support.

Smt Sumangala

SWM Vehicle Driver,
Sagar B GP, Yadgiri, KA



Initially, I had no understanding of waste segregation—residents handed over mixed waste, which I dumped outside the village. After Saahas training, I learned about different waste types, the importance of segregation, and the value of dry waste. With their support, we started proper waste management and storage at the SWM unit. Earlier, our work was overlooked, but now, thanks to their awareness efforts, the community respects our role.

Kum Madhumathi

SWM Vehicle Driver,
Kanaya Kollour GP, Yadgiri, KA

Saahas team educated us on the dangers of burning waste and dumping plastic, and conducted workshops on financial planning and health checkups. They also guided us to seek support from higher officers when our payments were delayed. A highlight was our exposure visit to Belagavi, which inspired new ideas for waste management. With their support, we received safety kits and now collect segregated waste from every household. I was honoured by the State Government in Bengaluru for my work an unforgettable moment. I'm deeply grateful to Saahas for their ongoing support and guidance.

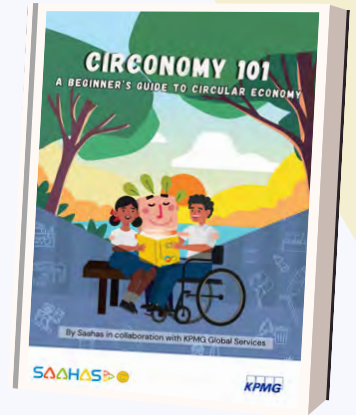


4.3

SAAHAS AND THE FUTURE IN YOUNG HANDS

Building a circular economy for the future begins with preparing today's children to lead it. To nurture this understanding early, we released Circonomy 101, a playbook on the circular economy for students. The playbook offers activity-based learning, with complex concepts explained in a simplified manner. In the coming years, we plan to popularise it in middle and high schools, and to release a Volume 2 for those who wish to explore the concepts in greater depth.

[DOWNLOAD BOOK >](#)



As part of our efforts to engage young minds with circular economy concepts, we organised 'RRR Maadi' campaigns in residential societies in Bangalore. A key focus of these campaigns was encouraging participants to choose repair over purchase. Children participated enthusiastically, bringing in their bicycles, sports kits, and other items to be repaired.

In the Trividha project in Siddipet, Telangana, supported by CGI, multiple engagements were carried out with schools in the district.

School Engagement: Siddipet

As part of our solid waste management initiative, school awareness events were conducted in all ten government schools across the Gram Panchayats of Siddipet Urban Mandal. These sessions focused on educating students about waste segregation and environmental responsibility. Following the sessions, a dry waste collection competition was held, with enthusiastic participation from 603 students who collected a total of 1335 kgs of dry waste. Out of this, 503 kgs were valuable recyclables worth Rs.2012/-. To encourage and reward student involvement, we provided library units to ten schools. Each unit includes books on English, Maths, Science experiments, environmental topics, and thought-provoking content. A school leader was designated as the in-charge for maintaining and managing the library resources effectively.



To implement the concept of Green Schools, and to engage the students into meaningful activities around the concept of 3Rs, RRR Maadi mela was also organized in a government school in north Bangalore, and saw very good participation from the students. A biogas plant has also been set up in the school.

Green School Initiatives

As part of the Parivarthaneya Hejje project supported by Shell, several impactful Green School initiatives were implemented during FY 2024–25 across the three Gram Panchayats.

- To promote environmental awareness and responsible consumption, Circular Economy modules Sessions were conducted in 9 government schools. These sessions were further reinforced through thematic wall paintings on Circular Economy concepts in 7 schools, covering a total area of approximately 6,064 sq. ft
- To encourage waste segregation at source, green and blue dustbins were distributed to all 9 schools. Additionally, 850 stainless steel cutlery sets (including plates, glasses, and jugs) were provided to promote the reduction of single-use plastics.
- Menstrual Health and Hygiene Management (MHHM) sessions were conducted in 3 schools, reaching around 280 girl students and included the distribution of reusable cloth pads, supporting sustainable menstrual practices.
- As part of decentralized waste-to-energy efforts, a 75 kg capacity Biogas Chugg-75 unit was installed at PM Shree Navodaya School. Composting initiatives were also introduced, with Shishira leaf composters installed in 2 schools and GAIA community composters in another 2 schools.
- To cultivate a culture of repair and reuse practices among youth, “Repair Maadi” sessions were organized at Karnataka Public Schools, engaging 320 students in hands-on learning experiences. These sessions help to cultivate a mindset of sustainability and circular living from an early age.





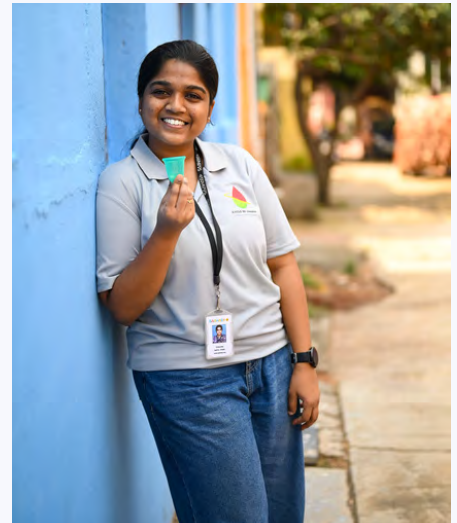
A learning centre on solid waste management was set up in the MGIRED campus, in partnership with the Institute. The centre, named as 'Kasa Rasa Kali Mane' (which in Kannada, means the learning home of deriving value from waste) aims to provide an immersive experience about theory and practice of solid waste management to SHGs, students and other rural SWM stakeholders, through a series of panels, exhibits, 3D models and interactive displays. It has panels on the problems of waste management, the various streams and how manage each stream. There are interactive displays on alternatives to single use disposables, product display of various composting solutions at home and community level and a village model of good and bad practices of waste management.



