

# 2024-2025 ANNUAL REPORT

**WASTE WARRIORS**  
REDUCE RE-USE RECYCLE

LASTING CHANGE



**ON THE COVER:** *This illustration brings together the majestic snow leopard of Govind Pashu Vihar National Park and Wildlife Sanctuary in Uttarkashi, a symbol of the Indian Himalayan Region's wild beauty with the stark reality of plastic waste reaching even the remotest villages. It is a reminder that people and nature are inseparably linked, and the health of one depends on the care of the other.*

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## **A Crisis At the Roof of the World!**

The Himalayas, often called the planet's “third pole”, are not only breathtaking but vital. Nineteen rivers carve through its valleys, feeding over two billion people across Asia with water, food, and livelihoods. Yet today, this fragile mountain system is under siege from an escalating waste crisis. What was once seen as remote and pristine is now littered with the footprints of modern consumption. The Indian Himalayan Region (IHR) generates millions of tonnes of waste each year, but limited infrastructure means much of it is either burned in the open or dumped into streams and gorges.

The economics of this waste make the challenge even sharper. Most of what is collected has little or no market value where about 78% of dry municipal solid waste (multi-layered food packaging, thin plastics, and mixed materials) dominate, leaving communities with piles of waste no recycler wants to buy. These materials aren't just a visual eye sore, they fragment into microplastics now found in mountain lakes, rivers, and even snowfall, silently flowing downstream into the taps of millions. The consequences ripple far beyond waste piles. Open burning of garbage releases black carbon, which settles on glaciers and speeds their retreat. Rotting food waste produces methane, one of the most potent greenhouse gases driving climate instability. Meanwhile, communities bear the costs, from respiratory illnesses and polluted water to the staggering expense of high-altitude waste management systems that run into crores of rupees.

The Himalayan waste crisis is no longer a local issue; it is a planetary one. If the mountains that provide Asia's lifeblood continue to be treated as dumping grounds, the cost will be borne by us all.

**8.4 MMT/A**

waste generated in the Indian Himalayan Region



**60%**

waste is either dumped or burnt



**1.3°C vs 0.88°C**

IHR warming faster than global average



**20%**

global methane emissions from unmanaged wet waste



# **About Waste Warriors**

## LEARN MORE

about our work by watching our mission film titled, [‘Moving Mountains’](#)



Waste Warriors believes waste is a global problem requiring local action. Since our founding over 12 years ago, we’ve accelerated our mission from one location to 10 project locations across the Indian Himalayan Region. In the states of Uttarakhand and Himachal Pradesh, we are building inclusive, participatory and sustainable approaches to solving the waste crisis. We are fully committed to serving our community tirelessly, both in their daily lives and during moments of crisis. Through these efforts, we are reshaping perspectives and shaping a collective future - a future of meaningful change.

## Our Vision

An inclusive, participatory, and sustainable solution for waste management in the eco-sensitive Indian Himalayan Region.

## Our Mission

Catalysing systemic change for waste management solutions in the eco-sensitive Indian Himalayan Region.



# OUR FOOTPRINT



**12**

Locations across  
Himachal Pradesh  
and Uttarakhand

**58**

Total Number of  
Gram Panchayats  
under scope

**200+**

Warriors from across  
India solving the  
waste crisis in the IHR

## Message from the CEO

**“What’s good for us is good for the environment.”**

This year was all about getting our basics right. We invested heavily in improving our institutional memory and overall processes across the organization through digital transformation and data management. We set up systems from ground zero for data collection, quality checks and data analysis with actionable insights through a dedicated Monitoring and Evaluation Team.

We have achieved significant milestones in developing models of rural waste management by piloting wet waste initiatives in select locations across the Himalayan Region, expanding ecosystem partnerships to support smaller non-profits in the Himalayan region, and initiating hub-and-spoke models to scale the solution faster than scaling the organisation.

This progress has been made possible thanks to the passion, resilience, dedication, and sacrifice of our Warriors, both those who have been with us for years and the new Warriors who bring fresh ideas and perspectives. We are equally grateful to our supporters and well-wishers who have stood by us throughout this journey.

*K. Vishal Kumar*

**Vishal Kumar**  
CEO  
Waste Warriors Society



## Executive Summary

### Creating Lasting Change

At Waste Warriors, we believe that lasting change is not built on quick wins, but on the values that guide us every day. Our six core principles - Resilience, Empathy, Curiosity, Integrity, Passion, and Enthusiasm - are more than words; they are the RECIPE that shapes how we engage with communities, design our programs, and carry forward our mission in the Himalayas.

This year, these values came alive across our projects. Resilience carried us through the challenges of high-altitude Uttarkashi, where villagers now run five Waste Banks across five panchayats, diverting 21.7 MT of waste and banning plastic disposables at community events.

Empathy and Curiosity guided our work in Kasauli, where dry waste collection was launched for the first time, covering eight of nine wards, with 100% user fee collection in Garkhal Panchayat. Integrity and Passion were at the heart of Dharamshala's transition, where Rajkumar, once a waste worker, now manages a municipal MRF serving 10 wards and 13 green workers, a shift from staff-led to entrepreneur-led systems.

And it is Enthusiasm that fuels our Paryavaran Sakhis in Corbett and Sahastradhara - 30 women leaders who generated 3,739 livelihood days and unlocked over ₹7.2 lakh in government funds, while managing door-to-door collection, segregation, and transport.

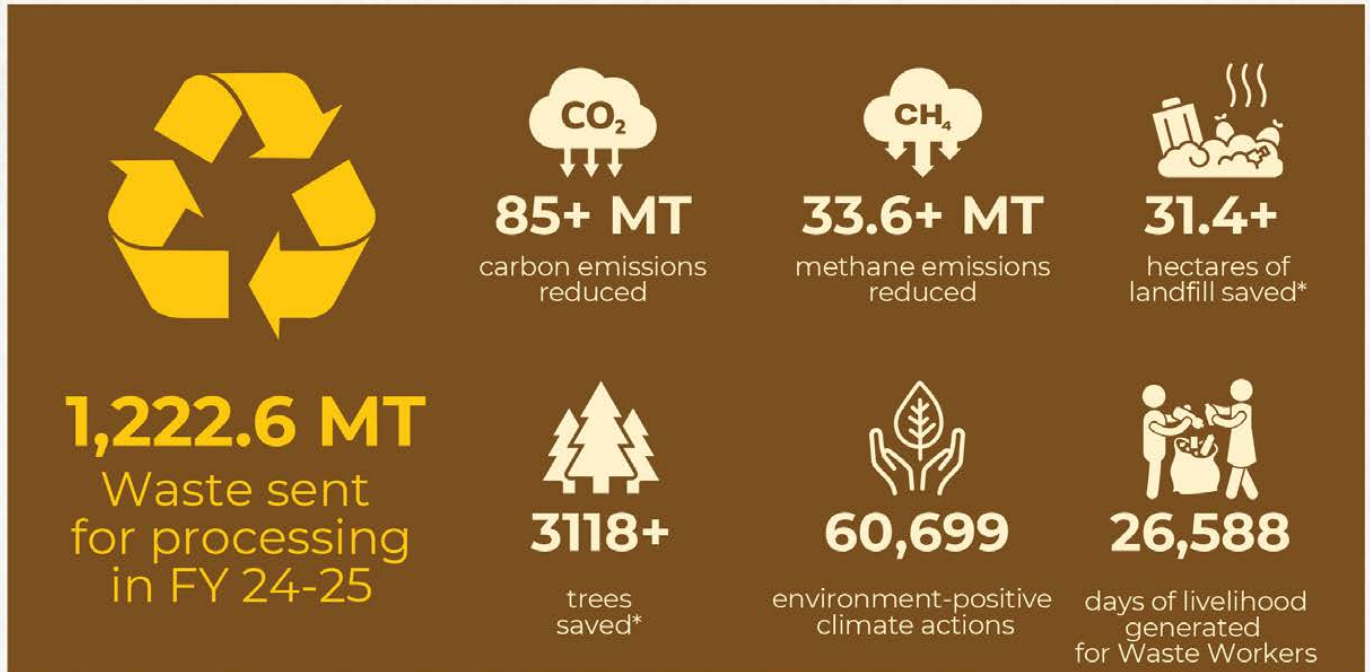
Together, these stories reflect what transformation truly means for us: not just cleaner spaces or higher diversion rates, but people and communities who feel empowered to lead and sustain the change themselves. As we look back on FY 24-25, we celebrate these milestones, acknowledge the challenges still ahead, and reaffirm our commitment to building systems that endure and create lasting change across the Indian Himalayan Region.

**Doni resident, Rabina Devi pays a monthly user fee for door-to-door waste collection and proudly displays her community user fee card as proof.**



## **Our Impact**

Through Waste Warriors' work – every moment of every day – a forest is becoming cleaner, an animal is being saved, a child is taking action for their future, and our community is growing stronger to fight the war against waste.



**188,350+** people engaged to adopt positive waste management practices



***“There must be a better way to make the things we want, a way that doesn't spoil the sky, or the rain or the land.”***

— Paul McCartney.



## Local Problems, Local Leaders, Lasting Change

Rural areas of the Indian Himalayan Region face unique challenges when it comes to managing waste-scattered settlements, rugged terrain, limited infrastructure, and deeply ingrained practices like burning or dumping. Against this backdrop, our Rural Waste Management approach is designed to create systems that are both practical and sustainable. At the heart of this effort is the Local Entrepreneur (LE) and Paryavaran Sakhi Models, where waste operations are led not by outsiders, but by people from the community itself.

**563<sup>MT</sup>**

**WASTE DIVERTED FROM LANDFILLS  
IN FY 2024-25 UNDER THE RURAL  
WASTE MANAGEMENT APPROACH**



A resident in Bir hands over his dry waste to the waste collection vehicle operated by the local entrepreneur



## Leadership from the Ground Up

The LE model starts by identifying people who are already involved in waste-related work like collection or sorting, and help them transition into leadership roles. Local Entrepreneurs know the terrain, understand their neighbours, and can respond to daily issues with trust and accountability. From door-to-door collection and segregation to linking recyclables with markets, they manage the system end-to-end, while generating livelihoods and building ownership within the communities.

