



COMPASS INDIA

**99.5% WASTE
DIVERSION**

Compass India's journey towards achieving an impressive 99.5% waste diversion from landfills at one of its client sites is a testament to the company's commitment to environmental sustainability and efficient waste management. This case study delves into the strategies, initiatives, and outcomes of Compass India's Zero Waste to Landfill (ZWL) policy, showcasing the company's innovative approach to minimizing its environmental footprint, at one of its valued client sites which is a leading Indian multinational IT services and consulting company based in Bangalore.

ORGANIZATIONAL STRATEGY AND POLICY DEVELOPMENT



The foundation of Compass India's success in waste management was laid with the establishment of a ZWL policy, aimed at minimizing waste generation and maximizing waste diversion from landfills.

A detailed gap analysis involving Heads of Departments (HODs) was conducted to assess the current waste management practices, legal compliance, system and accounting changes, and the adequacy of records. This comprehensive review led to the development of Standard Operating Procedures (SOPs) and the establishment of partnerships with waste buyers and actual users, ensuring a systematic approach to waste diversion.



CORE CERTIFICATION ACTIVITIES AND ZERO WASTE CLAIM VALIDATION



To validate its zero waste claims, Compass India engaged a globally recognized organization with over 130 years of experience in over 100 countries. The company meticulously identified all waste streams and

diversion activities across its facilities, undergoing a rigorous two-stage evaluation process. This not only ensured the integrity of Compass India's ZWL policy but also set a benchmark for waste management practices in the industry.

INITIATIVES AND EMPLOYEE ENGAGEMENT



Compass India's waste diversion strategy was bolstered by a series of creative initiatives aimed at engaging employees and promoting a culture of environmental responsibility. These included decorating pots made from waste plastic cans, increasing seating capacity with tables made from waste materials, and utilizing wastepaper and wood sheets for event decorations. Such initiatives not only contributed to the company's waste diversion goals but also fostered a sense of ownership and participation among employees.

DATA COLLECTION AND ACCOUNTABILITY



Accurate data collection & accountability were pivotal to the success of Compass India's waste management efforts. The company ensured precise data collection at all quantity centres, establishing baselines and setting

targets for continuous improvement. This focus on data-driven decision-making enabled Compass India to identify opportunities for waste reduction and diversion, ultimately achieving a waste diversion rate of 99.16%.

RESULTS



The concerted efforts of Compass India resulted in the diversion of 25,525.87 kg out of a total of 25,741.808 kg of waste generated, with only 287.938 kg sent to landfills. This remarkable achievement not

only surpassed the initial goal but also demonstrated the feasibility and benefits of implementing a comprehensive waste management strategy.

ENVIRONMENTAL AND BUSINESS BENEFITS



The implementation of the ZWL policy yielded significant environmental and business benefits. From a business perspective, Compass India experienced cost reductions, improved efficiency, secured resource supplies, and enhanced customer satisfaction through sustainable practices. The initiative also strengthened the company's brand identity and reduced legal exposure. Environmentally, the ZWL policy contributed to the optimal use of raw materials, reduced landfill waste, cut CO₂ emissions, and supported broader goals of greenhouse gas reduction and energy efficiency.



CONCLUSION

Compass India's achievement of a 99.5% waste diversion rate is a shining example of how a well-executed waste management strategy can lead to significant environmental and business benefits. By involving all organizational levels, engaging suppliers, and fostering a culture of innovation and responsibility, Compass India has set a new standard for environmental stewardship. This case study serves as an inspiration for other organizations striving to reduce their environmental impact and contribute to a more sustainable future.