4.4

SAAHAS AND PERIOD DIGNITY

In the FY25, we launched a program in Hyderabad focusing specifically on behavioural change around menstrual waste called the “Cycle of Change”. As part of this program, menstruators were provided samples of sustainable menstruation products, like cloth pads and menstrual cups, and guided the menstruators in overcoming the initial challenges and hesitation in using the sustainable alternatives. Support groups were created and detailed guidelines were provided on usage and FAQs. A chatbot was also launched to help people find answers to their queries, and a FAQ video featuring experts and cupverts was launched. Through the Cycle of Change campaign, we were able to transition 732 menstruators to use menstrual cups.



Apart from the Cycle of Change campaign, we also promoted sustainable menstruation across other project locations, resulting in **849 menstruators** switching to sustainable products like cloth pads or cups. Our campaigns focus on encouraging a switch to planet-friendly and healthier options for managing menstruation.



Premalatha

Asha worker

As an ASHA worker, I am always on the move, especially during health drives and community visits. I used to feel very conscious and uncomfortable during my periods, especially because we wear white sarees and dresses. Managing periods during work was always a worry. But ever since I started using the menstrual cup, it has made a huge difference. It is extremely comfortable, and I don't even feel like I'm on my period. There's no leakage, no discomfort, and I feel so much more confident. I always carry it in my bag. I'm super happy and wish I had started using it earlier. I now recommend it to other women in my community too

4.5

SAAHAS AND THE ENGINE ROOM OF LOCAL GOVERNANCE

In FY25, we worked with 528 Gram Panchayats and 14 cities, across 11 states and 29 districts. Our largest engagement has been with the local bodies in Karnataka, where we worked in Gram Panchayats across 13 districts to improve waste collection, reduce burning and dumping of waste, engage the community to improve source segregation, integrate women from SHGs into waste collection and processing, and ensure the collected waste is routed to appropriate end destinations.

One of our largest interventions, Paripurna, extended across 179 Gram Panchayats in 4 districts has supported 3 rural Material Recovery Facilities (MRFs) in becoming operational. Our work in Dakshina Kannada has been instrumental in the district becoming the first district in India to map all its Gram Panchayats to MRFs ensuring all streams of waste are handled responsibly.

In Assam, we are engaging with all the Government departments to ensure that the infrastructure set up for waste management in the rural areas is utilized for the intended purpose. Similarly, in Uttar Pradesh, where the rural department has set up infrastructure in almost every Gram Panchayat, we have supported 50 of the GPs to kick start regular door-to-door collection of segregated waste. District level workshops have been organised at multiple locations to train the local stakeholders. Staff involved in planning, monitoring and implementing SWM in urban and rural areas have been provided adequate knowledge and tools required for their roles.

Through our work in rural and urban areas, we have unlocked Rs 2.72 Crores of government funds which were lying unused, reclaimed 54,110 sq. ft of land and reduced 35,104 MT CO₂e of GHG emissions.



People often ignored by Govt delivery systems - In most of the cities, it is the urban poor who are left out of the government delivery systems, be it water, electricity or waste. A large part of our work in urban areas is to bring the attention of the authorities to the poor conditions in low-income areas and urban villages. In Bangalore, we worked in Bellandur, Arekere and partnered with Let's Be The Change to work in low income areas of Aduodi.



In Gurguram, through our work in urban villages of Sikanderpur and Nathupur, we have been able to bring their voices to the notice of the authorities. The 'Shehri Gaon ki Chaupal pe Bol Chaal' was envisioned as a space for dialogue and discussion amongst community members from urban villages of Sikanderpur Ghosi and Nathupur, waste workers, concessionaires, ward councillors and representative from three wards, and officials of Municipal Corporation of Gurugram(MCG), along with the SWM implementation team of Saahas. The conclave marked the first time all stakeholders came together in one room to reflect on their shared challenges and responsibilities.



[READ MORE](#)



4.6 SAAHAS AND THE ART OF SHIFTING MINDSETS

Achieving the vision of 'Nothing is Waste' requires the participation of everyone, as everyone of us is a waste generator, both as an individual and as part of the institutions where we work or live in. One of the biggest needs is a shift in the mindset of how we perceive our relationship with waste.

A key part of all our interventions is to bring about this behavioural change. In the FY25, we experimented with new forms of IEC, customized and rooted in the local cultures of our project areas. In Assam, we used the culture of live music in cafes of Jorhat to spread awareness about waste management. In Majuli, the local masks were used as part of IEC campaigns. In Nuh, jingles were played over the local community radio which has a high community connect. For migrant workers who are available at their homes only late in the evening, film screenings were organised which were interspersed with messages about source segregation and waste reduction.

In order to engage children, repair melas and thela melas were organized which saw active participation of the children.



4.7 SAAHAS AND THE WASTE WE OVERLOOK

In addition to the three main categories of waste generated at our homes, work and public places, namely the wet, dry and domestic hazardous waste, there are also other types of waste for which collection and disposal systems do not exist in most of the cities and villages. These waste streams include electronic waste (e-waste), construction & demolition (C&D) waste, and large items like mattresses, broken/unused furniture etc. (called 'bulky waste' for the lack of a more appropriate word).

Saahas has been working on awareness, collection and processing pilots for e-waste since 2006, and over the last 3-4 years, we have also started focussing on C&D waste and bulky waste streams. In the FY25, we initiated a C&D waste project in Gurugram with the intent to reduce dumping on the roadsides and ensure the waste reaches the authorised recycling facility in the city. This project, called BinMalba, is supported by NatWest Group India, has resulted in diversion of 932MT of C&D waste from roadsides to authorised recycling facility till March 2025.



Apart from C&D waste and e-waste, we have also collected and repurposed 29.5MT of bulky waste at our Kasa Rasa centre in Bangalore. We have an IVRS number through which residents reach out to us for safe and responsible disposal of their e-waste and bulky waste. We have onboarded two collection partners as social entrepreneurs who work with Saahas for the collection, repair, resale, refurbishment and safe disposal of the waste. A total of 68 collection drives and 120 on-call collections were carried out in the FY25. Through this, 5700+ citizens have benefitted in the safe disposal of their bulky waste. A total of 37.5 MT of bulky waste was collected by the entrepreneurs, and an outward sale of 34.3 MT was carried out in the period. The entrepreneurs earned a revenue of Rs. 2.2 Lakhs in the FY25 through this initiative.