### How do we support Local Entrepreneurs?

Waste Warriors assists them through infrastructural support, structured training, operational planning, regular mentoring, and by facilitating coordination with local authorities. We also monitor their performance and help resolve on-ground challenges as they grow into their roles.

This model is not just about waste. It is about building dignified livelihoods, generating revenue for local bodies, and making waste systems work for the people they serve. When local leaders are equipped with the right support and tools, change becomes not only possible but lasting.

**Rural Dharamshala and  
Bajjnath Block**

**Kempty's Waste  
Management Milestones**

**Kasauli's LE Model  
in Action**

**Laying the Foundation  
in Manali for LE Model**



## Local Entrepreneur at the Rural Dharamshala and Baijnath Block

One of the most compelling examples of the LE Model's success comes from the rural stretches of Dharamshala and Baijnath in Himachal Pradesh. This solid waste management intervention has been running for over three years, covering six Gram Panchayats in Dharamshala and four in Baijnath Block.

At the heart of this story is Ravi Thakur from Nagri, Palampur, a familiar face in the recycling industry since 2008. He first connected with us as a buyer of recyclables while our team managed the entire waste process. Over time, and after conversations with the government and community, Ravi was formally brought into the system in 2023.

Starting with door-to-door collection, by September 2024 Ravi had taken charge of the entire end-to-end operation. Today, he oversees waste management from collection and segregation to recycling a wide range of materials: cloth, rubber, synthetics, paper, and plastics. His company now recycles nearly 100 sub-categories of material, transforming them into granules used in molding industries.

Despite slim profit margins, Ravi remains steadfast in his mission, saying, *"People will remember that this guy did some good."* For him, money is secondary; the real satisfaction comes from the work itself. *"The pride I feel in generating employment and contributing to keeping my state clean is unmatched,"* he shares with conviction.

- ▶ **63% active units participating in waste collection services**
- ▶ **₹14.79 lakh collected in user fees for door-to-door waste collection**
- ▶ **₹30 lakh unlocked in government funds for setting up SWM systems**
- ▶ **4,351 livelihood days generated for waste workers**

*Ravi Thakur, our LE from Nagri, Palampur in Himachal Pradesh*





The Kempty Team, along with Ritesh and the Panchayat Members, celebrating the day of signing the MOU.

## Kempty's Waste Management Milestones: A Year in Review

The handover of the LE model in Dharamshala and Bir gave us the confidence to move faster in Kempty, one of our key locations near Mussoorie, known for its beautiful yet crowded waterfall. In Kempty, we have been running a similar model in partnership with two Gram Panchayats, Siya and Banglow ki Kandi, covering a total of six villages.

We began our work in Kempty in 2022, but it was in September 2024 that the Zila Panchayat, recognising the impact of our efforts, entrusted us with the responsibility of building a sustainable waste management model across both panchayats. This collaboration was formalised through an MoU.

Ritesh, who started with us in 2022 as a waste collection partner, was brought on as a full-time Local Entrepreneur to lead the operations. He now handles end-to-end operations, from door-to-door collection to recycling. The Zila Panchayat has played a crucial role in enabling this model by providing a collection vehicle and offering monthly gap funding of ₹1,35,000 to support ongoing efforts. As outlined in the MoU, fifty percent of the profits are shared between the Local Entrepreneur and the Zila Panchayat. This collaborative, profit-sharing, and employment-generating model ensures long-term sustainability by fostering local ownership and community involvement, making it a scalable and adaptable solution for waste management.

- ▶ **90.6 MT of waste processed / diverted from landfills**
- ▶ **88% of commercial establishments in the fall area enrolled in waste collection services.**
- ▶ **₹80,100 in user fees collected for door-to-door waste collection**
- ▶ **Ritesh has not only found meaningful work for himself but has also created jobs for seven others: five green workers, one driver, and a data supervisor.**





The Kasauli team, local entrepreneur, and community members stand tall and proud in front of the waste collection vehicle.

## Kasauli's LE Model in Action

For the past three years, our team has been working across four panchayats in Kasauli, a hill station near Chandigarh where rising tourism brings more waste. Until recently, collection was irregular and limited, often gathering mixed waste from just a few commercial establishments. A major milestone was reached on 31st July 2024, with the launch of dry waste collection in Garkhal Kasauli Panchayat — the first of its kind in the area. Each household now has a unique ID to track collection, helping the Panchayat and Local Entrepreneur Mohit monitor operations and onboard new households efficiently.

Getting here wasn't easy. Convincing residents to segregate waste, building trust with the Panchayat, collaborating with the Local Entrepreneur, and setting up a waste bank each posed challenges. The system began with a three-month pilot in Wards 1, 2, and 3 and now covers eight out of nine wards, with the remaining ward inaccessible due to terrain. Next, we aim to expand to the remaining panchayats, navigating informal collection networks, relationships, and awareness gaps. Despite these challenges, our commitment to creating a sustainable, organised waste management system in Kasauli remains strong,

- ▶ **13.5 MT of waste processed or diverted from landfills**
- ▶ **408 livelihood days generated for waste workers**
- ▶ **68.6% active units onboarded in Garkhal Kasauli Panchayat with 100% user fee collection**



## **Manali: Laying the Foundation for a Sustainable Waste Model**

Manali is one of our relatively newer locations, and we have just completed two years of work here. The first year focused on gaining a deep understanding of the local waste problem, identifying key challenges, and setting the foundation for a long-term solution. In the second year, we strategised by addressing the complexities of the region's existing irregular and informal waste management practices, while planning and finally beginning to build the essential infrastructure required for proper waste management.

Our efforts are focused in Palchan Panchayat, a hotspot that sees lakhs of tourists during peak season, thanks to attractions like the Solang Ground and the Atal Tunnel. As with every waste management model, infrastructure comes first. Before we even think about onboarding a local entrepreneur, we need a place to store and sort waste - a Waste Bank.

After over a year of tireless searching, outreach, and coordination, we finally secured private land and completed the construction of our very first Waste Bank in Palchan. This facility will begin operations in May 2025 and will serve as the central point for storing and segregating all collected waste before it's transported for further processing.

We are also piloting the Local Entrepreneur model here from the start, with Sukhbir onboarded to lead operations. His enthusiasm and commitment give us hope that Palchan can become a model panchayat for the entire region.

At the heart of it all is source segregation. To support this, we have been conducting regular training sessions in households, schools, and with Mahila Mandals.



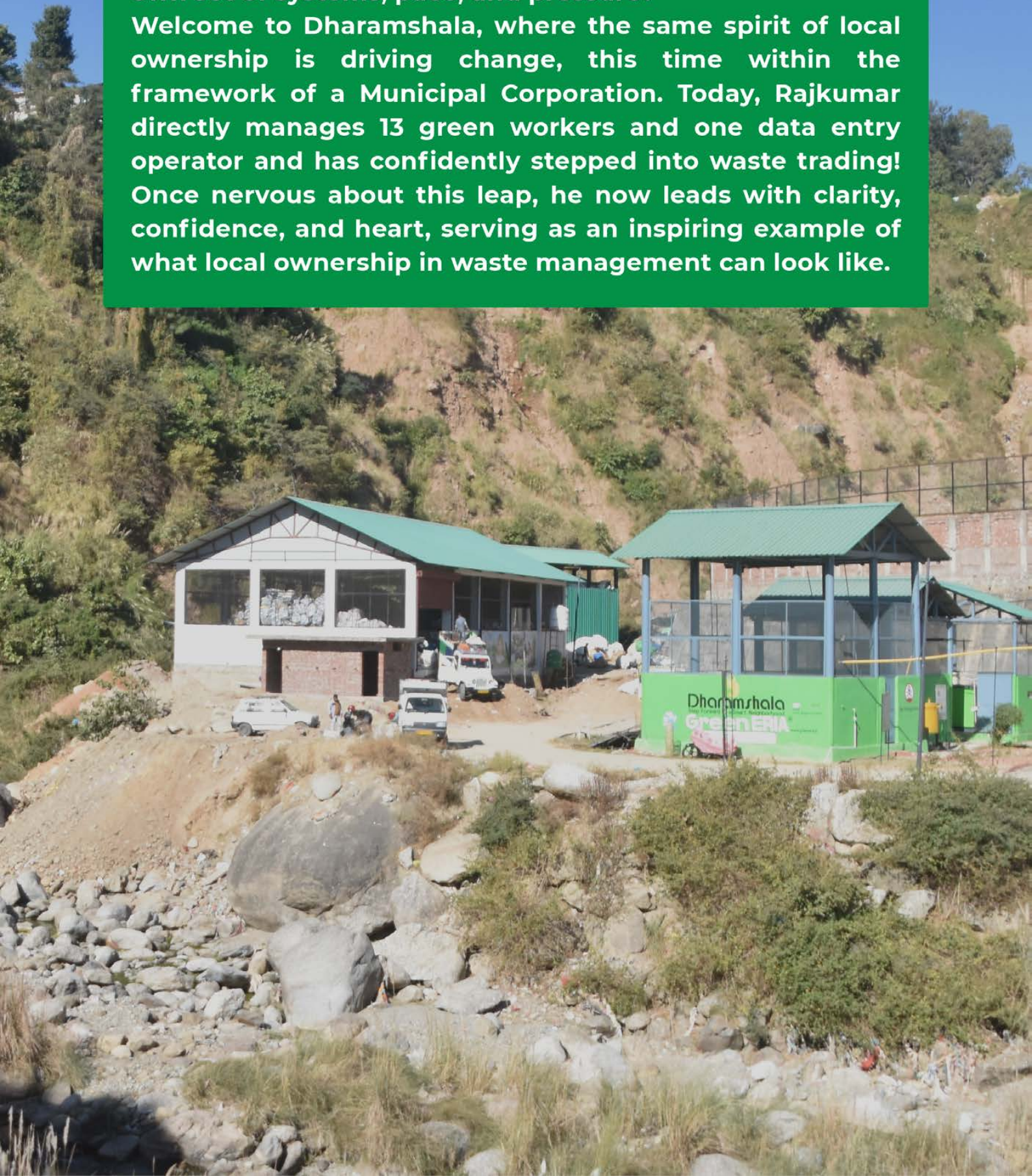
*A Kothi village resident receives waste bags with a smile from Waste Warrior Murad Singh, sharing a promise for a cleaner tomorrow.*



*Construction of our first Waste Bank in Palchan, Manali began in March, after the site was officially secured in February 2025.*

So far, you have seen how the LE model works in village settings where panchayats, local champions, and small communities come together to tackle waste. But what happens when we shift gears to an urban space, with its own set of systems, pace, and pressure?

