

# CSR Report 2022



Czech University  
of Life Sciences Prague

University full of life





**University full of life**

**CZU.CZ**



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# 1 / Introduction

The main mission of the Czech University of Life Sciences in Prague (hereinafter referred to as „CZU“) is to **act as an excellent university** not only in the areas of education, research and creative activities, but also in the field of activities serving to fulfil the common goals of sustainable development, which it contributes to solve by its activities.

The principles and tenets of sustainability are enshrined in CZU’s strategic documents and are an integral part of management, educational, research and creative activities. CZU is fully aware of its responsibility towards the environment and society and demonstrates it by its approach to daily operations, but also by its approach to the procurement and implementation of major investment projects (reconstruction, new construction). Multidisciplinary teams across faculties work together to find effective solutions to global problems and challenges. CZU is getting closer to fulfilling its vision of becoming by 2030 an institution that will be **a leader in the development and promotion of solutions for sustainable development**.

Through its actions, the CZU is an example to other educational institutions, the public and business sector, as well as to individuals (students, employees, stakeholders); it is a **leader in sustainability among Czech universities** and repeatedly defends its position in official international comparisons and strives to continuously develop its potential.

# 2 / CSR at CZU in numbers for 2022

Based on the growing need to comprehensively and in a coordinated manner address the goals of responsible and sustainable development, a separate **Department of Development and Sustainability** was established in 2022 and the Rector of the CZU appointed the **Council for Sustainable Development** (hereinafter referred to as „the Council“) as a permanent advisory body to the Rector in the field of sustainable development, whose chairperson is the Vice-Rector for Development and Sustainability of the CZU.

## The calendar year 2022 at ČZU brought:

- **45. ranking in the international UI Green Metric University Ranking (1st in the Czech Republic) out of 1050 universities evaluated**
  - evaluation in terms of operational sustainability
- **158. ranking in the international QS World University Rankings (1st in the Czech Republic) out of 700 universities**
  - evaluation of the implementation of sustainability principles
  - environmental impact assessment
- **1 419 kg of handed-in electrical waste (electrical equipment)**
- **305 385 0.5 litre PET bottles (7,635 kg of plastic) saved by drinking filtered water from vending machines**
- **140 tonnes of own bio-waste processed by composting or chipping**
- **Together with 23 other public universities, we participated in the centralised development project UNILEAD 2022 (University Leaders in SDGs).**
  - defining applicable measures to meet the Sustainable Development Goals
- **74 employees participated in the Health Day for Employees event.**
- **92 kg of clothing collected for charities as part of Giving Tuesday (World Day of Generosity and Good Deeds)**
- **36 newly registered donors in the bone marrow donor registry as part of university recruitment**
- **6 projects entered in the CZU Campus Sustainability Challenge**





# 3 / Strategic Management

With regard to the focus of the individual faculties, CZU has identified priority objectives for sustainable development in the **Sustainability Strategy 2030**, which it is focusing on as a priority. It also addresses individual sub-objectives with the intention of ensuring quality education for sustainable development, reducing water pollution, reducing consumption while increasing the share of renewable energy, reducing the adverse impact on the urban environment and increasing resilience and adaptive capacity to climate change.

## Priority objectives of the CZU in relation to the SDGs:

 <p><b>4</b> QUALITY EDUCATION</p>	<p><b>Ensure equal access to inclusive and quality education and promote lifelong learning for all.</b></p>
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<p><b>Ensure that water and sanitation facilities are available to all and managed sustainably.</b></p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p><b>Ensure access to affordable, reliable, sustainable and modern energy sources for all.</b></p>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p><b>Create inclusive, safe, resilient and sustainable cities and communities.</b></p>
 <p><b>13</b> CLIMATE ACTION</p>	<p><b>Take urgent action to combat climate change and manage its impacts.</b></p>

However, the CZU does not focus only on the priority goals; its activities are linked to all the UN Sustainable Development Goals and actively contribute to their implementation. The individual activities mentioned in this CSR report are based on the 2030 Sustainability Strategy.

According to the international **UI Green Metric University Rank**, CZU is repeatedly the top-ranked university in the Czech Republic in sustainability and social responsibility. In 2022, **CZU ranked 45th out of 1050 universities** (1st place in the Czech Republic).

CZU also succeeded in the international **QS World University Rankings**. This ranking assesses universities according to their implementation of sustainability principles. In this ranking, CZU was ranked 158th in the area of environmental impact assessment and ranked 321st-340th overall out of 700 participating universities.

In 2022, CZU continued to implement its HR care programme, for which it was awarded the prestigious HR Excellence in Research award, the HR AWARD, at the end of 2021. As part of the fulfilment of the conditions, the CZU has committed to the principles of the **European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**. The process of changes in the internal environment in the area of strategic setting of quality rules in the management of human resources in science and research, which is a standard in the international environment, is in line with the strategic intentions of the CZU.

Based on the evaluation of the implementation of the sustainability principles, the management of CZU has plans to strengthen its social responsibility by implementing the newly adopted **Gender Equality Plan**.



High-tech pavilion

# 4 / Educational Activity

The mission of CZU is to meet the set goals to reduce the negative impacts of its activities and to **bring solutions for sustainable development in science and research and to link the resulting knowledge with practice**. This mission means that, using the results of excellent research and development activities generated at the CZU, the University prepares competent graduates who can respond and solve current and future problems in a regional, national and international environment.

**CZU provides comprehensive university education**, various forms of lifelong education of citizens, holds habilitation proceedings and proposes the appointment of professors. On the basis of innovative, diversified, flexible and accessible study programmes and other educational components offered by CZU (e.g. lifelong learning, virtual courses, well-developed internationalisation) and on the basis of highly developed forms of strategically managed research linked to high-quality and effective doctoral studies, a unique campus and with an emphasis on its social responsibility, the University educates its graduates so that together they contribute to the sustainability and quality of environment for life in the Czech Republic and abroad.

CZU educates not only the university students about sustainability within the study programmes and individual courses, but also provides education to its own employees and to some extent ensures the availability of information for the general population. The availability of appropriate information allows the **society to prepare and adapt to new trends and challenges** in a casual manner. CZU creates conditions for the development of the so-called interest courses of lifelong learning, which are intended to saturate public interest in knowledge and skills in areas related to sustainability issues.

In 2022, CZU participated together with 23 other Czech universities in the Centralised Development Project – **University leaders in SDGs (UNILEAD 2022)**, which aimed to strengthen the role of universities as „effective, accountable and inclusive“ public organisations by ensuring more effective cooperation and transfer of good practice in the implementation of SDG implementation measures in the operational aspects of universities (so-called Resources for Change), both in terms of reflection and structure. The output was a **Shared Management Summary of a set of recommendations** on the areas of waste, prevention and recycling, water management, storm and grey water, catering, energy management, sustainable IT infrastructure, electronification, sustainable mobility including business travel, responsible purchasing - procurement, strategy, strategic partnerships and structure for sustainability, biodiversity and green building. The project was deemed a success and a conti-

uation of the project was requested to strengthen the role of universities as „effective, accountable and inclusive“ public organisations by facilitating the **implementation of the recommendations** for sustainable development of HEIs developed under the previous UNILEAD project, including the **activation of students and staff**.

Students of the CZU are regularly motivated to be active in international and domestic challenges, which have different thematic focuses but a common goal - to find solutions to the consequences of the climate crisis. In 2022, for example, it was participation in the international prestigious university competition **Solar Decathlon Europe 21-22**, when students of CZU as part of the FirstLife team organized by ČVUT and representing the Czech Republic, participated together with fifteen other teams in the finals in Wuppertal, Germany. The **Czech team won third place in the „Comfort“ category**. They were the best of all participants in the blower-door testing and ranked twelfth overall. Another practical experience of CZU students was participation in the L'Oréal Czech Republic student competition with the task to develop the implementation of a strategy focused on low-carbon management of the company. A very valuable achievement was also the third place of a student of CZU in the student competition of landscape design of public space in the conditions of the historically valuable downtown Quedlinburg plagued by torrential rainfall. This was a highly topical issue related to urban adaptation to climate change.