4.8

SAAHAS AND THE FOCUS ON “BEFORE YOU THROW”

While circular economy focuses on closing the material flow loop through recycling, life extension through reuse, repair, refurbishment are prioritized over recycling. To promote the true spirit of circularity, we started campaigns around repair and reuse in Bangalore. This was done through repair focussed campaigns in residential societies, corporate offices and public events. A total of 28 Repair Maadi campaigns were organised across Bangalore. In each of these community outreach events, we brought to the community skilled vendors who offer services of knife sharpening, bag zip repair, tailoring (mending, darning and alteration), shoe repair and umbrella repair . Games and activities were organised for children and adults on how to live a sustainable living habits and the perils of improper waste management. Collection drives were organized for e-waste and bulky waste. A total of 68 collection drives and 120 on call collections were carried out in FY25.



On the World Repair Day, a large campaign called Repair Maadi was organized. This was a full-day celebration promoting the culture of 'Repair and Reuse' among the residents of Bengaluru. It aligned with the 'Mission LiFE' initiative and the 'Right

to Repair' movement led by the Ministry of Environment, Forest and Climate Change (MoEFCC) and the Ministry of Consumer Affairs.

As part of the event, two panel discussions focusing on *Right to Repair* and *Repair, Restore and Reuse in Fashion* were organized, along with hands-on repair workshops.

We followed this up with weekly repair campaigns in partnership with LVBL.



SOME STATISTICS FROM THE EVENT

400-500

Attendees in the overall event

90+

attended panel discussion at site

120+

YouTube views

Rs 45,000+

of sustainable products were sold

130+

People learnt art of mending

38+

People learnt electrical repairs

21

Parents+children participated in carpentry workshop

17

People learnt bicycle servicing

To promote repair culture, we also participated in RISE PECO Summit 2025. Apart from DIY activities centring around repair, the event also saw a masterclass on Zero Waste Offices organized by Saahas, along with sessions by other partners in Bangalore.



In the FY25, we were able to reduce the generation of 54MT of waste. This was possible because of a determined focus to prioritise reduce over management of waste. Across the projects, various activities aimed at reduction of usage of single-use items were carried out. Some of the success stories result from setting up of steel banks across locations for rescuing waste at events, reduction in use of plastic carry bags and from focused campaigns to promote sustainable menstruation. Reduction in waste generation was also achieved by diversion of wet waste as feed for animals

Across the year, 19 steel banks were set up across project locations, which were used in 122 events reducing the generation of 565 kg of waste. These banks have also helped enhance the income of SHG women who operate them on a rental model.

Apart from promoting the adoption of sustainable menstruation products across our locations, we also ran a dedicated campaign on sustainable menstruation called Cycle of Change.



A total of 1561 menstruators were nudged into adopting cloth pads or menstrual cups through our work in the last FY.

4.9

SAAHAS AND CLEAN JOURNEYS IN FRAGILE PLACES



Fragile ecosystems are today bearing the brunt of uncontrolled tourism, through the generation of huge quantities of unmanaged waste. As part of our efforts to institutionalize and strengthen solid waste management in urban and rural areas, a key focus area for us has been to work in eco-sensitive areas. Over the last few years, we have worked in the buffer zone of Panna Tiger Reserve, coastal areas of Karnataka, beaches in Chennai, villages in the Lahaul valley and island of Majuli. In the FY25, we strengthened our intervention in these areas and initiated work in the villages around the Bandhavgarh National Park in MP.

In Majuli, as part of a project supported by Harish and Bina Shah Foundation, we were able to liaison with all relevant Govt depts like ASRLM, PHED, SBM-G at district and state level to get waste management systems established in 5 out of the 18 gram panchayats under our intervention. The mini-material collection facilities in 12 gram panchayats were renovated using local construction material so that they can be used for storing the waste being collected.

After successfully setting up segregated collection and local storage of dry waste in the villages in the buffer zone of Panna Tiger Reserve, we set up a Material Recovery Facility for aggregation of dry waste. We also signed up a MOU with MPTB, SBM-G MP and Coca-Cola India for intervention in the villages around the Bandhavgarh National Park.

We continue to tackle the challenges in the hilly regions of Keylong district where, given the small window to complete the construction of the MRF at Tandi, we are not able to start regular waste collection. Meanwhile, awareness activities and campaigns involving the community have been carried out at regular intervals.

As part of our work in the coastal areas of Karnataka and Pattinapakam beach in Chennai, we have carried out a study on fishing net recycling. Beach cleanups were carried out in both the regions involving local residents and corporate volunteers.



5

RESEARCH, PUBLICATIONS, SURVEYS, ASSESSMENTS

KEY PUBLICATIONS

Role of SHGs in Municipal Solid Waste Management

- A case study from Udupi, authored by Divya Tiwari, Shruthi Sreenivasan and Meghna Vodapalli, published in NIUA journal Urban India - Jan-June'2024 issue.

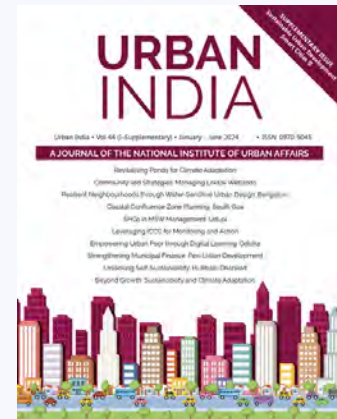


Photo Essay on Myths of rural waste management
- IDR authored by Aarti Sachdeva, on 19 March'2025

Aarti Sachdeva contributed to the **Explainer article on Circularity** - IDR, published on 15 Jan'2025



Case study on Alag Karo Phase I and II published on the UN Habitat website under the best practice of source segregation

IEC for WELL labs digital platform and Playbooks on:

- Best practices manual in rural Solid Waste Management by Saahas
- Sahas' Rural Solid Waste Management Playbook

Sustainable waste management in Gram Panchayats – Guidelines and Best Practices



SUBMISSIONS ACCEPTED FOR PUBLICATION

- ✓ Chapter on Sustainable solid waste management showcasing 5 Saahas projects selected for a book publication "**Innovations for Localising Climate Action in India: State-Level Case Studies**" being prepared by ISB in partnership with UNDP and MOEFCC.
- ✓ Case study on **Reuse and Repair** by GAIA.
- ✓ Chapter titled "**Women driving change for solid waste management in rural Karnataka**" has been accepted for publication by editors of Rethinking Gender Mainstreaming (Emerald Publication).
- ✓ **Composting in rural areas** - playbook for GRE.
- ✓ Abstracts on **non-recyclable waste management in rural Karnataka**, and on **sanitary waste disposal**, accepted by SBM Gramin.
- ✓ Case studies under the theme of "**Strengthening Civic Initiatives**" by Climate Rise Alliance.