Welcome to Dharamshala, where the same spirit of local ownership is driving change, this time within the framework of a Municipal Corporation. Today, Rajkumar directly manages 13 green workers and one data entry operator and has confidently stepped into waste trading! Once nervous about this leap, he now leads with clarity, confidence, and heart, serving as an inspiring example of what local ownership in waste management can look like.





## **Women Warriors' Leading from the Front**

Women, by nature, have a penchant for nurturing. Rooted in this ancient belief is our entrepreneurial initiative, the Paryavaran Sakhi Model, a blend of livelihood generation and social impact. The model empowers local women to step forward and channel this innate quality into a cause they deeply resonate with, in the hope of leaving behind a better world for their children. After a year or two as Paryavaran Sakhis, these women gain confidence, pride, and a strong sense of agency, finding their voice to speak on public platforms and take decisions with conviction.

### **Who is a Paryavaran Sakhi?**

A Paryavaran Sakhi, loosely translated as “female friend of the environment,” is a local woman who has shown a strong willingness to tackle the escalating challenge of waste and plastic pollution by implementing an end-to-end waste management system.

From conducting door-to-door waste collection to managing transportation via e-loader, these women play an integral role in the system. They also meticulously segregate dry waste into multiple categories such as - glass, aluminium, tin, and various types of plastics, to ensure proper recycling and resource recovery.

**Our Paryavaran Sakhis  
in Corbett : 23**

**Our Paryavaran Sakhis  
in Sahastradhara : 07**



## Our Paryavaran Sakhis of Corbett

Since 2021, our Paryavaran Sakhi model has grown to 23 women leaders across 8 panchayats in the Corbett Tiger Reserve. What began as a movement to create change has become a movement led by women sustaining change.

In the past year, 25 new Sakhis joined, trained by the original team. This expansion came after a request from Ramnagar Block Panchayat to extend the model to 7 more panchayats. Support is also growing! Gautam Nagar and Anand Nagar together allocated ₹2.2 lakhs in their FY25 plans for waste operations.

The Sakhis continue to innovate: they are setting up an upcycling studio to give textile waste a second life as keychains and sling bags, while also adopting digital tablets to track waste, processing, and finances more efficiently. Behind every number lies the story of women taking ownership of waste, nature, and their future.

The pride in the eyes of Sakhi Beena, as she confidently unlocks the digital tablet to add user-fee data, speaks volumes. Her words reflect a growing self-belief: *“Ab jab tablet seekh liya hai toh kuch bhi seekh sakte hain.”* (Now that we’ve learned to use the tablet, we can learn anything). Our Sakhi Karishma also chimes in to say, *“Aurtaein toh pilot ban rahi hai, kya hum tablet nahi chala sakte hai”* (Women are becoming pilots. And can we not use a tablet?)



Hema Thapa (middle), a seasoned Paryavaran Sakhi, observes the segregation process of Vidhya ji (left) during household waste collection.

- ▶ **54.2 MT waste processed/diverted from landfills**
- ▶ **2,102 days of livelihood generated for Paryavaran Sakhis**
- ▶ **₹4.4 lakhs in user fees collected for door-to-door waste collection**
- ▶ **₹3.8 lakh government funds unlocked for setting up SWM systems**

Our Paryavaran Sakhis, received recognition for their work by Mr. Yugal Kishore Pant (IAS), Director, Swajal



## Our Paryavaran Sakhis in Sahastradhara

Our experience with women-led waste management gave us the confidence to expand the Paryavaran Sakhi model to other locations. In 2022, we launched the model in Sahastradhara, another scenic tourist spot near Dehradun long burdened by unmanaged waste. Over the past three years, we've worked with six panchayats to build an end-to-end waste system. Each day, the Sakhis begin early with door-to-door dry waste collection, followed by transport using an e-loader, and segregation into 16 categories.

The waste is then sent to aggregators for recycling. Despite balancing household work, the Sakhis dedicate 5–6 hours daily to managing waste at the Plastic Waste Management Unit in Dhanaula. Many say their work is driven by a desire to leave a better world for their children. In the beginning, some Sakhis, especially from so-called “upper-caste” families faced ridicule. Today, they are celebrated!

- ▶ **17.6 MT waste processed/diverted from landfills**
- ▶ **1,637 days of livelihood generated for Paryavaran Sakhis**
- ▶ **₹2.35 lakhs in user fees collected for door-to-door waste collection**

On International Women's Day 2025, our Paryavaran Sakhis were recognized by Chief Secretary Radha Raturi at the Secretariat, and later honoured by Director Nidhi Yadav at the “Paryavaran Sakhi Tujhe Salaam” event.

Listen to the case study  
**'Shoonya'** audio summary  
to learn about the  
Uttarkashi waste work.



*Dipeen and Sundas, our Safai Saathi during collection day in Doni village, Uttarkashi region.*

## ***High Altitude Waste Management***

As waste reaches even the most remote corners of the Indian Himalayan Region, so must our response. Our journey in Uttarakhand's high-altitude villages began in 2021, when team members trekked through the Govind Wildlife Sanctuary to engage communities living in deep harmony with nature. Once they saw how plastic and unmanaged waste threatened their land, traditions, and ecosystems, they became active participants in safeguarding them.

What started in Doni and Satta has now grown into a collaborative movement across five panchayats and six villages: Gaichwan, Netwar, Saur, Sankri, Doni, and Satta. Initiated by Waste Warriors, led by local communities, and supported by resilient ground teams, the project has become a model for remote waste management. In 2024 alone, we collected, segregated, and transported over 28.3 metric tonnes of waste from these villages to the MRF at Harrawala in Dehradun, 6.25 metric tonnes of which was low-value plastic. Access to waste infrastructure in these terrains remains a core challenge. Establishing Waste Banks, securing village-level land or infrastructure for collection and segregation was our breakthrough. But progress wasn't just technical; it was social.

In a region where caste stigma and cultural taboos made handling waste taboo, gaining trust took time. Satta became home to the first Waste Bank, a hard-won milestone - thanks to our formative team in this location. Today, five Waste Banks in five Panchayats stand as symbols of that growing trust. These transformations are rooted in community leadership, made possible by our mobilizers who are themselves part of these villages.

Our project in Uttarkashi is more than a waste management initiative; it is part of Waste Warriors' broader effort to implement special projects in ecologically sensitive regions, in close partnership with local governments. This collaboration has helped build a model grounded in trust, inclusion, and resilience. In areas where roads are limited and phone signals are patchy, what endures is the commitment of local communities working to reclaim their mountains from the growing issue of waste mismanagement.



In January, Gaichwan village, which hosted a fair attended by 25,000 to 30,000 people, had initially planned to spend ₹2 to ₹2.5 lakh on disposable plastics. Following our outreach, the villagers quickly switched to reusable steel utensils. Within a day, 15 to 20 families purchased their own steel plates, and the village formally banned plastic disposables at public events. Led by Janita Rangad, our community mobilizer and a resident of Gaichwan, this became the first plastic-free event organized by the village and set a powerful example for nearby communities.

- ▶ **21.7 MT Waste Processed/Diverted from landfills**
- ▶ **5 active Waste Banks/ Segregation Centers across 5 Gram Panchayats**
- ▶ **100% active units participating in the waste collection service**
- ▶ **1,470 livelihood days generated for waste workers**

Hello Shimla! We kickstarted our new location by setting up a Warrior-style office, gathering ground-level intelligence, and engaging local stakeholders through the introduction of WWS. Our journey began with the first community cleanup in Himachal's capital alongside the BDO and SDM, while also assessing the potential for robust processing infrastructure. We further strengthened our presence by supporting events in Shimla in collaboration with government stakeholders and WWS teams.



At the Renuka ji Fair this year, a standout achievement was that 80% of food vendors switched to reusable steel cutlery, embracing sustainable practices inspired by last year's efforts.



## ***Special Projects: The Hub and Spoke Model***

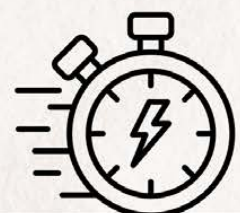
Special Projects demand our immediate attention, whether in religious-tourist sites, eco-fragile zones, popular treks, or places where local officials and communities call for intervention. These are critical tasks, often in highly sensitive environments, where timing and proximity matter most.

Instead of setting up permanent offices, we rely on a hub-and-spoke model: our established offices act as hubs, extending expertise, manpower, and systems support to nearby spokes where the interventions are needed. This ensures that our nearest teams remain closely connected to the community and environment, while also allowing us to respond with speed, efficiency, and care.

***Safeguarding Ramsar Wetlands***

***Purifying the Past with Project Nirmal***

***Reimagining Organic Waste***



## Safeguarding Ramsar Wetlands: Renukaji and Asan in Focus

Renukaji Wetlands in Himachal Pradesh and Asan Barrage in Uttarakhand are ecologically significant sites that support rich biodiversity and attract both pilgrims and tourists.

Renukaji, a designated Ramsar site, spans 20 hectares and is home to over 400 species of fauna, while Asan Barrage, located at the confluence of the Yamuna and Asan rivers, serves as an important bird habitat and reservoir for irrigation and hydroelectric power. This year, our efforts focused on strengthening waste management and community engagement at both sites.