# 5 / Creative Activity

The key to the functioning of the CZU is the interconnection of educational and creative activities together with the third role of universities (contribution to society) with an overlap into the social mission. CZU responds to current needs and demand by supporting the introduction of the results of creative activities into teaching and building new teaching infrastructure (teaching laboratories for more active connection of teaching and creative activities) and by involving students in research projects or practical tasks assigned by entities from the application sphere. The link between educational and creative activities is reflected in the content of study programmes, e.g. the newly opened study programme Innovative Entrepreneurship links application activities and education. Furthermore, the administrative and support facilities for research and development are being strengthened, including increasing the number of experts employed in international grant schemes, intellectual property protection, knowledge transfer, human resources and other key areas.

The Centre for Water, Soil and Landscape with its **Smart Landscape and Living Landscape** concept remains an important project of the CZU. The Smart Landscape concept has been addressed since 2018 and has been further developed in 2022. The project represents a way to comprehensively adapt the landscape to climate change with the help of new technologies. The Living Landscapes concept deals with planning sustainable water management in the regions of the Czech Republic and the pilot project of the concept is the Central Bohemia Region project: Region of Sustainable Water Management, in which CZU has been cooperating since 2019.

The newly opened **Educational Centre for Processing of Agricultural Products** will also provide a link between creative activities and education.

**Point One (PO) Business Incubator** helps new and start-up companies by providing support services such as mentoring consultations, workshops, as well as facilities with well-equipped infrastructure. The support is aimed at innovative projects or companies, especially those of students, graduates and employees of CZU. A total of 22 companies were selected by the Point One Council for incubation runs in 2022. The selection process took into account both the quality of the project and, in particular, the social impact and compliance with the principles of sustainability. In 2022, PO has entered into a new partnership with Vafo Praha, s.r.o., which will help the programme to support new and promising university projects. In 2022, a successful Point One Pitchuj Startup competition was held, in which 6 incubated projects participated. Denisa Tichá, a Ph.D. student from FAPPZ, became a winner with her project Living Carbon. The project has huge potential to support the prevention of diges-

tive problems in horses and other animals. Thanks to the business incubator, the project is moving further, which was evident in Ewa win in 2022. Additionally, Point One co-organised two events with Startup Night during the year. As last year, the incubator took part in activities in cooperation with the Prague Innovation Marathon Kick Start Prague. Within the cooperation with Plzeňský Prazdroj, the team gained new know-how thanks to sales experts.

## CZU Campus Sustainability Challenge 2022

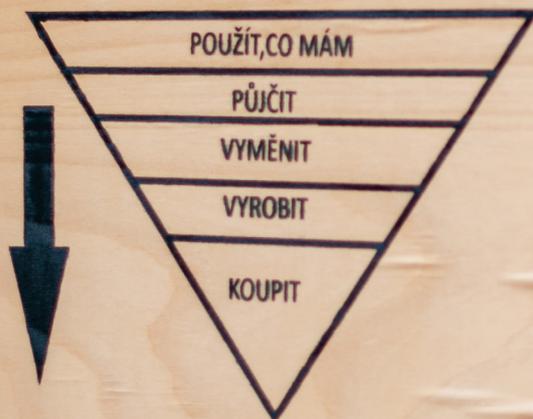
Also in 2022, the **CZU Campus Sustainability Challenge** was announced, which aims to spread the principles of sustainable development among students and employees of CZU, who could enter their own project proposals to improve the sustainability of the campus or spread responsible behaviour among employees, students and visitors of CZU. The best project was the BIOGAS small biodigester (small biogas plant), which will be implemented in 2023. The station will process biodegradable residues from the CZU greenhouses and from local catering establishments. The produced gas will be used partly for the operational heating of the biodigester and partly for the operation of the connected gas appliance. The biodigester should process at least 30 kg of bio-waste per day.

# Víte, že

pouze 15 % komunálního odpadu tvoří  
tříděný odpad?

Třídění odpadu není recyklace.

Odpadům je nejlepší předcházet



Do you know, that only 15 % of municipal waste is  
sorted waste?

Sort the waste, but prevent first.

Thank you.

# 6 / Operation of the University

In accordance with the objectives of Strategy 2030, CZU focused on reducing the negative impact on the environment, improving the working environment of employees, increasing safety and training of employees.

Following the launch of the **Smart Digital Campus** project (digitalisation of the campus and management of operations will allow monitoring and optimisation of resources such as water, electricity, waste and data and capture of security and health risks) and in the wake of the energy crisis related to the war in Ukraine, an energy audit was launched. The evaluation of the energy audit and the proposal of measures will be available after the auditor's report in 2023. Internal processes are gradually being digitised. As from 1/ 1/ 2022, the issuance of paper meal vouchers was abolished with the widespread introduction of eStravenka. At the end of 2022, all employees were trained and a digital leave request form with electronic approval was introduced.

As part of sustainable mobility, an alternative mode of transport has been introduced for business trips, the inter-university carsharing service Uniqway, which uses the latest Škoda Auto vehicle models that meet strict emission standards.

Long-term projects focused on the use of technology for precision agriculture and landscape adaptation to climate change are the Smart Landscape and Living Landscape projects.

Sustainable operation is not only addressed by CZU on the campus, but also at the detached workplaces, e.g. the Institute of Education and Counselling of CZU in Malá Chuchle in 2021 and 2022 completely revitalised the gardens, including new plantings of greenery. Apart from improving the aesthetic aspect, the main aim was to improve the working and study environment and to create a natural barrier to the adjacent rail and road corridor.

## 6.1 / Wastes

CZU primarily aims at **waste prevention**. Subsidised operation of three water filtration plants is provided in the long term to help reduce the purchase of drinks in disposable PET bottles. According to the report on the usability of filtration equipment, 305 385 PET bottles with a volume of 0.5 l were saved. The gradual digitisation of processes and the introduction of electronic approval of forms and documents, the use of data boxes, electronic signatures and

electronic archiving are also aimed at waste prevention. There is also a reduction in the purchase of some electronic equipment (printers, shredders, etc.) and replacement by shared devices with pre-set toner saving when printing and pre-set duplex printing.

Staff and students are encouraged to separate waste. There are **22 sites with containers for sorted waste** and one specialised **site for hazardous waste** on the CZU premises. The Rectorate's Operations and Technical Branch is responsible for keeping track of sorted waste. In all campus buildings there are containers for sorted waste (on each floor of the buildings) - at least plastic and paper or in an extended version plastic, paper, metal, glass. There are collection points for e-waste, toners, batteries and light bulbs at selected locations. There are also several commercial (charity) containers for textiles.

### IN 2022, THE FOLLOWING WAS PRODUCED ON THE CZU PREMISES

Mixed municipal waste	153.02 t
Paper and cardboard packaging	33.75 t
Plastic packaging materials	34.45 t
Glass packaging	0.53 t
Glass	31.00 t
Metals	0.90 t
Composite packaging	1.01 t
Bulk waste	18.82 t
Biodegradable waste	89.25 t
Biodegradable kitchen and canteen waste	2.68 t
Hazardous waste	3.98 t

The collection, processing and disposal of the aforementioned waste is provided for the CZU by the external company Pražské Služby and FCC Regios, the collection and ecological disposal of hazardous waste is provided by EKOM CZ.