PAPER PRESENTATIONS

-  Paper presentation on "**Sustainable packaging for online food-delivery: A Comparative analysis of materials used in India**" authored by Divya Tiwari and Aarti Sachdeva, at the "*14th IconSWM-CE & IPLA Global Forum 2024*" held during 28 Nov - 1 Dec'2024
-  Presentation on "**Circular Economy Principles for sustainable SWM**" by Aarti Sachdeva and paper presentation on "**Logistics of waste collection: pros and cons of compartmentalized vehicles**" authored by Aarti Sachdeva, Divya Tiwari and Preetha RK, at the *5th World Environment Summit* held on 16-18 Nov'2024
-  Paper presentation on "**Scope of EPR in financing MSW collection in India**" at IIM Bangalore during the International conference on "*Advancing the Global Sustainability Narrative: Business, Policy, and Societal Imperatives*" held on 24-26 April 2025

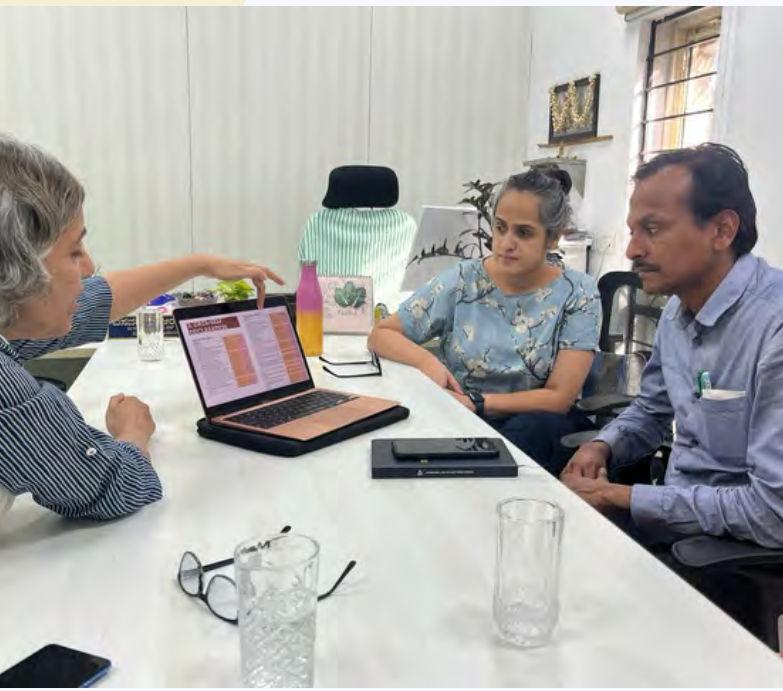
6

BUILDING CAPACITIES OF THE ECOSYSTEM

In the FY25, the Capacity Building vertical played a critical role in strengthening knowledge and competencies across a diverse range of stakeholders within the solid waste management ecosystem. A total of 12 focused training sessions were conducted for Urban and Rural Local Body (ULB and RLB) stakeholders, reaching 1,061 functionaries. In collaboration with ASAR and WRI, we facilitated impactful training programs for sanitation staff and ULB officials, including dedicated capacity-building initiatives for the Aurangabad Municipal Corporation in Maharashtra and the Asansol Municipal Corporation in West Bengal. In addition to these external trainings, the vertical also contributed to internal capacity enhancement. A key highlight was the design and roll-out of Delivering Effective SWM Training (DEST)-a flagship program aimed at equipping our own team members with facilitation skills. The program was implemented across various locations, benefiting over 60 participants and strengthening our ability to deliver high-quality training across projects. We also contributed to strategic planning and decision-making through technical assessments and targeted workshops for urban local bodies. A rapid assessment was conducted across three locations—Udhampur, Jhansi, and Raichur to identify context-specific needs and inform future interventions.

On 6th December 2024, we facilitated a state-level workshop on waste quantification for Swachh Bharat Mission consultants and Chief Planning Officers (CPOs) under the Rural Drinking Water and Sanitation Department (RDWSD), Karnataka. This was followed by a series of district-level trainings led by our field teams across 10 districts including Mysuru, Dakshina Kannada, Bengaluru (Urban & Rural), Shivamogga, Ramanagara, Bellary, Koppal, Yadgir, Kalaburagi, and Vijayanagara. These efforts collectively reflect our commitment to building robust, decentralized capacities for sustainable waste management across diverse geographies. This reinforces the critical role of the Capacity Building vertical as a backbone for scaling effective implementation, ensuring quality, and sustaining impact across all our solid waste management interventions

As part of the Inclusive Climate Action project in partnership with C40 Cities, a gap analysis was carried out in FY24 to assess the training needs of the different stakeholders involved in bulk waste management in Bengaluru. In the FY25, the modules developed to address the identified gaps were delivered to the different stakeholders. A monitoring and evaluation framework for BWG management in Bengaluru city was developed in consultation with BBMP, BSWML and domain experts. Delivery of targeted upskilling and training of frontline workers including city officials, contractors and waste workers was carried out, using innovative participatory approaches, that enhanced participants' capacities on inclusive climate action, legal provisions training as applicable to BWGs, equity and welfare of informal workers, GPS mapping of BWGs, etc.