Ahead of the Renuka Fair, we ran awareness campaigns and trained vendors in waste segregation, distributing reusable bags and encouraging alternatives to single-use plastics. A Waste Bank was set up to collect dry waste during the fair, and cleanup drives were organized in partnership with local NGOs, youth groups, and government bodies. At Asan, we collaborated with the Forest Department, UJVN, GMVN, and community members to conduct a similar cleanup initiative.

All collected dry waste was transported and processed at our Harrawala Material Recovery Facility, ensuring responsible disposal and reduced environmental impact. These interventions supported ongoing efforts to protect the wetlands while building local ownership for sustainable practices.

At the annual Renuka Fair in Himachal, local youth took the lead in managing waste and keeping the mela clean.



- ▶ **3.8 MT of waste processed or diverted from landfills**
- ▶ **9,048 people engaged through IEC initiatives**
- ▶ **275 environment-positive climate actions taken**



Shubham Singh and Prashant Bagiyal, two of our YUWA changemakers did a special internship at Renuka Ji International Fair, co-leading the waste management at fair with Waste Warrior's team, both showing exemplary grit and leadership.



## Purifying the Past with Project Nirmal

The word 'Nirmal' means pure, free from all filth and pollution. True to its name, the project focused on legacy waste - years of accumulated garbage at neglected locations, often referred to as Garbage Vulnerable Points. We conducted detailed surveys across Dharamshala, Manali, and Dehradun to understand the volume, type, and impact of waste at these sites. Based on these insights, we created action plans for cleanup, obtained required NOCs from local bodies, and executed comprehensive waste removal operations. After clearing the waste, we installed informative and engaging signboards and beautified the cleaned areas to discourage future dumping and inspire a sense of shared responsibility.

One of the most challenging operations unfolded in a 200 meters deep gorge in Kothi Village, Palchan Panchayat, Manali. This site had long been used for dumping waste, hidden from view but not from our conscience. Knowing the risks, we partnered with the Adventure Tour Operators Association, Kullu Manali, whose climbers are trained to rescue lives in extreme terrain. This time, they came together to rescue a landscape.

▶ **6 Garbage Vulnerable Points (GVPS) transformed in high-footfall tourist areas**

▶ **6459 kgs of waste collected from the Dark Spots and sent to MRF:**

Eight climbers, including one woman, rappelled into the gorge while teammates secured the ropes above. After six hours of coordinated effort, they pulled out 2,005 kg of waste —proof that when expertise, purpose, and community unite, even the deepest scars can heal.

## Reimagining Organic Waste with Project Blooming Earth

Wet waste collection remains a major challenge across our projects. To address this, we launched Blooming Earth and formed an internal committee to identify climate-suitable composting solutions. Over the past year, we installed technologies across four sites in Dehradun, Dharamshala, and Manali, with a combined capacity of 300+ kg per day. Each site is testing different technologies to suit local needs: in-vessel automatic composters, RapiDigesters built for subzero regions, Aerobins with lung aeration, medium to heavy-duty shredders handling up to 300 kg, and traditional composting pits.

Each special intervention was driven by urgency, shaped by the local context, and executed with clear goals, focusing on impact, efficiency and community involvement without setting up permanent bases.



The in-vessel composting machine at our MRF Harrawala, in Dehradun.



**Success from our composting centre in Harrawala MRF where we handed over 3.2 tons of dry leaf compost to the Nagar Nigam at Gandhi Park.**

# BAILER

BAIL SIZE: 100-150 KGS  
PRESSURE: 2500 PSI  
MOTOR: 7.5 HP

**WASTE WARRIORS**  
REDUCE RE-USE RECYCLE

## Model Wards, Model Change

Cities in the Himalayas face a very different waste challenge than rural areas - dense populations, high tourist footfall, and the constant strain on limited municipal systems. Our Model Ward Program is designed as a living example of what effective, community-driven solid waste management can look like in such urban settings.

At its core, the program shifts everyday habits: residents and small businesses begin with segregation at source, waste is collected daily in separate streams, and disposal follows responsible, transparent pathways. Through trained mobilizers, door-to-door outreach, and regular awareness workshops, communities build trust in the system and take ownership of it.

# 772<sub>MT</sub>

**WASTE PROCESSED / DIVERTED  
FROM LANDFILLS IN URBAN AREAS  
UNDER THE URBAN WASTE  
MANAGEMENT APPROACH**





## Composting, Community, Change in Dehradun

The Model Ward Program in Ward 97, Dehradun, made notable progress this year in improving waste management and community engagement. Key achievements include high waste segregation rates, with a focus on source segregation and timely collection.

Significant community events like the Rajpur Nature Fest and Swachhata Pakhwada helped raise awareness on waste management. Additionally, initiatives such as the transformation of a dark spot on NH72 (Project Nirmal) and dry leaf composting at Gandhi Park demonstrated our commitment to environmental sustainability.

We also launched a Composting Learning Centre to promote home composting and collaborated with partners like Bharat Environmental Solution and HULLADEK to manage sanitary waste and e-waste

**Model Ward Program in  
Ward 97, Dehradun**

**Material Recovery  
Facility at Harrawala**

**Uplifting Waste Workers  
Through Skill & Respect**



Our partnership with Tula's University further extended our reach, promoting sustainable practices beyond the ward. The program also saw a strong user fee collection, ensuring financial sustainability and the continued success of waste management efforts in Ward 97.

### **Operational Enhancements and Process Improvements at MRF Harrawala**

In Ward 97 of Dehradun, the Material Recovery Facility (MRF) witnessed several operational improvements aimed at strengthening efficiency and overall performance. Regular maintenance of machinery and vehicles ensured uninterrupted functioning, while internal systems were streamlined for smoother waste flow and better dry waste sorting.

The operations team proactively reorganized the dry waste storage area and worked to bring down the volume of rejects, leading to more effective processing. Coordination between the MRF team and collection staff improved, enhancing the quality and consistency of segregated waste entering the facility.

To uphold site safety and hygiene standards, new fire safety measures were introduced, including fire extinguishers and sand buckets. Cleanliness within and around the MRF was maintained through scheduled cleaning and timely disposal of residual waste. Continued collaboration with partners for responsible sanitary and e-waste handling remained a core component, while record-keeping and documentation systems were further refined to improve transparency and accountability.

Together, these technical enhancements helped reinforce the MRF's role as a backbone of the solid waste management efforts in the ward.



*We launched a Composting Learning Centre to promote home composting, in collaboration with our partners. Developed an experiential Composting learning center to test multiple composting technologies under real conditions.*

- ▶ **3.8 MT of waste Processed/ Diverted from landfills at Model Ward 97**
- ▶ **₹1.26 lakhs in user fees collected for availing D2D waste collection service**
- ▶ **403.1 MT of waste Processed/ Diverted from landfills at MRF Harrawala**
- ▶ **5,646 Days of Livelihood Generated for Waste Workers**



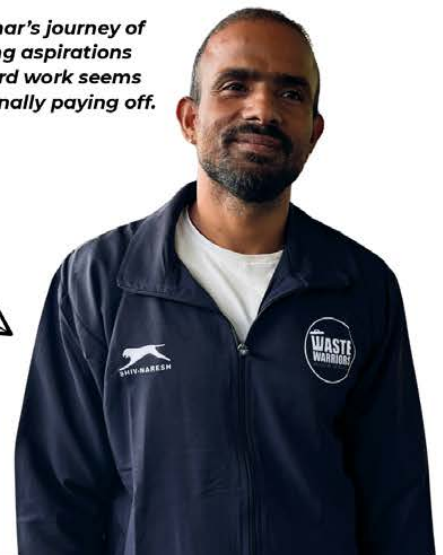
## A Dharamshala Success Story

On 1st August 2024, we marked a major milestone in Dharamshala by partially handing over operations of the Urban MRF to our long-time colleague and truly dedicated individual Rajkumar. Having started his journey with us over 12 years ago as an informal waste worker and later growing into the role of MRF Supervisor, Rajkumar officially launched his own firm, Yashraj Environmental Services, in June 2024.

This MRF processes waste from 10 wards of the Municipal Corporation. By April 2025, Rajkumar's firm is set to take over complete, end-to-end operations of the facility. This transition represents a significant shift from a staff-led model to a locally owned enterprise, built on a foundation of trust, time, and training. With Waste Warriors continuing to provide monitoring, and support, and gap funding, the model is already showing strong potential.

- ▶ **358.5 MT of waste processed or diverted from landfills**
- ▶ **4,719 livelihood days generated for waste workers**

*Rajkumar's journey of pursuing aspirations and hard work seems to be finally paying off.*



## ***Uplifting Waste Workers Through Skill and Respect***

In 2024 - 25, we focused not just on fair income, regular workdays, and daily meals, but on building skills, confidence, and dignity in their roles.

New team members went through structured induction sessions, while drivers and assistants received regular on-ground refreshers. These training strengthened both operational and communication skills, helping workers understand the purpose behind their routines and bringing more meaning and consistency to their work.

Sessions on waste segregation, safe handling, and public interaction improved not only MRF operations but also individual capacity and ownership. We also worked to create a respectful and professional workplace. Uniforms and safety gear were provided consistently, and biometric attendance systems helped formalize their roles. These efforts helped shift the perception of waste work into a valued public service.

As a result, we saw stronger morale, better performance, and meaningful progress toward our goal of ensuring secure, dignified livelihoods for those who keep the system running.

**For many, working on a laptop feels ordinary. But for Pritam and Rajesh, once drivers in Dharamshala and nearby villages, it marks a big shift. As local entrepreneurs took over waste operations, their roles changed, and now they're learning digital skills. From entering data on Google Sheets to tracking waste, they're building confidence in an area they once thought was out of reach.**

*Pritam, smiling and ready to enjoy the day's tasks in front of his laptop!*



***Pritam shares that his parents used to worry about the long hours he spent on the road. Today, when he tells them he works on a laptop, they feel proud. They talk about it with relatives, sharing that their son has achieved something big.***



## Empowering Communities to Lead

Active participation of the local communities in designing, implementing, and monitoring systems is critical for the sustainability of any solution. We believe in strengthening existing community-based institutions wherever possible and creating new institutions if necessary.