There are several **compost bins** on the CZU campus, which can be used by students and employees of CZU. Green Good electric compost bins, SIVA DUO compost bin, JORA rotary compost bins and various types of vermi-compost bins. Compostable waste (bio-waste) from campus green maintenance (e.g. grass clippings, plant residues) is processed separately, placed in a compost pile, branches are chipped and used for mulch. The composted material is used as a valuable fertilizer on the grounds and beds on campus. The horticulture of the CZU processed and reused **140 tonnes of bio-waste** in 2022.

**E-waste** is currently one of the fastest growing types of waste. For the collection and recycling of end-of-life electrical appliances,

CZU has chosen to cooperate with the ASEKOL collective system. According to the issued certificate of environmental accounting\* for the year 2022, **1 419 kg of electrical equipment** was processed on behalf of CZU, which saved 5.97 MWh of electricity, 0.8 t of basic raw materials, 123.7m<sup>3</sup> of water and 488.81 l of oil. The recycling of the above mentioned electrical equipment also resulted in a reduction of greenhouse gas emissions of CO<sub>2</sub> equiv. by 1.18 t and a reduction of SO<sub>2</sub> equiv. (causing acidification of the environment) by 22.38 kg.

\*The environmental bill is calculated by means of a Life Cycle Assessment (LCA) study, which tells about the environmental impact of the production and recycling of individual electrical appliances. The study takes into account all 6 groups of electrical appliances whose take-back is provided by the ASEKOL collective system.

## 6.2 / Energy and Emissions

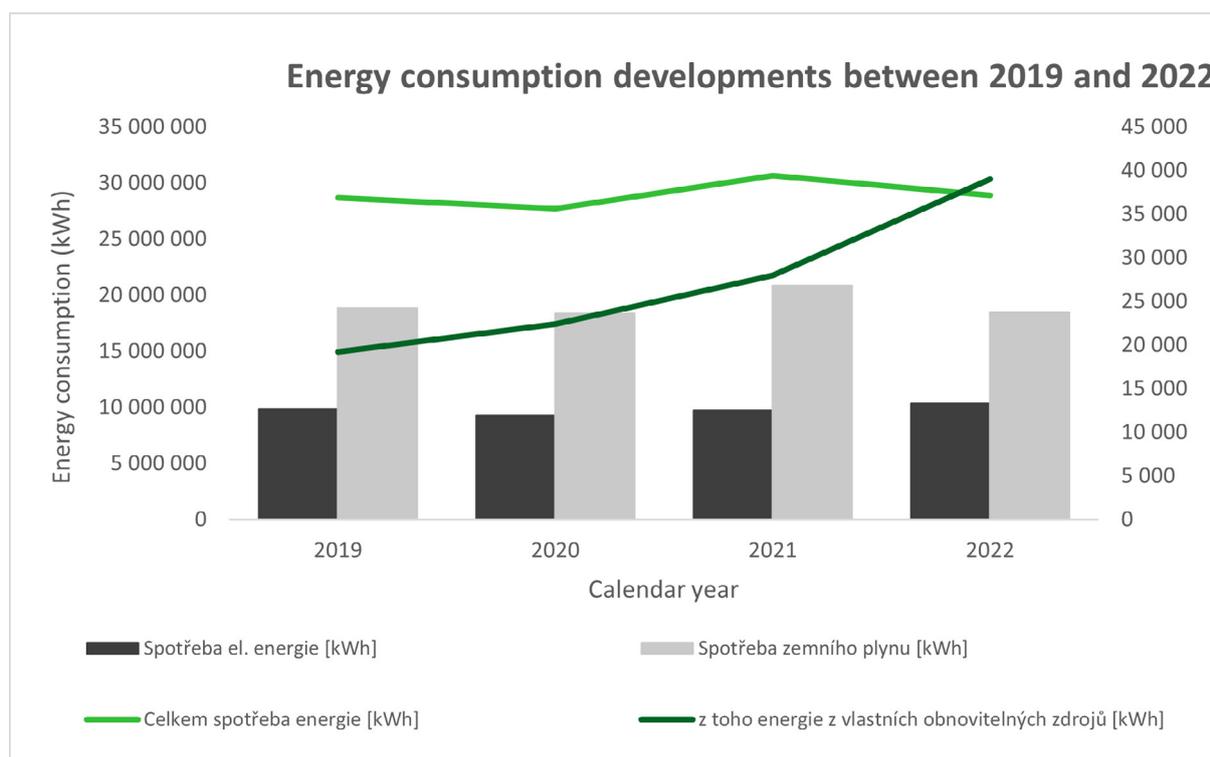
In 2022, the site's electricity consumption was 10,400,000 kWh and natural gas consumption was 18,506,399 kWh (1,707,320 m<sup>3</sup>). CZU has committed itself in Strategy 2030 to increasing the share of renewable energy. The **solar power plants on the CZU campus produced almost 39,000 kWh** in 2022, i.e. 11,000 kWh more than in 2021 (see Figure 1 for the development of consumption and the share of renewable energy). At the same time, energy audit was launched in 2022, the results and recommendations of which should be available after the evaluation in 2023. Apart from solar panels, another energy-saving measure in place comprises heat pumps in the building of the Faculty of Tropical Agriculture (FTZ), which are not used to generate electricity but their operation provides water heating in the FTZ pavilion.

Photovoltaic panels for electricity production are standard for new buildings and renovated buildings (where the building's statics allow it), they are placed on the roofs or walls of buildings, they are installed for example on the building of MCEVII, Technical Faculty or the Pavilion of Tropical Agriculture. In 2022, daylighting sensors were installed throughout the Faculty of Forestry and Wood Technology building to provide automatic regulation of artificial lighting in corridors and rooms. Also the outdoor lighting of the premises, specifically the lighting of car park P1, is automatically regulated, in this case by time control, where the lights are operated according to set time intervals. In addition, fluorescent lighting with a total power consumption of about 20 kW was replaced with LED lighting in the FŽP (hall), JIH and Menza buildings, which should result in up to 80% savings in electricity consumption of these lighting.

By installing green roofs, green walls, sun blinds and outdoor blinds, the CZU prevents overheating of buildings and thus contributes to reducing energy consumption for air conditioning.

## 6.3 / Water Management

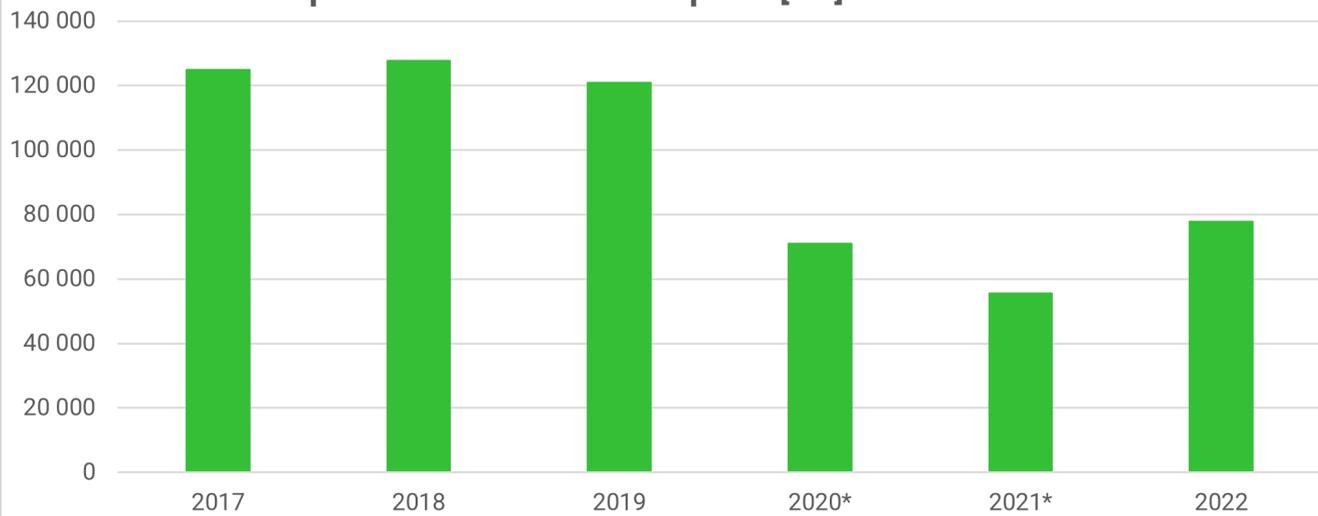
**Water management** and water retention in the landscape are key activities in climate change adaptation. This topic was addressed throughout 2022 within the centralised project University leaders in SDGs (CRP UNILEAD) as a sponsor of the topic of water management, storm water and grey water and resulted in a Shared Management Summary of a set of recommendations with suggestions for possible actions applicable not only for public universities. The CZU campus with its buildings and infrastructure represents a significant