PARTNERSHIPS

In the FY25, Saahas deepened its collaborations with partners and networks to advance systemic change in waste management. From convening strategic meets and co-leading national committees to driving city-wide campaigns, our partnerships enabled shared learning, innovation, and greater impact.

PARTNERS MEETS

In the FY25, Saahas convened partners in Bengaluru and Gurgaon under the theme From Problem Solving to Moving the Needle. The meets featured updates on our mission, strategy, and impactful case studies such as Alag Karo and Paripurna, alongside discussions on systemic change and long-term interventions. Partners shared insights on funding, innovation, community engagement, and collaboration opportunities. These gatherings fostered deeper relationships and cross-learning among stakeholders to drive cohesive impact.



TOI CAMPAIGN – #WEMAKEGURGAON

As the knowledge partner for the Times of India's #WeMakeGurgaon campaign on source segregation and waste management best practices, Saahas designed the evaluation framework and engaged nearly 150 RWAs across the city. Over the two-month campaign, 50 RWAs registered, and 3 were recognised as model RWAs for their exemplary practices.



We worked closely with organizations and alliances like WRI, ASAR, ClimateRise Alliance and ICC. Saahas was part of WRI India's Thriving Eco-City Regions round table at Connect Karo 2024. In partnership with WRI, we also conducted capacity-building sessions for Jalandhar and contributed to the Solid Waste Management chapter for Uttar Pradesh, which formed part of a larger state-level urban resilience playbook. With ASAR, we supported ULB engagement as a thought leader on C&D waste management in Aurangabad with the ULB officials and builders. We also conducted SWM and EPR framework capacity-building sessions for ULBs in Asansol, alongside training Safai Mitras in Asansol, Aurangabad and Ludhiana.

Under the ClimateRise Alliance, we engaged in discussions across three tracks: Zero Landfill Cities, Vikasit UP 2047 and Gender & Climate.

Within CII's National Committee on Urban Development & Housing, we are part of the Waste & Water sub-committee and also leading the work on Circular Construction.

Saahas also became part of the WASH Alliance formed by SBM-U in Assam

8

COMMUNICATIONS AND SOCIAL MEDIA

In the FY25, apart from the 'gyan' videos, we also developed IEC music videos on Segregation (Vingadisi) in Kannada, Repair (Repair Karo) in Hindi and Menstrual Cup (Cupp Pattu) in Telugu.

IEC VIDEOS



Vingadisi: Music Video in Kannada to promote Segregation at Source



Repair Karo : A Saahas feat
Saahas NGO



Paper Bag
50K views



Kulhad ki chai
110K views



MLP Packaging
45K views

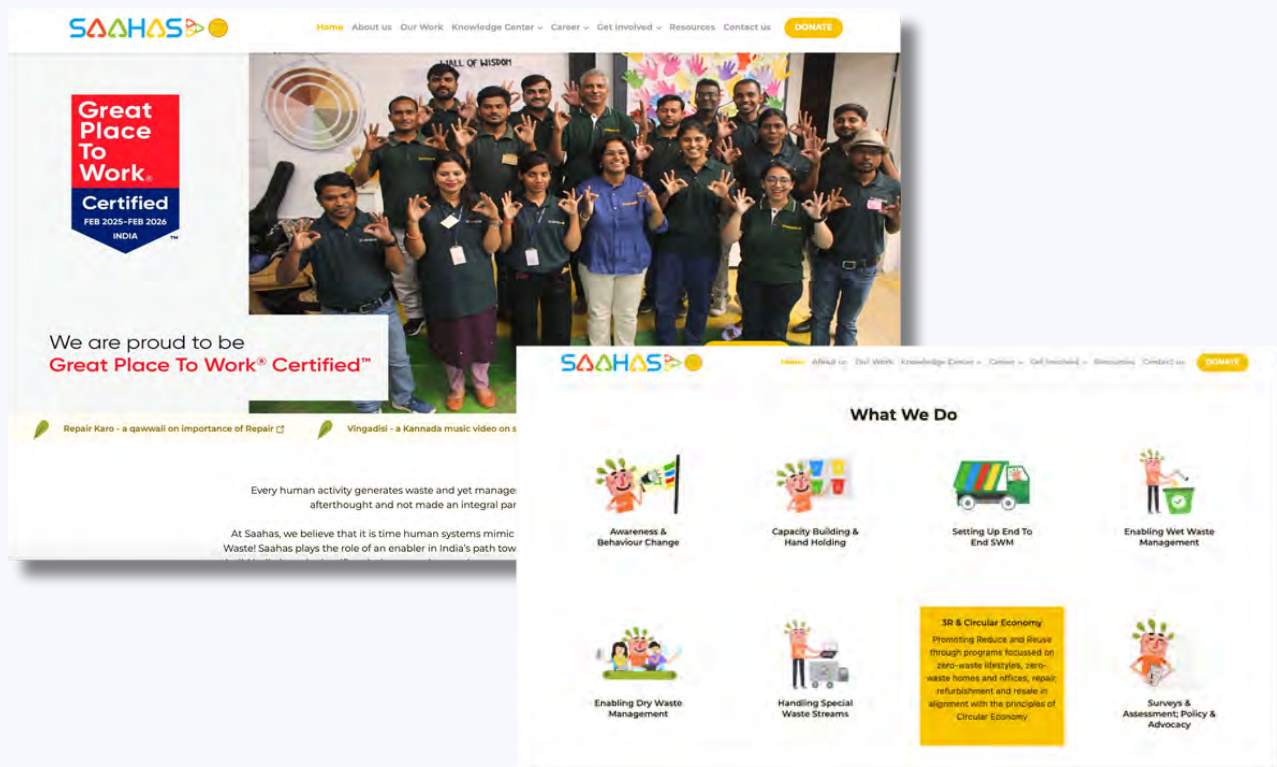


PROJECT VIDEOS



WEBSITE

We worked on migrating our website from Drupal to Wordpress to make maintenance and updates easier. The design and layout of the website was also revamped to match the growth and evolution of the organization.