We see communities not as beneficiaries, but as equal partners in the journey toward sustainable waste solutions. Their insights, ownership, and leadership are key to driving long-term impact on the ground. Some initiatives give young people simple ways to act for the environment. For example, Climate Chaupals and Young Changemakers Meets bring like-minded youth together to share ideas and experience the power of working as a group.

**7.8**MT

**WASTE PROCESSED / DIVERTED FROM LANDFILLS BY YOUTH ORIENTED CLEAN-UPS UNDER COMMUNITY ACTIVATION**



One of the stand-out activities in this year's Ecolympics competition was "Trashion", where students upcycled waste into stunning attires.



## ***YUWA: Dehradun Sets the Pace for Youth-Led Climate Action***

2024 was a big year for youth action in Dehradun, the initiatives Green Gurukul and Ecolympics engaged 1,426 students from 51 schools and colleges. Together, they launched over 5,000 waste and climate actions, diverting around 7,800 kg of waste from landfills. At the heart of this effort, Rachna, Pragya, and Salinee transformed three waste-ridden dark spots in the city, clearing 1,300 kg of waste with strong community involvement.

Then, with ten Climate Chaupals in 2024, we connected with 278 young people, out of which 27 emerged as changemakers, with a strong drive to chart out their own and collective climate journeys through monthly meet-ups. In an attempt to inspire youth through awareness, we also hosted 6 green skilling workshops with Climate Fresk, and held a panel discussion at Graphic Era Hill University to open up conversations around climate careers. These stories highlight how passionate students and changemakers can turn small actions into meaningful, city-wide impact.

- ▶ **51 colleges and schools participated in two youth-led competitions**
- ▶ **5,286 environment-positive climate actions**
- ▶ **5,392 people engaged via IEC initiatives**

**Youth volunteering also grew, ten more changemakers mapped 40 garbage-prone points across 21 wards and four nearby villages, compiling their findings into a report to share with the Dehradun Municipal Commissioner.**

The Climate Committee, comprising students from various colleges, came together to successfully organize Himachal's first Ecofest in 2025.

Govt Degree College  
Dharamshala

Congratulations



## Dharamshala Youth Step Up for Climate Action

As we continue to amplify youth voices, the YUWA model is now taking root in Dharamshala, Himachal Pradesh. Through the formation of a climate committee, active changemakers from nine colleges across Dharamshala, Shahpur, and Palampur came together to not just implement eco-conscious initiatives, but also co-create Himachal's first EcoFest: a celebration of the meaningful work being led by young people.

**Soniya Thapa, a spirited college student from Dharamshala, shared the joy of co-leading the EcoFest: "Main itna energetic jo feel kar rahi hu, isme Waste Warriors ka bada yogdaan hai." (The energy I'm feeling right now, Waste Warriors has played a big role in that.) She reaffirmed our belief in the YUWA model, adding: "YUWA ek aisa model hai jo youth ko direction de sakta hai." ("YUWA is a model that can give direction to the youth.")**

- ▶ **2087 environment-positive climate actions**
- ▶ **1,725 people engaged via IEC initiatives**

*Soniya's first step towards home composting!*



Public spaces were reimagined under the ReImagine campaign where local artists transformed Dharamshala.

## Artists ReImagine Dharamshala

It had been a long time since the Municipal Corporation of Dharamshala responded to our interest in having us lead an art campaign to promote the message of sustainability in support of the Swachh Bharat Mission. In March 2024, this vision finally came to life as we began working together on a week-long campaign held from 20 to 25 March.

The campaign was called “ReImagine” and brought together twenty-three artists from across the country including Delhi, Nagpur, Shimla, and Dehradun. Over the course of the week, these artists transformed the city into a vibrant open-air gallery by painting ten large-scale murals, each stretching across significant portions of public walls and buildings.

Each mural told a unique story, weaving together themes of sustainability, waste management, and Himachal Pradesh’s diverse cultures such as Gaddi, Tibetan, and Gorkhali. The result was a powerful blend of tradition and creativity. Public spaces were reimagined into thought-provoking canvases that sparked important conversations about environmental responsibility.





## Responsible Tourism: Protecting Our Mountains, One At a Time

The bond between people and the mountains is timeless, but it often comes with a cost. While we admire their beauty, the mountains too often bear the burden of litter, waste, and careless behaviour. In places like Dharamshala, Manali, Kasauli, and Kempty, tourism is one of the biggest sources of waste.

To address this, many of our initiatives focus on tourist behaviour. We design awareness campaigns, lead clean-up drives, and create engaging tools like anti-littering pledges, wall murals, signboards, and art installations. Each action is meant to remind travellers of their impact and inspire them to choose more responsible habits.

Our larger aim is to nurture a culture of responsible tourism. By encouraging small, climate-friendly actions, collaborating with local communities and authorities, and using technology to track and scale behaviour change, we are building a movement that protects the mountains for generations to come.

**A Climate Journey  
with Ecodaan**

**Connecting People  
with Nature on the  
Triund Eco-Trail**

**With BRO's Roads  
and Our Words,  
Change Travels Far**

The tourist participating in the "Vairagya: Leave the Bad" campaign encouraged sustainable tourism on the Triund Trek

## A Climate Journey with Ecodaan

While we have been raising awareness among tourists for years, particularly in Upper Dharamshala where Waste Warriors was founded, 2024 marked a transformative shift in our approach. We fully embraced the Ecodaan movement, taking a more dynamic, technology-driven, and engaging strategy.

The core of Ecodaan is to not only maintain a clean environment but to make awareness and action fun, impactful, and interactive for tourists. With this in mind, we introduced several innovative elements, including our first-ever WhatsApp chatbot. Designed with an intuitive flow, the chatbot guides tourists toward actionable climate steps, such as participating in clean-ups, reducing waste, and making responsible choices. It ensures that engaging with the cause is easy, informative, and accessible to all.

To maximize the reach of this tech-based initiative, we strategically placed QR codes linked to the chatbot on creative posters in popular locations like cafes, restaurants, and taxis across Dharamshala. This approach helps us connect with tourists in an organic and engaging way, right where they are.

By combining innovative technology with creative strategies and an engaging approach to sustainability, Ecodaan is positioned to become a highly impactful movement. It seamlessly integrates tourism with environmental responsibility in a way that hasn't been done before, and we are excited to see where this journey will take us.

## Connecting People with Nature on the Triund Eco-Trail

There have been many cleanup activities conducted in Triund Trail since we started in 2012, but June 2024 was when the Forest Department approached us to transform this popular trek into an eco-trail.



- ▶ **2,089 environment-positive climate actions.**
- ▶ **229 mass awareness actions at public spaces.**
- ▶ **2,330 people engaged via IEC initiatives.**

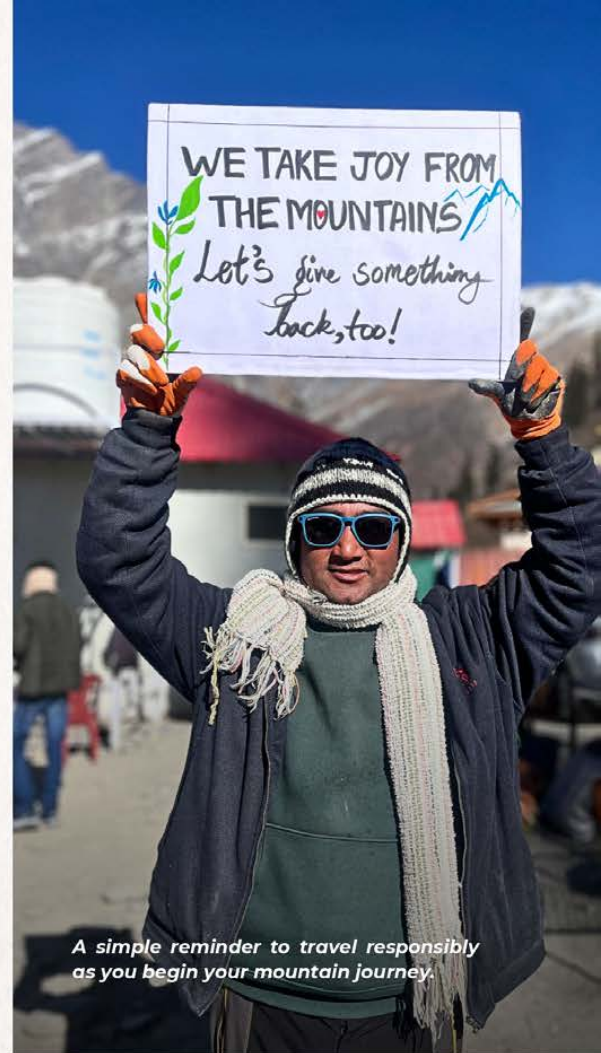
Though there has been a visible reduction in littering over the years, maintaining a constant on-ground presence through cleanup drives proved resource-intensive. Recognizing the potential of engaging IEC materials such as signboards, murals, and installations, we placed 50 communication collaterals along the 6 km trail. This approach allowed us to sensitize visitors without requiring continuous on-ground presence.

The goal was also to enhance the visitor experience. In collaboration with Chief Conservator of Forests, E. Vikram, we researched the flora and fauna along the trail and placed informative signboards to offer visitors an educational experience. Around 20 trees now feature botanical markings, inviting people to pause, observe, and truly connect with the environment. We also created a rock display installation, allowing visitors to explore and touch the various rock types found along the trail and surrounding valley.