## Development of water consumption [m<sup>3</sup>] from 2017 to 2022



\* omezení provozu v důsledku zavedených opatření proti pandemii COVID-19

nt settlement pattern due to its size and layout. Responsible water management and sustainable green space management, together with maximising the proportion of green space, lead directly or indirectly to enhanced ecosystem services.

CZU has a number of functional and applicable water-saving measures in place, especially for reducing water consumption, installing green roofs and walls, capturing and using rainwater, using grey water and taking care of lawns. To save consumption, technologies such as the default setting of a small amount of water for automatic urinal flushing or water-saving taps with installed faucet aerators are used. Optimisation of consumption is achieved, among other things, by introducing grey water circuits. The development of water consumption at CZU is shown in Chart 2. The decrease in consumption in 2020 and 2021 was mainly due to the significant reduction in traffic due to the measures in place against the Covid-19 pandemic. In 2022, we can already speak of the success of the measures put in place, as even with the university fully operational, water consumption has not reached pre-pandemic levels.

There are a total of 47 buildings on the CZU campus, 18 of which collect rainwater by means of storage or retention tanks with gradual outflow to water harvesting objects or use it further (4 objects), mainly for watering. A total of 8 buildings (FLD, FTZ, FŽP, MCEVII, energy centre, auditorium, high-tech pavilion, warehouse at FLD) have green roofs installed, which contribute to rainwater retention and biodiversity enhancement. The green roof of the Faculty of Tropical Agriculture building is connected to a circular water management circuit, where excess water captured from the roof is stored in an underground tank and used in a grey water circuit to flush toilets. The volumes of water retained or infiltrated are not measured; the estimates given in Table 1 are theoretical, estimated from the area and amount of rainfall in the area. The optimisation of green space management and the use of accumulated rainwater has largely contributed to water savings. Apart from the underground storage reservoir, rainwater is also collected in several water features loca-

### OVERVIEW OF BUILDINGS ON THE CZU CAMPUS, THEIR AREAS AND CALCULATION OF THE VOLUME OF RAINWATER FROM ROOFS FOR AN AVERAGE YEAR

Object numbers	Site	Roof area (m <sup>2</sup> )	Drain coefficient	Rainwater volume (m <sup>3</sup> )
1	Rectorate	596	0,9	266
2	FAPPZ A - heating substation	3 118	0,9	1 389
3	Faculty of Agrobiolgy, Food and Natural Resources	1 245	0,9	555
5	Faculty of Economics and Management	2 525	0,9	1 125
6	FLD left	1 608	0,9	717
7	Faculty of Engineering	2 971	0,9	1 324
8	TF - workshop	6 745	0,9	3 006
9	FAPPZ - C (Faculty of Agrobiolgy, Food and Natural Resources)	919	0,9	409
10	Assembly Hall	1 280	0,9	570
11	Canteen	2 730	0,9	1 216
12	Greenhouses	763	0,9	340
13	Grounds Maintenance Unit	442	0,9	197
20	Round hall	1 049	0,9	467
21	Hall of Residence A	973	0,9	434
22	B+C+D Hall of Residence	2 588	0,9	1 153
23	Hall of Residence JIH	2 185	0,9	974
24	E+F+G Hall of Residence	3 321	0,9	1 480
25	Experimental stables	1 390	0,9	619
26	DPE	2 893	0,9	1 289
27	Surgery, butcher's shop	533	0,9	237
34	Energy centre	238	0,9	106
35	Hall TF1	+2	0,9	614

36	Trucks and passenger vehicle garages	872	0,9	389
39	Book case	3 053	0,9	1 360
42	Experimental field building	633	0,9	282
44	Kennel	412	0,9	184
57	MCEV I	1 930	0,9	860
58	Crop store	430	0,9	192
59	MCEV II	1 870	0,9	833
61	Woodworking pavilion	1 548	0,9	690
62	HI TECH	947	0,9	422
200	FTZ pavilion	1 718	0,9	766
202	VCZZP	1 761	0,9	785
<b>Total</b>		<b>56 664</b>		<b>25 249</b>
<i>Average annual rainfall in mm (Prague Ruzyně 1991-2020) = 495.1 mm</i>				

ted on the campus, mostly small water areas, e.g. a wetland and a root treatment plant (FŽP/MCEVII), a small water area (FLD/High-tech pavilion) or a pond in Libosad (CZU demonstration park).

## 6.4 / Biodiversity

Biodiversity on campus is supported by expanding green roof and wall areas, optimising green management (optimising grass cutting, adding flowering meadows and tree planting), introducing environmentally friendly management (biological plant protection products, reducing the amount of chemical products and artificial fertilisers), care for birds (nest boxes, protection of birds against bumping into glass) and insects (planting of nectarivorous plants, planting of insect hotels). Locally, the green areas are supplemented by small water areas, which help both in supporting biodiversity (aquatic organisms, amphibians, water source for birds and insects) and in modifying the microclimate by lowering the temperature during extreme summer temperatures.

The greenery on the CZU campus is taken care of by the **CZU Operational Horticulture**. In 2022, 20 ha of undeveloped land was looked

after, including 4 ha of perennial beds, 5 ha of areas with trees over 30 years old, 8 ha of grassland, 2 ha of hedges and shrubs and 1 ha of green roofs. Approximately **250 new perennials**, **100 new shrubs** and **6 new trees** were planted. Most new tree planting is carried out to replace dead trees. **140 tonnes of bio-waste** was processed and returned to the campus by the horticulture department, either as wood chips or as mature compost.

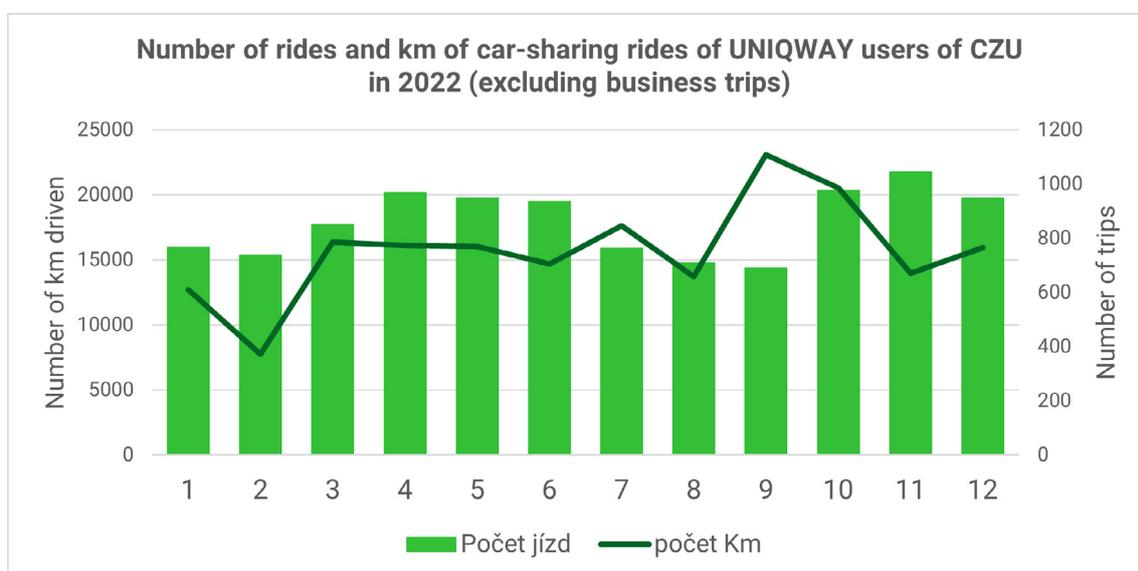
## 6.5 / Circularity

CZU supports circular economy projects.

