

**Sector: IT & ITES**

**ThoughtWorks, Bangalore: Setting the tone for putting ThoughtWorks on the road of Sustainability - bringing “Sunshine” to the workplace.**

***There is no better way to define ThoughtWorks than through its cultural/ ethical tenets: Do the right thing; attitude, aptitude and integrity; service to others and society over self; solidarity over charity; serve holistic goals over achieving targets; personal and organisational transparency; curiosity, creativity and passion; fail fast and publish our mistakes; intolerant of intolerance; no jerks; high values alignment, loosely coupled.***

***This project is the most challenging and wide-ranging that Climate Miles has taken up, considering the breadth of the scope, and the distributed nature of decision-making.***

**Client’s Challenge**

Worldwide, IT and IT-ES companies like Google, E-Bay and Facebook have set the pace for progressive and innovative Sustainability strategies.

The top management at ThoughtWorks drives down autonomy as an important value in its offices. In the absence of a top-down Sustainability Policy/ roadmap, individual offices have to recognize and act upon their own felt needs for initiating such efforts. At the same time, in keeping with the organization ethos of people-centric, knowledge-based, participative functioning, any such initiative has to have a strong focus not just on the technicalities, but also on fostering employee engagement through communication, training and participative decision making.

**Climate Miles Solution**

A - The overall objective of the project was defined to include knowledge-transfer and capacity building so that ThoughtWorkers in Bangalore will not only be empowered to walk the Sustainability path beyond the project period, but also take the Sustainability initiative to other ThoughtWorks locations across the world.

B - Based on its understanding of ThoughtWorks’

**ThoughtWorks®**

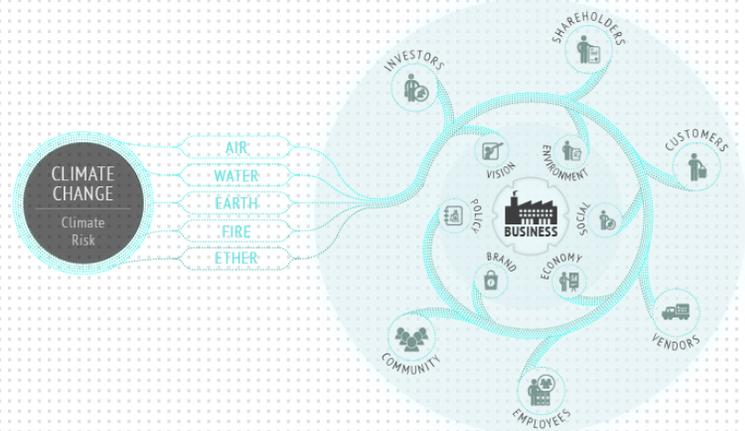
business, Climate Miles created a framework for environment-metrics related data collection. Beyond the collection and analysis of this essential data, the project description was deliberately left fluid in order to integrate ideas from the employees, and to tailor the course of the project based on ideas that generate maximum participation and enthusiasm. Towards this, Climate Miles also created a roster of micro-project ideas

## Climate Miles Pvt. Ltd

5/4 -1, Corner of Milton Street &  
Wheeler Road Extension,  
Cooke Town,  
Bangalore - 560005.

Phone +919535058899

mo.polamar@climatemiles.com  
www.climatemiles.com



spanning the areas of energy, water, waste, food and communication.

C - The project opened with an Open House and an organisation-wide survey to announce the Project. One of the first tasks that was done was the creation of a self-nominated core 'Sunshine Group' that would be actively engaged in brainstorming, data collection, task implementation and decision making.

D - Strong focus was maintained on communication with talks, movies and events related the Environment and Sustainability.

E - Micro projects were kicked-off in a participative manner in the areas of waste-to-energy for the cafeteria waste, RO plant to rationalize the use of drinking and cleaning water, setting up a weekly organic produce stall in ThoughtWorks, electrical appliances audit and dry waste segregation.

F - System and processes were created for continuous tracking and analysis of environment-related metrics.

## Client's Benefits

With Project Sunshine, ThoughtWorks Bangalore has started on a Sustainability approach that can be driven by ThoughtWorkers themselves. Climate Miles has laid the foundation of an approach that is data driven, but has ample scope for employee participation all the way from ideating to implementation.

## Client's Approach to Sustainability

ThoughtWorks, Bangalore's approach to sustainability parallels the overall ThoughtWorks ethos characterized by a strong focus on - autonomy and participation. Beyond a rigid framework of sustainability project, ThoughtWorks looks to involving its employees in the project so that the transformation potential is not confined within the premises of the office but percolates to the society at large.

## Solution Summary

**Industry:** IT and ITES

**Scope:** Creation of a collaborative framework, constantly evolving Communication Strategy and Implementation Plan, ensuring the actual usage of all the resources, modeling scenarios to reduce, select technologies, identify vendors, contract process and implementation

**Number of sites included :** 2 offices in Bangalore

**Future course:** Continuing the implemented activities along with a functioning Green Team.



# ThoughtWorks®