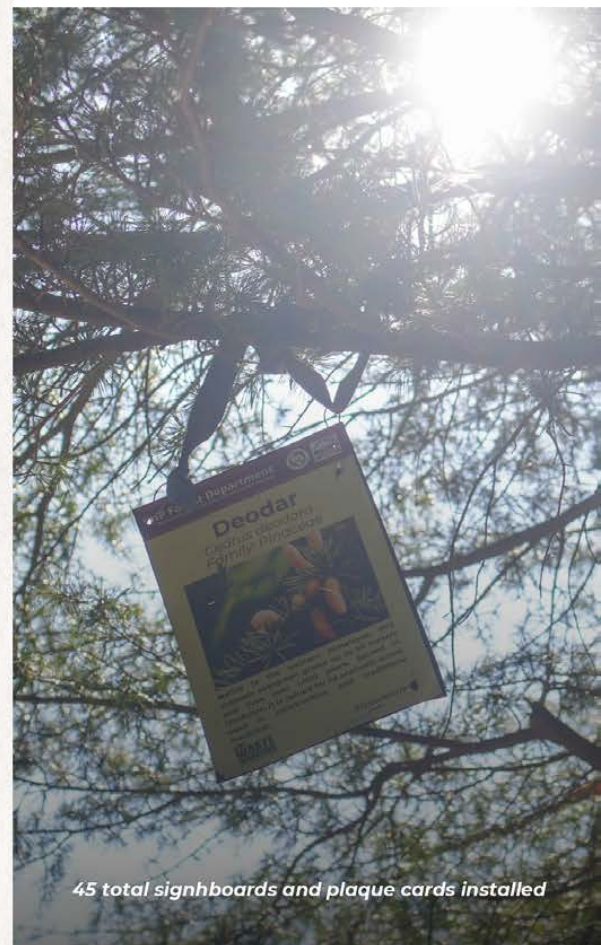
From selfie points to interactive puzzles and quizzes, from thought-provoking messages to milestone markers and clearly outlined do's and don'ts, every visual element has been thoughtfully designed to engage and educate trekkers in an interactive and meaningful way.

**“I’ve never done anything like this before. Hauling those signboards up the mountain, watching them take shape on the trail. But something shifted when I saw trekkers actually stop to read them. They weren’t just passing by. They were connecting. On my last visit to Triund Top, I was wearing our org jacket. A few people recognized the logo and came up to me. They knew. They knew we were the ones behind those messages. They thanked us. Some even joined the cleanup.**

**— Warrior Pankal Thakur**



*A simple reminder to travel responsibly as you begin your mountain journey.*



*45 total signboards and plaque cards installed*

## **With BRO's Roads and Our Words, Change Travels Far**

If you have ever travelled through areas where the Border Roads Organisation (BRO) operates, you have probably seen their iconic and quirky signboards. In our Manali location, we saw this as a unique opportunity and collaborated with them.

With the Atal Tunnel providing easier access to snow-covered landscapes, Manali now attracts lakhs of tourists every year. Unfortunately, that also brings a surge in waste.

On the Palchan to Atal Tunnel highway, we installed 11 signboards in BRO's signature quirky style. Alongside this, we placed a striking 143 kg ibex sculpture made entirely of metal scrap right outside the tunnel. It serves as a silent reminder to visitors to respect the environment and not litter.

As part of the MoU between us and BRO, they took complete responsibility for the installations. They provided labour, materials, transportation, and electricity. In fact, nearly three feet of snow had to be cleared just to make space for the ibex. Despite the challenges, it now stands tall, keeping a watchful eye on those who might litter. Col Sandeep of Project Yojak appreciated the effort and assured us of his continued support to keep the area clean and green.

***This was our first time working on a public art installation. It was a new and exciting experience. "Can you take our photo in front of this bakra?" laughed Suresh, a BRO labourer from Nepal, as he and his fellow workers admired the sculpture with pride.***

These initiatives reflect the power of collaboration and creativity in fostering a deeper connection between people and nature.

*In collaboration with BRO near the Atal Tunnel, our Manali team worked with local craftspeople to transform scrap metal into a tall ibex installation.*

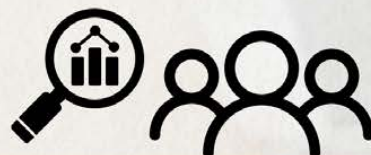


# Unpacking Waste through Research & Data

The Externalities Accounting (EA) of Sachet Waste project is a collaborative effort led by Waste Warriors and TERI School of Advanced Studies (SAS), designed to quantify the hidden costs of environmental, health, and social impact of post consumer sachet waste in India. As low value, single-use multi-layer & mono-layer plastics, broadly termed "sachets" have low recyclability rates and therefore tend to accumulate in the environment, posing significant health and environmental risks, our study aimed to develop a model that calculates hidden costs of sachets using life cycle impact assessments (LCIA), field survey data on waste generation, stakeholder perception and waste workers health.

# 647

PEOPLE SURVEYED FOR  
GATHERING INSIGHTS FOR  
EXTERNALITIES ACCOUNTING OF  
SACHET WASTE PROJECT





The Externalities Accounting of Sachet Waste Project was a multi-city study on post-consumer sachet waste and the development of a user-friendly toolkit. Conducted across seven cities, including Dehradun, Dharamshala, Delhi, Mumbai, Goa, Mysore, and Chennai — Waste Warriors and TERI School of Advanced Studies (SAS) partnered with local organizations to carry out waste sampling and stakeholder surveys. TERI also developed an Excel-based toolkit to quantify externalities such as greenhouse gas emissions, health burdens, microplastic leakage, and resource depletion.

Key outreach efforts included a [general-audience video](#) that forms part of the growing video library on Waste Warriors' YouTube channel, a feature article highlighting the impact of sachet waste published in Down to Earth (Hindi) titled "[The Hidden Cost of Convenience: Sachets and Rising Pollution](#)," and an in-person Stakeholder Consultation Workshop on GHG Emissions in Municipal Solid Waste held on March 20, 2025, at TERI SAS, with participation from over 30 stakeholders.

The project serves as an early model for bridging scientific rigour, on-ground realities, and climate discourse. It demonstrated the feasibility of quantifying sachet-related externalities in context-specific and scalable ways, while underscoring the urgent need for standardized GHG reporting in India's waste sector.



At the GHG workshop, participants came together to shape future research. Our emerging wing now seeks partners to co-develop studies and field-based findings.

20<sup>th</sup> Mar '25

## OBJECTIVE

A standardized, accessible & widely used tool for estimating GHG emissions impact from municipal solid waste in India

## CHALLENGES

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>* low priority for waste in NDCs</li> <li>* irregular reporting</li> <li>* exclusion of informal waste-pickers</li> <li>* * * contextualization missing eg piggy, local burning</li> </ul> | <ul style="list-style-type: none"> <li>* * gov't guidelines</li> <li>* * * * data gaps <span style="font-size: small;">→ waste characterization<br/>→ inconsistent sampling<br/>→ no data</span></li> <li>* * * capacity of the ULB teams</li> <li>* * only landfills focussed</li> <li>* validation of tools</li> </ul> |
|---|--|

## Digital Transformation

*Data se hi hoga!*

Data is key to tracking impact, securing funding, and driving decisions. Waste Warriors adopted HROne on July 1, 2024. Social features are thriving, but expense management needs work. Next up: rolling out the Performance and Analytics modules.

In Dharamshala, 800+ QR codes in public spots promote EcoDaan (an initiative where one can join hands with locals and fellow travellers to make a meaningful impact while travelling in Dharamshala). Tourists are using a WhatsApp chatbot to join clean-ups and explore waste facilities. Our first organic submission was received by Kavi, a Chartered Accountant and tourist from Delhi, who flagged an eco-concern through the chatbot. She later joined the Warriors Day cleanup with the team as well.

The Fundraising Team adopted Zoho Bigin in January 2025 to streamline donor management, automate follow-ups, and track donor pipelines.

Procurement is being digitized using Zoho Creator with EdZola. With 250 user licenses, development is underway after completing the design phase. Rollout is planned for Q1 FY 25–26, with Phase 2 (Saathi features) starting June 2025.

A central document repository is being piloted from April 11, 2025, in six locations. Project Managers will manage uploads; Senior Managers will ensure compliance. Project files will be stored for 7 years, legal ones permanently.

To evaluate the Local Entrepreneur model and explore wet waste needs, data from 4,800 households across 10 panchayats in Dharamshala and Baijnath was collected using SurveyCTO. Insights! LE waste collection scored an average rating of 8.2/10. In Sokni da Kot (Dharamshala), 463 respondents requested wet waste collection; in Bir's Chaugan panchayat, 129 did the same.

*“Data is the new oil, but refining it is where the real value lies.” – Nandan Nilekani*

The WWS M&E team implemented Google BigQuery to manage project data with advanced, AI-ready analytics tools. To simplify user fee collection and onboarding, we're exploring tools like Avni (prototype stage), Zoho Creator (exploratory), and ODK (piloting in Kempty) that work offline, use OTPs, and ensure financial transparency.





## ***Partnerships***

Partnerships are central to Waste Warriors' mission of enabling systemic waste solutions across the Indian Himalayan Region. We define partnerships as collaborative efforts with government bodies, businesses, civil society, and internal teams, designed to co-create sustainable, context-specific solutions in eco-sensitive areas.

In the past FY, our approach to partnerships has been both strategic and inclusive. Externally, we have engaged with a diverse array of stakeholders, including local governments, corporate entities, and grassroots organizations, to implement scalable waste management solutions. Internally, we've fostered a culture of collaboration through cross-functional teams and employee-led initiatives, ensuring that our organizational practices reflect the sustainable principles we advocate for externally.

### ***Summit '25: The Mountain Cleaners***

Held at Sambhaavna Institute, Palampur,, with support from Rainmatter Foundation, this 4-day summit brought together 40+ stakeholders from across the Himalayas - NGOs, panchayats, think-tanks, and government representatives. The summit showcased region-specific innovation from Zero Waste Ladakh's menstrual waste model to Arunachal's river revival efforts and Sikkim's panchayat governance stories. The Summit was concluded with the launch of two supportive grants to the participants including a storytelling grant and a programmatic grant.