By supporting the **Uniway car-sharing** project in cooperation with Škoda Auto, students and employees are offered a more favourable tariff for car-sharing rides. It is now also possible to use car-sharing services in the case of business trips. The support of car-sharing for CZU is to reduce the cost of purchasing vehicles and at the same time to increase the availability of the vehicles involved. In 2022, a total of 10,430 rides were made on behalf of the CZU for a total of 217,570 km (including 91 on business for a total of 28,940 km) - the number of rides and kilometres travelled (excluding business journeys) during 2022 is shown in Chart 3.

At the CZU Halls of Residence, the students run (with the support of the Development and Sustainability Department) a university-wide **free shop at CZU**, which is used to drop off functional items (clothes, books, household appliances, dishes, etc.) free of charge, which can be taken away to be used further. At the same time, swap events are organised by students - clothes, textbooks and books, plants, etc. Similarly, the so-called **Re-Use Points** operate in the CZU Library and in the dormitories. This supports the goal of maintaining product value, saving resources and reducing waste.

Following the CZU Sustainability Strategy 2030 and previous discussions with campus catering operators, some operators have started offering back-up **returnable ReBottles („ReKelímky“)** for drinks or **ReBaskets („ReKrabíčky“)** for food. The CZU Shop offers



a large variety of packaging-free and natural drugstore products, paper goods made from recycled and recyclable materials and fair-trade and organic products.

Most of the workplaces operate the so-called **central printing system**, where small office printers have been replaced by a shared printer. Switching to central printing services reduces the amount of disparate hardware and the number of service interventions. This has made printing more economical and environmentally friendly. The printers also have duplex and toner-saving printing set by default. To support the prevention of waste and „unnecessary” printing, the digitisation of processes is being introduced with the support of electronic signatures and electronic archiving. The PEF Reprographic Studio also offers printing on CO2 neutral paper or paper with FSC or Ecolabel certification. One-sided printing of final bachelor’s and master’s theses is no longer required by some faculties.

In order to support the prevention of plastic waste, CZU pays for the operation of three filtration devices and the collection of 3 litres of filtered water per student/employee per day. The filtration device enables to draw filtered, chilled, carbonated or still water into your own bottles, and is thus an alternative to PET bottled water. By using filtered water equipment, we **saved 305,385 pieces of 0.5 l PET bottles (7,635 kg of plastic) at CZU in 2022**. Also, coffee machines located in the buildings of the CZU enable to buy a drink in your own cup. Awareness among employees and students is supported by stickers with a challenge to bring your own cup/mug (it was implemented in the previous year of the CZU Campus Sustainability Challenge).

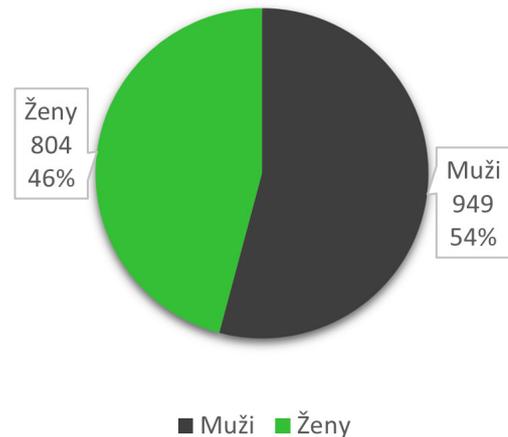
## 6.6 / Well-being of staff and students

CZU prides itself for **equal opportunities, fair treatment and correct relations** with all employees. It respects the diversity aspects and continuously increases the work flexibility tools that employees can use. In 2022, CZU created the Career Regulations as a new internal regulation that establishes motivational tools for remuneration of employed persons depending on their performance and the quality of their work, sets new rules and the obligation to create career plans and regular evaluations of their ongoing performance. The new Career Regulations will be submitted for approval to the management of the CZU and the Academic Senate in the first quarter of 2023.

Within the framework of the project „Strategic Human Resources Setting at the CZU in Prague” (HRA ČZU - HR AWARD), soft skills courses were regularly organised, which enabled employees to expand their knowledge in many areas: management skills, communication skills, time management and other important topics in terms of their professional development. Throughout the year, the project also included English language classes, thanks to which interested students

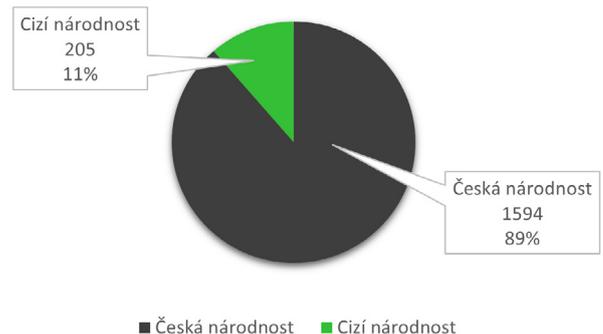
could deepen their language skills, which are crucial for the optimal functioning of the CZU, free of charge. There was also a set of training courses for researchers in the area of popularisation of R&D results, training for managers in strategic management and creation of strategic documents, training for academic staff in data management skills and, last but not least, training on data processing and presentation of results in academic literature. As part of the implementation of the Gender Equality Plan, a series of training sessions totalling 40

### Number of Employees by Gender



hours were held on non-discriminatory practices and approaches for the academic and technical staff population, including legal aspects, and on the gender dimension in the academic and research environment (see Figure 4 for the gender ratio of staff – 46 : 54 remains

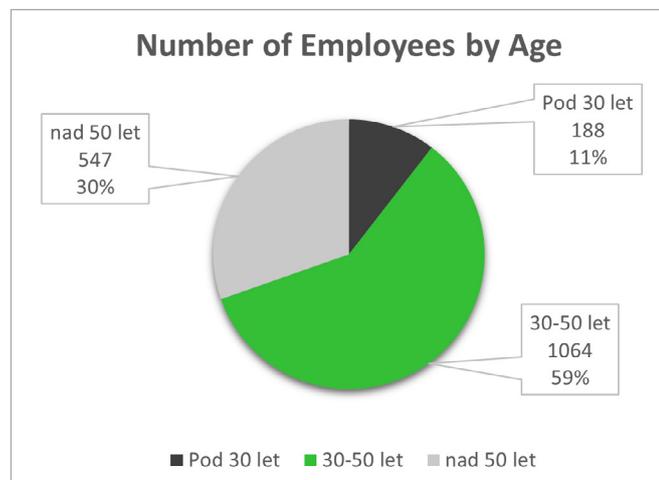
### Share of foreign employees at the CZU



the same as in 2021). In addition, 9 trainings were conducted on Work Life Balance, burnout syndrome and workplace bullying. A newly introduced activity is Health Day for employees. In 2022, the focus was on exercise and diet. A total of 74 employees attended the lectures and practical personal consultations with a physiotherapist or nutritionist. The Health Day was very positively evaluated and according to the questionnaire there is interest in a regular introduction with different thematic focus.

Foreign employees make up a significant part of the academic positions at the CZU - the total share of foreign employees in 2022 was 11% (see Figure 5).