9 AWARDS AND RECOGNITION



Saahas was awarded during the Green Impact Awards, Gurugram for its contribution to the city. The event was curated and executed by Kalagram, an initiative of the Municipal Corporation of Gurugram and The Gurugram District Administrative to promote art and culture in the city.



Global ESG Award 2024 for Coca-Cola's Anandana Foundation for "Panna National Park Waste Management" under best SWM project of the year for Clean Destination Panna project.



ACEF Asian Business Leadership Award- Won by Hyundai Motors India Ltd for Ecogram, under the Environmental Sustainability Award category.



"Unnati - Solid Waste Management Program," funded by Roop Automobiles in partnership with Saahas in Rozka Meo, Nuh has been honored with the BRONZE Award at the CSR TIMES AWARD 2024



Doing Good for Bharath by CSRBOX won by Hyundai Motor India Ltd for EcoGram - Centre for Sustainable Solutions



MP Tourism has won the Skoch Award for Clean Destination- Panna



10 OUR FUNDERS

RURAL WASTE MANAGEMENT

State	Project Name	Funder Name	Logo
Assam	Swachh Majuli Mur Majuli	Harish & Bina Shah Foundation	 HARISH & BINA SHAH FOUNDATION
Haryana	Unnati, Luhari	Indospace	 INDOSPACE a GLP joint venture
	Unnati - Rozka	Roop V K Jain Foundation	 ROOP VK JAIN FOUNDATION
	Unnati - Nuh	Publicis Sapient	 PUBLICIS GROUPE publicis sapient
Karnataka	Asha Kirana	Juniper Networks Pvt Ltd	 JUNIPER NETWORKS
	Beyond the Broom	JSW Foundation	 JSW Foundation
	Hasiru Hejje	Rural Education and Development (READ) India	 amazon
	Paripurna	HCL Foundation	 HCLFoundation
	Parivarthaneya Hejje	Shell India Markets Private Limited	
	Mission Swachh Kalyan Karnataka	Rainmatter Foundation	 Rainmatter Foundation
	Sada Suchitva Shivamogga	Shahi Exports Pvt Ltd	 shahi

State	Project Name	Funder Name	Logo
Karnataka	Mission Sunehra Kal	ITC Ltd	 Enduring Value
	Swachh Karavali Mission	Xiaomi Technology India Pvt Ltd	 xiaomi
Maharashtra	Swachh Sundar Chakan	Indospace	 a GLP joint venture
Rajasthan	Bhoomi	K K Birla Memorial Society	 CHAMBAL FERTILISERS AND CHEMICALS LIMITED
Telangana	Trividha, rural Siddipet	CGI	
Uttar Pradesh	Gramin Swachhata Srijan	HDFC Bank Ltd	 A step towards sustainable progress

URBAN WASTE MANAGEMENT

Location	Project Name	Funder Name	Logo
Bengaluru	Sada Suchitva Arekere	Shahi Exports Pvt Ltd	
	Circular Waste Solutions	GIZ	 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
	Namma Swaccha Adugodi	Let's Be The Change	
	Kasa Mukta Bellandur	Societe Generale	
	Kasa Mukta Hebbagudi	Societe Generale	

URBAN WASTE MANAGEMENT

Location	Project Name	Funder Name	Logo
Gurugram	Swachh Sundar Nathupur	Anonymous	
	Swachh Sundar Sikanderpur	Bank of America	
Trichy	Circular Waste Solutions	GIZ	
Jorhat	Jabor Muktho Jorhat	Anonymous	
5 towns in Dakshin Kannada district	PanchaSiri	HDB Financial Services Ltd	
Panna City, MP	SBIF- CONSERW: Waste No More	SBI Foundation	

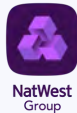
WASTE MANAGEMENT IN ECO-SENSITIVE AREAS

State	Project Name	Funder Name	Logo
Himachal Pradesh	Pahadi Pehal	Eicher Group Foundation	
Madhya Pradesh	Clean Destination, Panna & Bandhavgarh	Anandana Foundation	
Tamil Nadu	Neelakadal Thooimai Pattinam, Chennai	Societe Generale	

WASTE REDUCTION, LIFE EXTENSION

Project Name	Funder Name	Logo
Cycle of Change	Self funded	
RRR Madi	Juniper Networks Pvt Ltd	

SPECIAL WASTE STREAMS, VALUE FROM WASTE

Project Name	Funder Name	Logo
BinMalba	NatWest Group	
ReSet	KPMG	
EcoGram	Hyundai Motors India Pvt Ltd	

CAPACITY BUILDING

Project Name	Funder Name	Logo
Poribortonor Bij Amar	Ananya Birla Foundation	
Scaling inclusive and equitable climate action through effective local governance	C40 Cities	

RESEARCH, ASSESSMENT, GUIDEBOOKS PARTNERS

WRI, ASAR, OUTREACH, TIDE, Abhipsa Foundation

COMPLIANCES

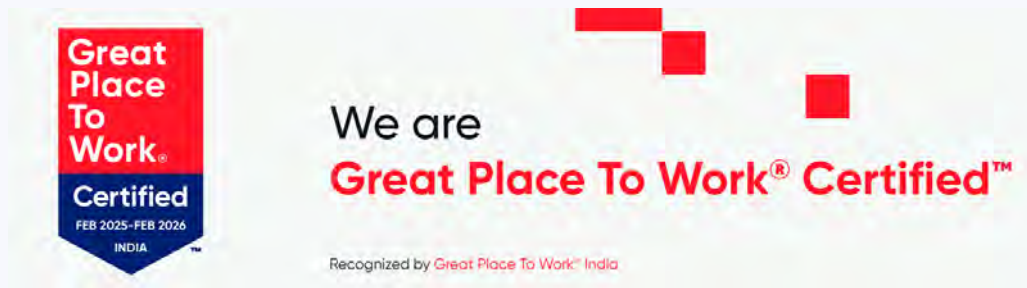
Compliance Head	Document No.	Remarks
Registration	614 / 2001-02 dated 09 / 10 / 2001	Registered as a Society
PAN	AAAAS8984N	
12 A	AAAAS8984NE2021401	Valid upto FY 2025-26
80G	AAAAS8984NF2021401	Valid upto FY 2025-26
CSR 1	CSR000000097	
FCRA registration	094421566 dated 09/05/2014	Valid up to 08/05/2029
PF registration	KN / 43641	
ESI registration	53000275930001001	
TAN	BLRS30788C	
Darpan ID	KA/2017/0165755	

ACCREDITATIONS

Name	Description	Validity
Credibility Alliance	Accreditation under Desirable Norms prescribed for Good Governance of Voluntary Organisations	26.03.24 to 25.03.29

12 HUMAN RESOURCES

In the FY25, we successfully renewed our certification as a Great Place to Work.