## Strengthening Partnerships

- At the Youth Summit on Countering Plastic Pollution 2024, organized by BFFP and NCAS, Kiran Bisht represented our initiative in Bangalore. During the event, she engaged with fellow changemakers and policymakers to explore effective strategies for tackling plastic pollution.
- MRF exposure visits were conducted to promote the facility as a learning center for locals and tourists. Additionally, Dharamshala NGO partners participated in an interactive focus group discussion on promoting sustainable tourism.
- In our Dharamshala location, we conducted an employee engagement session with the OSTRAA team, comprising around 35 members.
- The Plastic Reality Project in Dehradun, by Waste Warriors with rePurpose Global, addressed local waste challenges. Delegates visited dumpsites, participated in a cleanup at Sahastradhara, and observed dignified waste management at our MRF in Harrawala.

## Impact Through Crowdfunding

- **Daan Utsav:** We overachieved an ambitious target during our Daan Utsav and raised ₹4.6 lakhs from 100+ donors, showcasing strong community support. So much support poured in for Waste Warriors' efforts that it was truly heartwarming during the Joy of Giving Week from 2-9th October.
- **Dharamshala Toilet Fundraiser:** In May 2024, we crowdfunded sanitation units at our MRF. Before this, workers, especially women like Niru from Bahraich, had no access to toilets. The new facilities marked a vital step in restoring dignity in waste work.
- **ALT EFF Environmental Film Festival:** In November 2024, we co-hosted with ALT EFF and Been There Doon That, Dehradun's first environmental film fest screened Burning Mountains and Sakhi Hain Toh Sahi Hain, sparking relevant conversations and dialogue around action and awareness in today's time.

*Each partnership, whether with a donor, tourist, or viewer, helped unlock a real action.*



## ***Learning & Development***

This year, our learning and development initiatives focused on three key areas: capacity building, wellbeing, and practical exposure. These efforts were designed to empower our teams - field workers, managers, and community members alike by equipping them with essential skills, tools, and opportunities for growth. Across all levels including field workers, managers, and community members, we worked to strengthen leadership, literacy, communication, and technical skills.

Leadership and capacity building were key priorities. Through the LeAP and ILSS programs, 47 team members enhanced their leadership abilities. Technical up-skilling included MS Excel training for 40 people and a Spoken English program completed by 57 participants. Additionally, 41 green workers joined basic literacy sessions.

To broaden perspectives, 19 participants joined exposure visits across India and abroad, including trips to Odisha, Kochi, Mysore, and Brazil. These exchanges encouraged collaboration and introduced fresh ideas for implementation.

Well-being and inclusion were strongly emphasised, especially for field teams and women leaders. Over 58 participants attended mental health and sensitivity workshops such as "I See You," a women's wellbeing session, and an Ahimsa workshop. More than 50 team members benefited from physiotherapy sessions focused on posture correction. Empowerment efforts included driving lessons for a female field worker and organising fire safety and medical camps. On ground learning remained a priority. Thirty-six team members took part in cross-team visits, while 34 received training in waste segregation and wet and bulk waste management practices. Specialized field visits included Ultratech Cement and textile recycling modules.

## Success Story: Hamida Ji's Journey from Ground to Growth

Hamida Ji began her journey with us as a Green Worker at the MRF Centre, responsible for waste segregation. Despite being a graduate, she took on this role due to financial constraints at home. After a year, she was identified for our Basic Literacy Program, where we discovered her true potential.

With guidance and support, Hamida Ji not only completed the literacy program but was also enrolled in basic computer classes, learning essential skills like data entry. She quickly adapted to using our HRMS platform, managing her attendance, applying for leaves, and updating her details.

Today, Hamida Ji is transitioning into a new role, where she will take on greater responsibilities, her growth embodies the power of opportunity, learning, and resilience. Her journey shows how, with the right support, anyone can overcome challenges and unlock their true potential.



***Hamida Ji, a graduate who started as a Green Worker, progressed through our literacy and computer programs and now manages her own HR system use. She is stepping into a new role with more responsibility.***





## Recognition

It's not just us who think our work is awesome, others are taking notice too! From local shout-outs to national media mentions, the spirit and impact of Waste Warriors are making headlines. Whether it's a story about a community clean-up, a feature on one of our incredible team members, or a spotlight on our environmental initiatives, we love seeing our work spark conversations beyond our own circles. Here's a roundup of recent moments when our mission made waves and reminded the world: doing good is newsworthy!

**The Tribune**  
VOICE OF THE PEOPLE

[Sustainable waste mgmt systems set up in 4 Bir-Billing panchayats](#)

**Bar and Bench**

[Tourists entering Himachal should carry a large garbage bag: Himachal Pradesh High Court suggests](#)

**सबेर**  
SOCIAL AND BUSINESS ENTERPRISE RESPONSIBLE AWARDS

**World Risk Poll**  
Powered by Gallup

[Confronting the Waste Challenge: Lessons from the World Risk Poll](#)

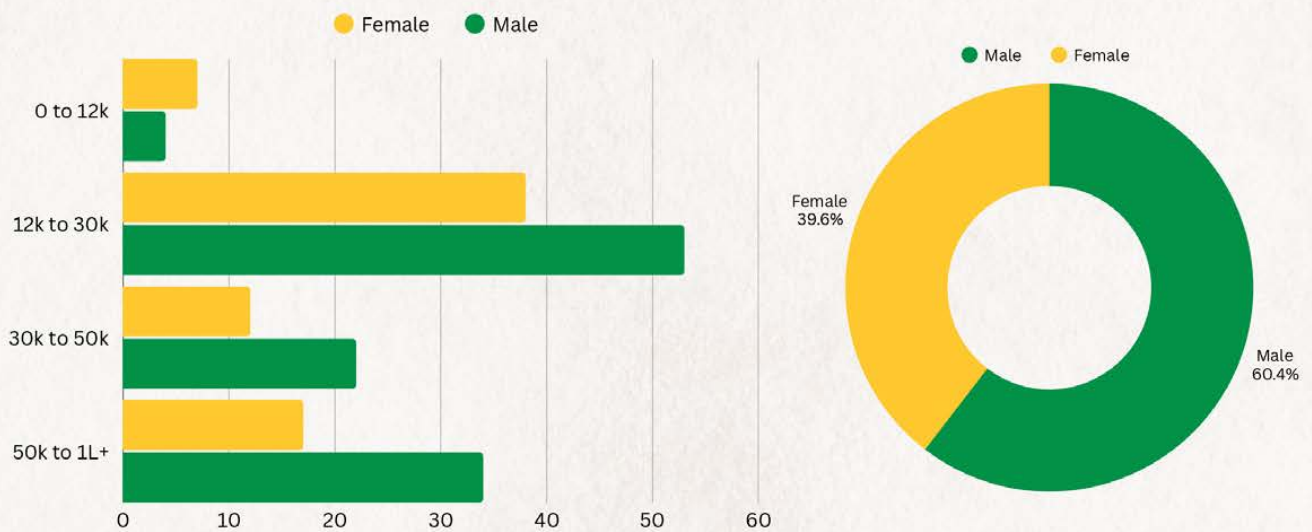
**newsX**

[Wayanad Landslides: Not The Time For Politics | What's Needed To Help Kerala? | NewsX](#)

## HR Updates

We come from diverse cultural, educational, and professional backgrounds, yet we are united by the common Warrior Spirit that drives us forward. As a family, we are constantly striving to grow, improve, and inspire those around us.

### Organisational Pay Structure and Gender-Ratio



### Ensuring a Safe and Respectful Workplace: POSH Compliance and Initiatives

1. Number of complaints of sexual harassment received in FY' 2024-25: 01
2. Number of complaints disposed of during FY' 2024-25: 01
3. Number of cases pending as of 31st March 2025 for more than 90 days: 0 (Zero)
4. Number of workshops or awareness programs against sexual harassment carried out: 03
5. Based on the severity of the misconduct, Waste Warriors has implemented the following measures:
  - Written Warnings
  - Temporary Suspension
  - Termination
  - Paid Leave for the Complainant
  - Counseling Sessions
  - Workshops and Awareness Programs on Sexual Harassment held throughout the year

**We are fully committed to complying with all legal requirements for sexual harassment prevention. Regular audits and assessments were conducted to evaluate the effectiveness of our POSH policy and identify areas for improvement.**

# Executive Committee

Warriors that constantly root for us!



**Gaurav Soni**  
President



**Gaurav Aggarwal**  
Vice President



**Inderjit Vaadev**  
Secretary



**Taranpreet Singh**  
Treasurer



**Shaila Brijnath**  
EC Member



**Sanjeev Mohan Joshi**  
EC Member



**Tarit Mohan**  
EC Member



**Malvika Ahuja**  
EC Member



**Sanjay Aggarwal**  
EC Member

## Meet our Patrons

We are grateful to all our donors and individual funders for supporting our mission and envisioning cleaner Himalayas together.



# Our Financials

**Waste Warriors Society**  
24 - Pritam Road, Dalanwala, Dehradun  
Balance Sheet as at March 31, 2025

Particulars	Schedule	Amounts in INR	
		Current Year	Prev. Year
<b>SOURCES OF FUNDS</b>			
Society Funds			
Corpus Fund		155,825	155,825
General Fund	1	27,778,372	20,969,234
Contingency Fund	2	12,415,587	6,642,227
Fixed Assets Capital Fund	3	44,249,328	33,305,706
Employee Welfare Fund	4	348,000	204,000
Earmarked Funds	5	40,803,479	17,190,950
Current Liabilities & Provisions	6	3,942,003	5,532,262
<b>Total</b>		<b>129,692,594</b>	<b>84,000,205</b>
<b>APPLICATION OF FUNDS</b>			
Fixed Assets	7	44,249,328	33,305,706
Current Assets, Loans and Advances -			
Staff and Other Advances		273,714	284,788
Security Deposits		386,501	194,001
Material Value in Hand - as certified and valued by the management		368,300	1,016,639
Grants Receivable		-	2,245,000
Sundry Debtors		3,075,730	3,487,090
Tax Deducted at Source		341,691	671,483
GST Credit Ledger Balance		889,039	-
GST Cash Ledger Balance		38,179	71,513
Cash and Bank Balances	8	80,070,112	42,723,985
<b>Total</b>		<b>129,692,594</b>	<b>84,000,205</b>
Notes to Accounts	13	-	-

Schedules '1' to '13' are an integral part hereof.