Employees benefit from a wide range of benefits that work at CZU makes possible. These include a pension contribution, a meal allowance, sick leave, canteen catering or the possibility of sports activities provided by the Department of Physical Education or the use of a Multisport card. CZU also owns recreational facilities, which



are used primarily for the recreation of employees and their families. Employees can choose from the recreation centre in Janov nad Nisou, the mountain recreation centre Strážné in the Krkonoše Mountains or accommodation at the castle in Kostelec nad Černými lesy.

Another benefit used is part-time work, which increasingly enables the CZU to involve „vulnerable groups“ in the labour market, such as students, people of pre-retirement age, women or men on parental leave. The most heavily represented age category of employees is 30 to 50 years, as shown in Figure 6.

In addition, there are a number of opportunities for personal growth and involvement in scientific projects at home and abroad. Foreign staff training courses are also popular, which support the professional development of teaching and non-teaching staff of the CZU.

## Safety and health

In 2022, the Security Department continued to work on improving the security of all parts of the CZU campus, both physically and in terms of facilities. The security of the premises was strengthened and the equipment and armament of the security guards was modernised. In cooperation with Prague - Suchbát Municipal District, CZU security provides **night patrolling** of the district with the aim of reducing misdemeanour and criminal activity throughout the municipal district. There was also intensive cooperation with the Police of the Czech Republic. A **new duplexer** was set up for greater efficiency of the radio connection between the CZU security and the Crisis Staff. This duplexer is mainly used to **maintain the communication network in case of power failure** (installation of backup power supplies) or similar crisis scenarios. **New road traffic safety elements** were installed, together with the replacement of outdated traffic signs, the installation of the first stage of extensible posts between the tracks, the installation of new deceleration thresholds, the **installation of signal strips for the blind** at some pedestrian crossings, and the reconstruction and completion of the equipment of civil protection shelters.

Last year, the **transition to new NFC-enabled card readers** that can read virtual identification cards in mobile devices began. This should significantly reduce the need to issue plastic student and employee cards in the future.

Campus security is gradually being developed by raising the standard of building security through the gradual installation of electrical fire alarms (EFAs) and electrical building security systems (EBS) in older buildings. By the end of 2022, 16 buildings out of 26 were fully equipped. **We currently operate 12 AEDs (automated external defibrillators) on the CZU campus**, which were entered into the central mobile map of AEDs in the Czech Republic in 2022 in cooperation with the „Záchranka“ application. **Regular training of fire patrols and fire prevention officers and first aid training** are part of the comprehensive education of all employees. In 2022, fire patrol training was supplemented by fire extinguisher training. In the period of 2021 and 2022, 20 first aid training sessions were held, through which a total of 234 employees were trained. The Water Protection Contingency Plans were updated and the cleaning of the fire reservoir was carried out, where 120 m3 of sludge and drifted branches were ecologically disposed of.

CZU is committed to **protecting data and information against cyber threats** and has identified VIS (critical information systems) that are key to the operation and functioning of the organisation. In accordance with the Cyber Security Act (ZOKB), an information security management system and updated security guidelines and measures for data and information protection have been introduced. An important part of this commitment is educating and informing employees about security policies and measures, which helps to strengthen the security culture in the organisation and raise awareness of cyber threats. In addition, regular testing and checks are carried out to identify potential weaknesses and vulnerabilities and further measures are taken to improve data and information protection. These measures help the CZU ensure that its data and information are safe from cyber threats and that the organisation is able to respond adequately in the event of a security incident.

# 7 / Activities of Official Bodies, Faculties and Other Constituent Parts of the CZU

The **Faculty of the Environment (FŽP)** focuses on the issues of social responsibility and sustainability, especially environmental protection, across its activities from education through research activities to practical application - protection of landscape areas and protection of animal and plant species, waste management, sustainable water management, etc. In 2022, FŽP implemented more than 50 research projects where partial issues of social responsibility related primarily to environmental protection were addressed. It has also organised or co-organised more than 20 lectures, workshops and conferences on these issues. In 2022, the faculty was significantly involved in major festivals, where its booth informed visitors about how to minimise the environmental impact of these events, especially in the area of waste. The faculty also tries to meet the principles of sustainability through its operations: it uses solar energy produced by equipment located on the buildings of the Faculty of Science, allows employees and students to stay on green roofs, promotes composting by placing a composter in the building of the Faculty of Science, etc.

Also in 2022, the **Faculty of Forestry and Wood Technology (FLD)** purchased a painting created by clients of the DUHA Society, which focuses on helping people with mental disabilities. The painting was presented at the traditional FLD Christmas concert and, as every year, was used on the faculty's New Year's cards. The management of the Faculty continued to ensure increased awareness of the employees through the FLD Newsletter. The third edition of the FLD Family Day was also held, which was very popular with employees and their families and has become a part of the Faculty's life. It goes without saying that at all faculty events there is an effort to minimise waste or use as much recyclable materials as possible. Supporting various projects for children, such as forest pedagogy or the YPEF competition, is also an essential annual activity.

When creating new faculty promotional items, great emphasis is placed on the use of wood as a unique renewable natural material. At the same time, all wood waste from FLD's own production workshops is processed into wood briquettes - the technology ensures both an improved working environment by reducing dust (active sawdust extraction) and circular processing of waste.

During the war in Ukraine, FLD was approached by a partner forestry school from the Ukrainian city of Chust, with which FLD has long

cooperated, for material support. The forestry school provided a list of things they desperately needed. The material aid was intended for students, employees, and refugees staying in school facilities. Immediately after being approached, FLD organized a fundraiser that came to fruition within a week thanks to the efforts of students, staff, and faculty partners. The contents of the collection were promptly delivered to Ukraine by FLD staff. FLD also helped children from the children's home in Zábřeh na Moravě, prepared small gifts for them under the Christmas tree and carried out a forest pedagogy programme.

The **Faculty of Agrobiology, Food and Natural Resources (FAPPZ)** is aware of its social responsibility. In 2022, activities that were established in the past and were well established at the faculty continued. Among such activities there is the faculty-run portal [agroprace.cz](http://agroprace.cz), which mediates offers and demands for jobs in agricultural and food processing enterprises. In total, over 200 advertisements were published in 2022 from various institutions and companies, including several foreign ones. The faculty operates a filtered water dispenser, which is situated opposite the lecture halls in the main building of the FAPPZ. In 2022, the amount of free (subsidised) filtered drinking water provided per person (3 litres/person/day) was reduced and the introduction of vending machine service via a mobile app led to a reduction in uptake, but this is still a significant amount of plastic bottles saved. The Faculty organises the collection of batteries and accumulators with Ecobat registration. The faculty also organises the collection of toner, cans and metal objects. Of course, plastics and paper are sorted. The faculty maintains a bench with a vertical green wall in front of the main building, creating a place to relax with a solar-powered phone charger. It is also worth mentioning the organisation of an open day at the Demonstration and Research Station in Troja for the public and the organisation of field days. FAPPZ plans to introduce a programme of FAPPZ visits for primary and secondary schools. During the open days, visitors are introduced to the issues of sustainability in agriculture and food processing.