ANNUAL REGIONAL MEET

We also made some strides in our performance appraisal systems by introducing mid-year reviews and neutral panels for deciding on promotions. Salary bands were also revised to ensure that they are more in line with similar NGOs across the country. All this, while we continue to celebrate our diversity and values through various gatherings and engagement. To foster the spirit of One Saahas among the team members, regional meets were held in Gurgaon, Hampi, Majuli and Bangalore. We are fortunate to be working in some of the most beautiful regions of India, and the locations of our regional meets bear testimony to this. These meets are especially important for the remote teams who don't get a chance to interact with the other teams in the region. The activities and interactions at these meets improve the engagement of the remote team members with Saahas.



SAAHAS AWARDS

The financial year 2024-25 represented a continuation in our efforts to improve the outcomes of the HR function which are to ensure the employees of Saahas feel respected, engaged and fairly treated during their association with us. Significantly, we have instituted the Annual Awards this year which provided the employees an opportunity to participate and win in the below categories as individuals and teams.

- Champion on the Ground (for Field Supervisors)
- High Energy Team (for teams who were the most active during the year)
- High Impact Team (for teams who achieved significant outcomes within the resources provided)
- Living the Saahas Values (for individuals who best exemplified our values)
- Most Inspiring Leader (for Sr. Project Coordinators and Project Managers)
- Best Emerging Leader (for Asst. Project Coordinators and Project Coordinators)
- Fantastic Debut (for best newcomers)



HEAD COUNT

Employee Details, as on March 31st 2025

Designation/Role	Female	Male	Total
Senior Leadership Team	3	2	5
Managers	16	10	26
Project Coordinators, Accounts/Admin/HR Executives	30	40	70
Field Supervisor, Field Staff	122	95	207
Total Employees	171	147	318
Consultants, Contract staff	4	3	7

REMUNERATION

Staff Wise Salary Distribution, as on March 31st 2025

Slab of CTC Salary (INR)	Female	Male	Total
Up to 20,000	85	11	96
20,001-30,000	41	84	125
30,001-50,000	24	36	60
50,001-1,00,000	21	15	36
1,00,001-1,25,000	0	1	1
TOTAL	171	147	318

13 ADVISORY BOARD



Satish Sinha
*Associate Director,
Toxics Link*



Ankur Bisen
*Author & Sr Partner,
Technopak Advisors*



Madhur Singh
*Communications
Consultant*



Divya Tiwari
*Consultant & Advisor,
Circular Economy*

14 BOARD MEMBERS*



Prof. Sourav Mukherji
*President
Professor, IIM-B*



Archana Tripathi
*Secretary
CEO, Saahas*



Wilma Rodrigues
*Founding Member
CEO, SZW*



Pranay Lal
*Member
Public health professional*



Bindiya Nagpal
*Member
Social Impact
Consultant*



Huda Jaffer
*Treasurer
Director, SELCO
Foundation*



Deepa Deo
*Member
Solutions Consultant, Sahaj
Sw Consultant & Coach, Org
Development*

* PLEASE NOTE

- None of the Board Members have any blood relations with any other Board Member.
- None of the Board Members and executive team have made any international trips funded by Saahas during this financial year.
- None of the Board Members receive any remuneration from Saahas other than the Secretary (Ex-officio, being the CEO).
- Last Board rotation happened in 2023-24 with two members moving out and two new members joining in. In August 2024, Ashish Patel's term ended and as a result Sourav Mukherji was appointed the President and Huda Jaffer was appointed the Treasurer