As per our separate report of even date.

KHATTAK KOCHHAR & CO.  
Chartered Accountants

S.D

Per AJAY KHATTAK  
Partner

Place : Dehra Dun  
Dated: September 27,2025

MRN : 076274  
FRN : 017124C  
UDIN : 25076274BBIKJZ5528

# Our Financials

**Waste Warriors Society**  
**24 - Pritam Road, Dalanwala, Dehradun**  
**Income and Expenditure Account for the year ending March 31, 2025**

Particulars	Schedule	Amounts in INR	
		Current Year	Prev. Year
<b>INCOME</b>			
Donations & Grants	9	182,864,858	118,457,193
Consultancy Services & Contract Revenue		6,080,541	8,217,677
Revenue from Waste Operations		8,654,026	9,263,962
Interest Income		1,880,040	591,860
<b>Total</b>		<u>199,479,465</u>	<u>136,530,691</u>
Less: Appropriation to Earmarked Funds		182,652,511	119,558,390
Balance Income of the Society (A)		<u>16,826,954</u>	<u>16,972,301</u>
<b>EXPENDITURE</b>			
<u>REVENUE EXPENDITURE</u>			
Programmatic Purposes	10	129,665,229	104,486,363
Waste Operations	11	4,948,861	4,784,006
Administrative Purposes	12	13,804,231	10,960,603
Sub-Total (X)		<u>148,418,321</u>	<u>120,230,971</u>
<u>CAPITAL EXPENDITURE</u>			
Programmatic Purposes		14,688,421	5,163,795
Administrative Purposes		33,696	683,815
Sub-Total (Y)		<u>14,722,117</u>	<u>5,847,610</u>
<u>TOTAL EXPENDITURE (X+Y)</u>		163,140,438	126,078,581
Less :			
Appropriated out of Earmarked Funds -	Revenue	144,569,208	114,098,270
	Capital	14,234,324	5,163,795
Total Appropriation of Expenditure		<u>158,803,532</u>	<u>119,262,065</u>
Balance Expenditure of the Society (B)		4,336,906	6,816,516
<b>Net Surplus/(Deficit) for the year (A-B)</b>		<u>12,490,047</u>	<u>10,155,785</u>
<b>Transferred to -</b>			
<b>Contingency Fund</b>		5,536,910	4,092,984
<b>Employee Welfare Fund</b>		144,000	204,000
<b>General Fund</b>		6,809,138	5,858,801
		<u>12,490,047</u>	<u>10,155,785</u>

Schedules '1' to '13' are an integral part hereof.

As per our separate report of even date.

KHATTAK KOCHHAR & CO.  
Chartered Accountants

S.D

Per AJAY KHATTAK  
Partner

Place : Dehra Dun  
Dated: September 27,2025

MRN : 076274  
FRN : 017124C  
UDIN : 25076274BMIKJZ5528



*At the start of the financial year, in June 2024, sensors detected 2154 fire incidents in Uttarakhand with similar outbreaks occurring in parts of Himachal Pradesh.*

## Challenges

- **Financial and Technological Constraints:** Villages face significant financial and technological constraints. The high costs associated with waste collection, transportation, and disposal, coupled with inadequate infrastructure, pose major barriers to recycling efforts.
- **Tourism and Community Engagement:** The heavy influx of tourists has occupied locals with tourist-related activities, reducing their availability for community engagement and support of waste management initiatives.
- **Rugged Terrain and Seasonal Disruptions:** Adding to these challenges is the rough mountainous terrain, which complicates waste management logistics, making waste collection and transportation difficult. The result is higher operational costs, longer collection times, and disruptions from seasonal weather, such as heavy snowfall, which further impede access and affect waste management schedules.
- **Local Government Alignment:** Securing alignment from local government leaders on rural sustainability initiatives has proven challenging. This includes obtaining approval for user fees, establishing sanitation committees, and setting up waste banks.



*Just another day at the Harrawala MRF in Dehradun where our team came face to face with a cobra during operations.*

## Challenges

- **Sanitary Waste Disposal:** Managing sanitary waste disposal has been a persistent issue across our locations, requiring innovative solutions and increased resources.
- **Behavioural Change in Communities:** Encouraging communities to adopt primary waste segregation remains difficult. Despite our efforts, traditional waste disposal practices, such as burning and dumping, persist, leading to continued operation of major dumpsites and environmental harm.
- **Entrepreneurial Challenges:** Identifying and engaging suitable entrepreneurs in multiple locations has taken longer than anticipated impacting our ability to scale and implement effective waste management solutions.
- **Processing Low-Value Waste:** A significant portion of the waste generated consists of low-value items, such as textiles and multi-layered plastics (MLP). Processing these materials is labor-intensive and financially unviable, making efficient recycling challenging.

These obstacles highlight that we need to continue innovating, collaborating, and allocating more and more resources to advancing our mission of solving the waste crisis in the Indian Himalayan Region.

## Call to Action

We invite you to care about the deeply neglected issue of waste management. This is not just about garbage, it's about health, climate, dignity, and the future of our communities.

***Start by talking about it. Support the NGOs working tirelessly to address what many choose to ignore. Share stories, amplify voices, and bring this issue into everyday conversations. If you cannot take action right now, pass it on to someone who can. Ignoring it won't help, but sharing it just might.***

***Scan the CODE to support the Fight Against Waste***



While this report covers updates until March 2025, a critical development from this monsoon season cannot wait. Relentless rains in Uttarkashi have severely damaged our Waste Banks in Sankri, a historic first for the region. These sites, where waste is segregated under two modest structures, a tin-shed workspace and a roofed space in the local Anganwadi have been hit hard.

A tree crashed onto the Anganwadi roof, while the tin shed, which has no walls, faces flooding during rains and freezing temperatures in winter. With no phone signal at the site, workers remain cut off even in emergencies. Yet, our Safai Saathis continue their vital work to ensure waste does not flow into forests, streams, or farmland.

We now urgently need ₹6 lakh to:

- Repair and weather-proof both structures
- Build protective walls
- Repair and fence Waste Banks in Doni and Satta Panchayats

Your support will directly safeguard our Waste Banks, protect the environment, and empower the communities that care for them.

# And, that's a Wrap!

Watch all these films on our [Youtube Page...](#)



## Waste Management in Rural Dharamshala

### Local Entrepreneur Leads the Way

Meet Ravi Kumar from Palampur in this short film, a local entrepreneur driving sustainable waste management across six rural panchayats of Dharamshala through teamwork and innovation.



## Gramin Vikas: Swachhata Ke Sath

### Honoring 45 Changemakers

Catch a glimpse of Gramin Vikas: Swachhata Ke Sath in Shimla, a celebration of 45 changemakers leading the way in waste management across Dharamshala, Kasauli, Manali, Bir, Renuka Ji, and beyond.



## Summit '25: The Mountain Cleaners

### Summit '25: The Mountain Cleaners

Join the movement! See how 40 changemakers united to reimagine waste and build a cleaner, more sustainable Himalayan future.



## The Women Guardians of Corbett's Forests

### Women's Day 2025

Meet our passionate Paryavaran Sakhis, whose love for Corbett's forests fuels their mission to transform waste management at the grassroots. Watch Hema's (a dedicated Paryavaran Sakhi) journey unfold in this short film.



## Sakhion Ke Saath, Swachhata Ki Or...

### मखियों के साथ, स्वच्छता की ओर

Watch how the seven Paryavaran Sakhis in Sahastradhara, Dehradun, are proving that local leadership drives big change. With support from partners, they've diverted 96 MT of waste from dumping and burning towards building a cleaner, stronger community.



## THE FIRST STEP a movement begins

### The First Step

In the spirit of Kierkegaard's words, "A road well-begun is a battle half-won," watch this story of Sanya, a young woman from Dehradun who takes her #FirstStep toward change when the mounting crises of waste mismanagement can no longer be ignored.



### **The Truth About Sachets**

Watch "The Truth of Sachets" with Aalekh Kapoor and see why sachets and MLPs are one of our planet's toughest waste challenges.



### **Hamara Himachal - The Handover**

Seen through the eyes of little Ayansh, this film beautifully captures how collective responsibility takes root when communities come together to protect their mountain home. After three years of groundwork and awareness, the people now lead the way



### **Kachre se Azadi ki Kahani**

Watch how Khoobsurat Kasauli TV brings you the "real news," forest fires, water scarcity, and the fight against waste! This heartwarming yet hard-hitting short film mixes humor, local voices, and real stories from Kasauli to spotlight the Himalayan climate crisis.



### **Kasauli's Swachtaa Anthem**

Tune in to hum along! A special collection van now visits every household to pick up waste — playing a catchy Swachhta Anthem to remind residents it's time to hand over their waste.



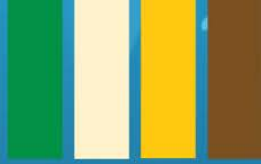
### **How a dark spot was transformed**

Watch how a 10-year-old dumpsite near Panwa Sai Temple in Kasauli-Garkhal Panchayat was transformed! Once a hazard for grazing animals and a nuisance for locals, the site was cleaned through the collective effort of the women's group, residents, and support from local leaders.



### **All Season Waste Collection**

In the frozen landscapes of Govind Wildlife Sanctuary, watch how one resilient woman green worker carries 50 kg of collected waste, a powerful reminder of strength, dignity, and dedication.



# **WASTE WARRIORS**

REDUCE RE-USE RECYCLE

136/2/2 Shivam Vihar,  
Rajpur Rd, Jakhan,  
Dehradun, Uttarakhand  
248001

Write to us at:  
[partnerships@wastewarriors.org](mailto:partnerships@wastewarriors.org)

Call us at +91 7505763049

[wastewarriors.org](http://wastewarriors.org)