At the **Faculty of Engineering (TF)** for the year 2022, **lectures were given by experts from practice** who are closely involved in areas such as bioeconomy, environmental protection in relation to biotechnological waste processing, energy recovery of waste and recovery

of raw materials in general. An example can be provided - presentation of Ing. Petr Jirsa, Ph.D., from SMS CZ s.r.o. division of: Waste Incinerators, who presented a lecture on Effective applications for dioxin removal from flue gases and flue gas within the framework of teaching students in the study programme Technological Equipment of Buildings. **Similar presentations for students** of the Faculty of Engineering were provided by experts from companies such as Simple Engineering s.r.o., KOMPOSTÁRNA JAROŠOVICE, s.r.o., Glanzstoff - Bohemia s.r.o., ORLEN UniCRE a.s and the Institute of Chemical Processes of the AV ČR, v. v. i. (Czech Academy of Sciences). In addition, other **lectures were given by practitioners** who are closely involved in the areas of sustainable management of natural resources, environmental technology and eco-innovation of wastewater and industrial water treatment plants. An example can be provided - presentation of Dipl. Ing. Stanislav Vybíhal from MICO engineering s.r.o., who presented a lecture on Automated industrial water treatment plants for their subsequent recycling as part of the students' education in the study programme Technological equipment of buildings.

As the Covid-19 disease began to be on the decline in early 2022, socially responsible activities at the **Faculty of Tropical Agriculture (FTZ)** were again conducted in a full-time format. As a fair trade faculty, FTZ has traditionally supported responsible consumption and fair trade, for example by supporting the BE FAIR student association, which aims to introduce the topic of fair trade and sustainable lifestyle to students and the wider public. At the beginning of 2022, thanks to the aforementioned association, the documentary „In the Shadow of the Cocoa Tree” was presented to all the visitors of the open day, focusing on the issue of living standards and the environment in West Africa, where cocoa is grown. A great opportunity then presented itself to BE FAIR in February, when its representatives took part in a workshop in Sluňákov organised by Fairtrade Czech Republic and Slovakia. However, the active participation of the association in a workshop in Valencia in April 2022 dealing with fair trade issues was definitely a unique experience. The end of April was already dedicated to the preparation and subsequent presentation on fair trade at the Mikoláš Alš Primary School in Prague. It is also worth mentioning the organisation of the Autumn Ball „(Be)Fair Tropical Ball” and the announcement of the „Robin of the Year”. This is a new award recognising an individual who has done something sustainable or fair that year. This prize was named after its founder, Associate Professor Hynek Roubík. The befair\_czu profile also shares the possibilities of buying fair trade goods in everyday life and encourages its followers to do the same with the Fair Trade Hunt campaign. It regularly informs about the zero waste lifestyle, the ethical background of the food industry and gives tips on organic products. In addition, three expert lectures were held in cooperation with the student group „Student Ambassadors” as part of Learn & Discuss: „Learn & Discuss: Diet and Environment (Veganism/Pescetarianism/ Sustainable Meat Production)” (the event featured lectures by teachers on pescetarianism, meat-free diet and sustainable meat production, followed shortly after by a discussion with participants and a tasting of vegan food and fish); „Learn & Discuss: War in Ukraine and its Impact on Global Food Security” on the war in Ukraine and food security and „Learn & Discuss: Can our Fairtrade purchase really help producers in times of the coffee crisis?”

In this context, it is worth mentioning that January 2022 marks the one-year anniversary of the founding of the STUDENT AMBASSADORS group, which brings together students from 11 countries around the world. The ambassadors are comprehensively involved in activities that improve and make the environment at the CZU more pleasant, deepen internationalisation, increase the quality of studies, connect students with opportunities on the labour market and deepen mutual inter-cultural respect and communication. They also play an important role in promoting and advocating an ecological approach both within and outside the university. Ginny Mc Allister, the leader of the Student Ambassadors group, actively promotes and maintains composters at the college and involves others in community garden activities, as well as focusing on sustainability issues (setting up a Little Free Library in the FTZ lobby, hosting a plant SWAP, Mystery Book Swap, engaging in Climate Fresco Workshop, field trips, and promoting green activities).

**Faculty of Economics and Management (PEF)** Typical of 2022 was the effort to maintain the two main CSR projects of the faculty, Beehives Online and Haystack Online. Včelstva online operates a web portal, which was created to support the breeding and conservation of bees in the countryside of the Czech Republic. The aim of the project, which is supported by TA CR and led by FAPPZ, is to process data for monitoring the activities of bee colonies. In 2022, four new hive scales were installed and the operation of the existing scales was secured. The aim of the Hay Harvester Online project, which is jointly run by PEF and FLD, is to support the prevention and conservation of endangered species during harvesting and hay harvesting between May and June each year. In 2022, the web portal for volunteer, farmer and hunter (hunt users) and event registrations was relaunched. There were also several mowing protection events with the participation of CZU employees. PEF also operates the so-called education centres, which are focused on teaching in the regions. The main effort is to strengthen the educational level of the regions without a labour drain to the big cities. Currently, the faculty operates 7 centres in Hradec Králové, Jičín, Klatovy, Litoměřice, Most, Sezimovo Ústí - Tábor and Šumperk. In addition, the PEF implements the University of the Third Age (U3V) and the Virtual University of the Third Age (VU3V) within the framework of adult education. This is a faculty set of activities that is focused on the ageing population in the country, mainly focused on the study of seniors, but also disabled pensioners. In the summer semester 2022/2023, a total of 6,867 students studied in 35 VU3V courses in 336 consultation centres, five of which are located in Slovakia.

The **Institute of Education and Counselling (IVP)** is a long-standing member of the NGO Association of Educational Institutions for Rural Development. It has been sharing examples of good practice in these topics internationally, e.g. with the Latvian University of Life Science and Technologies - Faculty of Engineering, Institute of Education and Home Economics, Norwegian University of Life Sciences, Tampere University of Applied Sciences, Vocational Teacher Education, etc. For the period 2020 and 2021, the Institute of Education and Counselling has received financial support from the EEA funds for the organisation of summer schools with the Department of Educational Sciences of the Norwegian University of Life Sciences within the international project

RESUME - Responsibility, Sustainability and Mobility in Education. The main goal of the project was to create an international community of students and academics in which its members could learn the philosophy, principles and practice of sustainable development and socially conscious behaviour in the Czech Republic and Norway. The activities also extended into 2022. From September 2021, IVP is one of the partners of the project submitted to the European Education and Culture Executive Agency. In February 2022, the project was selected and activities related to the first ever Erasmus+ Teacher Academy for Sustainable Future Educators were launched with partners (Finland - Tampere University of Applied Sciences, Sweden - Tampere University of Applied Sciences, Czech Republic - IVP CZU in Prague, Netherlands - Hanzehogeschool Groningen, Spain - University of Girona): EduSTA; <https://projects.tuni.fi/edusta/>). The main idea of the project is that the bearers of education are active change-makers in the field of ecological and environmental awareness, thinking and action. The project focuses on teachers' competences in the field of sustainability. Another activity of the IVP is the repeated cooperation with the international humanitarian organisation ADRA; their lecturers work with IVP students and academic staff in the field of global development education with regard to current projects. The Institute is also a long-term active member of the Club of Environmental Education (CEE), which is one of UNESCO's clubs that brings together individual educators and those interested in environmental education and tutoring, and whose main goal is to develop a comprehensive concept of environmental education and tutoring in order to promote sustainable development. IVP is also the annual main organiser or co-organiser of the International Scientific Conference EDUCO, the year 2022 (XVII edition) was focused on didactic and environmental aspects of teacher training in science, agriculture and related fields in the context of the European education strategy. At the same time, IVP is a member of the National Council of Advice and Education for Agriculture and Rural Development at the Ministry of Agriculture of the Czech Republic.

In addition to environmental themes, the IVP also addresses mental well-being, psychological hygiene, inclusion and the multicultural dimension (especially in selected SDGs 1, 2, 3, 8, 10 and 16). These topics constitute the content of several (not only psychology-oriented) courses, e.g. Stress Management, 21st Century Skills, Special Education Counselling, Employment Counselling, Education Systems in the European Context, Multicultural Counselling, Mobility Counselling. IVP is relatively recently involved in the MULTICLASS project - Multicultural Classrooms: inclusive learning and teaching in higher education. The main objective of the project is to strengthen the dimension of multiculturalism and inclusive education in higher education in Europe and to share examples of good practice in internationalisation strategies at partner universities.