15

LEADERSHIP TEAM



Archana Tripathi
Chief Executive Officer



Sonia Garga
Chief Strategy Officer



Sunitha Jayaram
Director, Programs



Rajbir Singh
Director, Programs



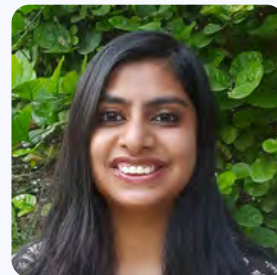
Shailesh Gupta
Director, HR & Admin



Hetal Jalad
Program Manager



Preetha R K
Program Manager



Hrishita
Program Manager



Ranjitha L
Accounting Manager



**Kavitha Joan
Aranha**
Lead, Partnerships



Aarti Sachdeva
*Lead, Knowledge
Development*

16 FINANCIALS

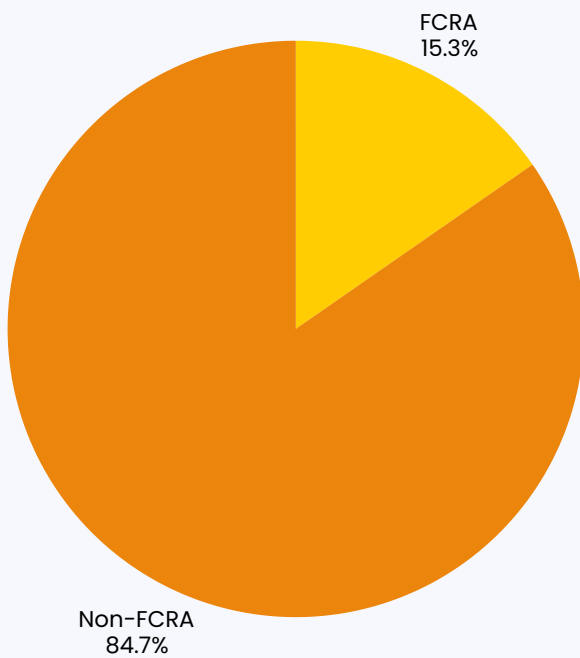
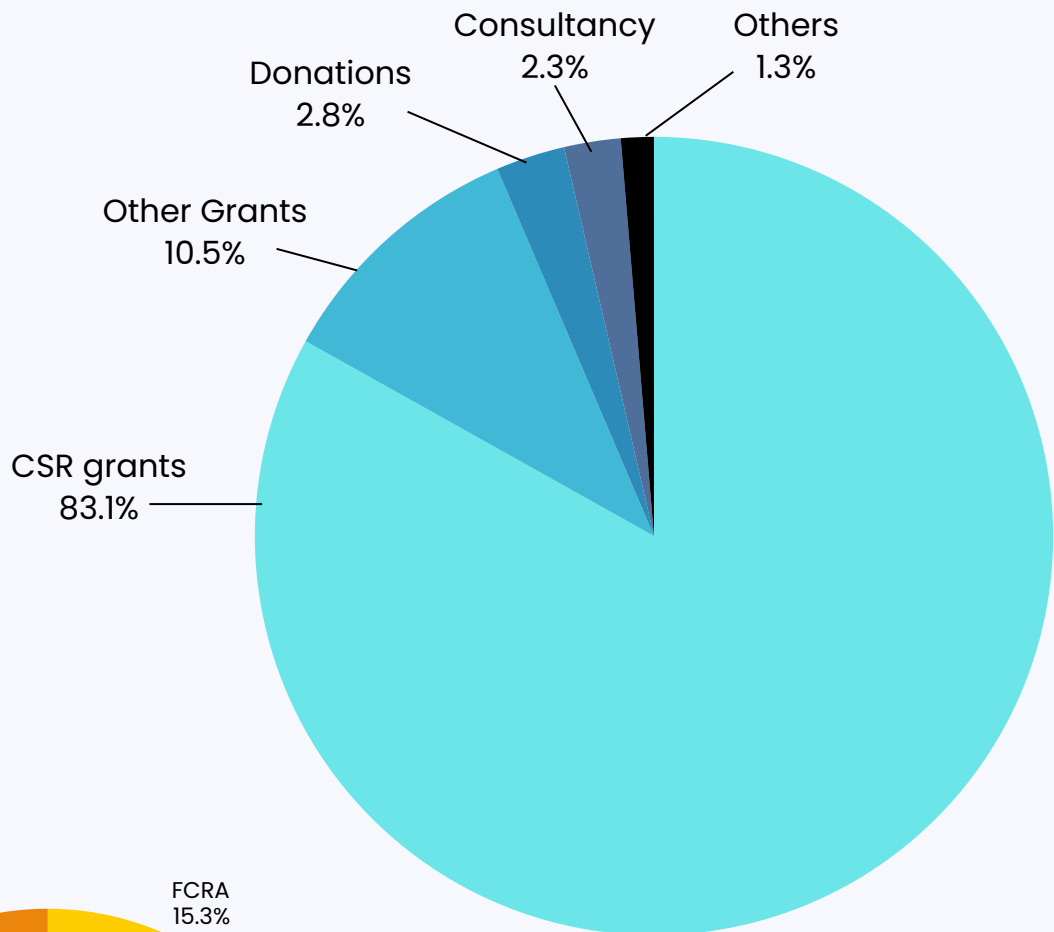
BALANCE SHEET

BALANCE SHEET AS ON 31.03.2025, ALL FIGURES IN ₹ LAKHS							
SOURCE OF FUNDS				APPLICATION OF FUNDS			
	INDIAN	FCRA	TOTAL		INDIAN	FCRA	TOTAL
General Fund	276.98	184.23	461.21	Non-current assets: Property, Plant & Equipment and Intangible Assets (FD)	15.94	0.1	16.04
Grant Fund	240.1	104.19	344.29	Current Assets: Accounts Receivables	42.76	-	42.76
Non-current Liabilities Long-term provisions	22.9	0.85	23.75	Cash and Cash equivalents	628.75	309.98	938.74
Current Liabilities Trade Payables	75.93	4.38	80.31	Other Current assets	49.88	4.24	54.12
Other Current Liabilities	121.43	20.66	142.09				
TOTAL	737.33	314.31	1051.65	TOTAL	737.33	314.31	1051.65

INCOME & EXPENDITURE

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2025, ALL FIGURES IN ₹ LAKHS							
INCOME				EXPENDITURE			
	INDIAN	FCRA	TOTAL		INDIAN	FCRA	TOTAL
Grants Income - CSR	1760.53	190.23	1950.76	Project Expenses	1996.21	320.23	2316.44
Grants Income – non-CSR	146.83	98.75	245.58	Depreciation and Amortization Expenses	0.68	0.03	0.71
Donations	4.76	60.92	65.68	Other Expenses	14.06	0.72	14.78
Consultancy services	53.86	-	53.86	Total	2010.95	320.98	2331.93
Other Income	21.12	10.07	31.19	Tax Expense	-	-	-
Total	1987.10	359.97	2347.07	Excess of Income over Expenditure (after tax)	(23.85)	38.99	15.14

SPLIT OF INCOME BY TYPE



Auditors: EBS & Co. Chartered Accountants, ICAI Firm Reg No.022309S



[Click here for the detailed audit report](#)



 info@saahas.org

 www.saahas.org

 [SaahasNothingIsWaste](https://www.facebook.com/SaahasNothingIsWaste)

 [@saahas_ngo](https://www.instagram.com/saahas_ngo)

 [saahas](https://www.linkedin.com/company/saahas)

 [@saahasngo](https://www.youtube.com/saahasngo)

 **Head Office: Bengaluru**
#21, Ground Floor, MCHS Colony, 5th C
Cross, 16th Main, BTM Layout, 2nd Stage,
Bengaluru - 560076
Ph: 080-41689889

 **Branch Office: Gurugram**
C-691; Block C, Sushant Lok Phase 1 Sector
43, Gurugram, Haryana.
Ph: 0124-4041713