**The CZU Library (LIB)** tries to support socially responsible activities at the university level in its activities. It does so primarily in relation to its main mission, which is to provide information and support for teaching, study and research. Another important aspect is the library's openness towards the general public.

The library is by its very nature an institution focused on re-use aspects, set up to share, and therefore to save (paper, finance,

energy). The role of the library in relation to students and ensuring equal access to education is also very important. The information resources that the library makes available would not otherwise be accessible to every student. The same is true for some technologies or ICT equipment (specialised software, PCs, scanners, printers), which are available free of charge to students and employees of CZU in the library. We also consider it an important aspect to try to offer services in such a way that can be accessed by students and staff who cannot be at the university every day. Maybe because they are studying in combined programmes and also work, take care of children or other close persons. So they can't use all the services we offer physically, on-site at the library. The CZU Library therefore offers online versions, prepares instructional videos, and provides online consultations.

The library staff prepared a new project aimed at increasing media literacy among seniors and students of vocational secondary schools. The project has been recommended for funding and has been underway since spring 2022 (with a planned completion date of 31/ 12/ 2023). The library management also tries its best to support librarians taking care of young children or other loved ones. The possibility of reconciling work and personal life, e.g. through part-time work or part-time work from home, is an important and appreciated topic in the team of library staff.

The CZU Library also pays attention to measures aimed at sustainability. Reusable tableware is used at most library events with local caterers being utilised. There is a fountain in the building for refilling water bottles and sorted waste bins are available on each floor for both staff and library patrons. The library staff carefully maintains the book collection, e.g. by regularly repairing the spines of the most used copies, thus reducing the volume of depreciated books. Titles that for some reason are still destined for discard are passed to the open-access table for disassembly and thus continue to be used.

Director of the CZU Library, PhDr. Hana Landová, Ph.D., together with PhDr. Markéta Bočková (Director of the FF MU Library) was invited as an invited speaker at the 30th EBLIDA Annual Council and Conference (14-16/ 6/ 2022, Athens) and led a workshop on Sustainable development and university Libraries.

### **CZU's other activities**

Other activities in the area of social responsibility and sustainability at CZU included support for the „To work not only by bicycle“ event (promoting sustainable mobility), the „Recruitment of Heroes“ event (recruitment of bone marrow donors) and the „Health Day for Employees“ event (employee health care - focusing on exercise and nutrition). In addition, CZU organised a public charity collection of clothing for Ukraine and a charity collection of clothing for the Salvation Army and ADRA as part of the Giving Tuesday event. CZU and individual faculties also support student activities and student associations (lectures, workshops) focused on social responsibility and sustainability.



# 8 / Public relations

The **Department of Communication and PR** actively promotes the topics of sustainable development and research at the CZU. For this purpose, the online portal of the Living University magazine was launched in 2021. The concept of the portal is based on the printed form of the magazine. Its added value is a flexible space for the presentation of topics, partial outputs of creative activities, activities of scientific teams and personalities of CZU. Another platform to promote the topics is the university's podcast called the Full of Life Podcast. The aim of its launch was to introduce interesting and important topics and projects from various areas of the university to the public. The wide and varied range of study and research areas, such as agriculture, forestry, environment, food, economics and management, IT, water management and others, gives us the opportunity to talk about topics that resonate or should resonate with the society, and thus give the public the opportunity to learn about research results or the opinions of experts on a given issue. A podcast is an opportunity to convey information in an accessible and attractive form that will appeal to a really wide audience. It offers interviews with university personalities across all faculties, so listeners have the chance to find a topic in the area that interests them most. The basic source for the preparation of the papers is the expertise and knowledge of the academic staff of CZU. The CZU portal is used to comment on current topics and social issues of local and global character. These outputs are then also shared on social media to reach the widest possible number of recipients across a wide range of ages.

The Czech University of Life Sciences is a member of a number of professional associations, organizations and associations operating in the Czech Republic, many of which deal with the topic of sustainable development (e.g. the Association of Corporate Social Responsibility - A-CSR).

For several years, the **International Relations Department (IRD)** has been working to digitise the Erasmus programme and reduce the administrative burden associated with it. Using the tools of the Erasmus Without Paper initiative, OMV CZU is trying to transfer its experience and best practices in the use of eIDAS electronic signatures to its partner universities and thus reduce the number of printed documents. Newly, OMV has introduced the so-called Green Erasmus. This is extra financial support for mobility or travel costs under the Erasmus+ programme. The allowance is paid when using more environmentally friendly means of transport. Train, bus and carpooling are accepted.

Thanks to its involvement in a number of university networks focu-

sing on ecology and natural sciences (e.g. Euroleague for Life Sciences or IROICA), the CZU actively participates in international conferences on CSR. In 2022, OMV hosted three conferences on the CZU campus that focused on sustainability, and OMV tried to take a sustainable approach to conference organisation. It was ELLS SSC 2022 - „The Interconnectedness of Things: A Path Towards Sustainable Solutions“, IROICA pre-conference 2022 on „How much English is too much English“ and CASEE conference on „Sustainable agriculture in the context of climate change and digitalization“.

In total, the CZU has 330 memoranda, of which 20 have been suspended due to the Russian invasion of Ukraine. It also has a further 342 bilateral Erasmus+ contracts.



# 9 / Evaluation of the current position of the CZU and recommendations for further development of CSR activities

CZU has the theme of social responsibility and sustainability as the main pillars of the University's Strategic Plan. It repeatedly achieves very good results in CSR assessments and is a leader in promoting the principles of social responsibility and sustainable operation, not only on the university campus, but also in practice. In science and research, CZU pays attention to practical applicability. The demonstration areas are test polygons for different industries with applicable results. Spreading awareness of corporate and individual social responsibility and engaging students, employees and the general public is ensured by organising or participating in various types of events, whether it is conferences, lectures, alumni meetings, we always try to organise events in line with Strategy 2030.

In 2022, CZU was ranked 45th out of 1050 universities worldwide in the international **UI Green Metric University Ranking** assessing sustainability and defended its top position among participating Czech universities and colleges. In the international **QS World University Rankings**, which assesses the implementation of sustainability principles in terms of meeting the UN Sustainable Development Goals, CZU ranked 158th overall (out of 700 participants) in the area of environmental impact assessment, which again meant 1st place among universities and colleges from the Czech Republic. However, the same ranking showed that the results in the area of social impact are not so good; however, the adopted Gender Equality Plan of the CZU 2022 with its defined areas of strategic changes and proposals for specific measures including a timetable for their implementation has a great potential for change for the better.

The principles of inclusion of digital learning, which the university introduced due to the need to adapt to the measures taken during the Covid-19 pandemic, continue to be used as a widespread good practice after the return to normal operation. In 2022, work continued on the **Smart Digital Campus** project, which was launched last year and, in addition to simplifying the lives of students and staff at CZU, will provide a reliable tool for managing buildings, optimising university resources and helping to structure overall costs. The

technology will be used in the research of CZU and special attention will be paid to the use of this modern technology in the adaptation of the landscape to climate change.

In 2022, CZU met the objectives of all thematic areas set out in the Sustainability Strategy 2030. As a member of the Responsible Procurement Platform associated under the Ministry of Labour and Social Affairs, it systematically integrates the principles of socially responsible public procurement into the University's public purchases. In addition, CZU, together with 23 other public universities, participated in the centralised development programme University leaders in SDGs (CRP UNILEAD), which aimed to strengthen the role of universities as effective, accountable and inclusive public organisations by ensuring more effective cooperation in the transfer of good practice in the implementation of the SDGs in the operational aspects of universities (so-called Resources for Change), both in terms of reflection and structure. The result of a year of joint work was the development of a shared management summary of the sets of recommendations.





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