



Sustainability Report 2023

Sustainability Report 2023 (CSR Report 2023)

Published by the Czech University of Life Sciences Prague, Kamýcka 129, 165 00 Praha 6 Suchbátka
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1. Introduction

Sustainable development is a major challenge and opportunity for the whole society. A comprehensive approach based not only on economics but also on environmental and social impact is essential.

Vision

The main vision of the Czech University of Life Sciences Prague (hereinafter referred to as "CZU") is to become a **sustainable institution and a leader in the development and promotion of solutions for sustainable development** by 2030. We are active not only in the areas of education, research and creative activities, but by introducing measures to promote sustainability into our activities; we strive to meet the 17 shared Sustainable Development Goals (hereinafter referred to as "SDGs") set out by the United Nations in 2015 in the document Transforming our

world: the 2030 Agenda for Sustainable Development (hereinafter referred to as "2030 Agenda") and the 2030 Strategic Framework of the Czech Republic from 2017 (hereinafter referred to as "ČR2030").

Mission

CZU's mission is to find solutions for sustainable development within the framework of science and research and to link the resulting knowledge to practice.

The principles of lasting 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, introduces and applies a responsible and sustainable approach in its daily operations, but also in the procurement and implementation of major investment projects (reconstruction, new construction).

2. TOP of Sustainability at CZU in 2023

Already in 2022, on the basis of the growing need to address and meet the objectives of sustainable development in a comprehensive and coordinated manner, the Rector of CZU established the separate **Sustainability and Development Office** (hereinafter referred to as "SDO") and appointed the **Council for Sustainable Development** (hereinafter referred to as "Council") as a permanent advisory body for the Rector in the field of sustainable development. The head of the SDO and the chairperson of the Council is the Vice-Rector for Sustainability and Development of CZU. All parts of the university are involved in issues and solutions of sustainable development of CZU. Together we create a healthy non-discriminatory environment with equal opportunities for all, implement measures to reduce energy and water consumption and waste production, and seek solutions to reduce the environmental impacts arising from our operations.

- **We have successfully defended the 1st place** among Czech universities in the environmental pillar of sustainability.
 - **36th place in the international UI Green Metric University Ranking** (1st in the Czech Republic) out of a total of 1,183 universities evaluated (evaluation from the point of view of operational sustainability)
 - **323th place in the international QS World University Rankings** (3rd place in the Czech Republic overall and 1st place in the Czech Republic in the Environmental category) out of a total of 1,043 institutions evaluated (evaluation of the implementation of sustainability principles)
 - **201st to 300th place in the international THE Impact Ranking** out of a total of 1,591 participating institutions (evaluation of the implementation of 17 SDGs of the 2030 Agenda)
- We opened a new sustainable building of the Faculty of Environmental Sciences, the **Pavilion of Environmental Studies** (PES).
- **16 trees, 578 shrubs and 323 perennials were newly planted** on the CZU campus.
- **36 study programmes with a focus on environmental protection** were offered (e.g. Landscape Protection and Use of Natural Resources, Tropical Agriculture, Ecological Agriculture, Forestry – Forest Ecosystems Protection and Silviculture, Sustainable Agriculture and Food Security, etc.) – 19 bachelor's, 17 master's study programmes.
- We handed in **7,660 kg of electrical waste (electrical equipment) for recycling**.

- We helped promote science to the general public at the **Scientists' Night** event, when **1,156 visitors** came to the university campus.
- By drinking filtered water from vending machines, **we saved 7,948 kg of plastic** that would have been consumed if we had bought water in PET bottles.
- We continued our cooperation with Czech universities on the **University of Leader SDGs (UNILEAD) project**.
- We organized **CZU Health Days** for the employees and students focused on prevention of oncological diseases.
- The **CZU Career Centre** provided 110 student consultations.
- **CZU Counselling Service Centre** was established to support students with specific needs and to offer psychological support (consultations with a psychologist). At the same time, cooperation with Prague crisis centres was established with the possibility to use the **crisis first aid line** in case of psychological problems.
- We organized a **company food collection** for the National Food Collection and collected a total of 117 kg of food and drugstore goods.
- We organized the 6th edition of the **CZU Campus Sustainability Challenge** student competition.
- We organized the 5th **CSR Conference** with the subtitle Together for Sustainable Future not Only for Universities.
- We organized **9 guided biodiversity walks** through the CZU campus.
- We organized **2 summer suburban camps** to support child-care during school holidays (for children of CZU employees).
- We participated in the **European Sustainable Development Week** and, as part of it, we organized 3 swaps, 10 lectures, 3 workshops, 1 exhibition, 1 conference, 1 excursion, 6 guided tours.
- We supported the following challenges:
 - To work (school) not only by bike
 - International Composting Day
 - Donate blood with CZU
 - Giving Tuesday
 - Mobile phone collection
 - Let's clean up the Czech Republic!
 - Biodiversity mapping on university campuses ICA Bioblitz

3. Strategic Management

CZU supports all 17 SDGs of the 2030 Agenda. However, with regard to its own focus and the focus of its individual parts, it has identified five priority SDGs in the **2030 Sustainability Strategy**, which it addresses in detail with the intention of ensuring high-quality education for sustainable development, achieving sustainable water management, reducing consumption while increasing the share of renewable energy, reducing the adverse impact on the urban environment, and increasing resilience and capacity to adapt to climate change.

Priority objectives of CZU in relation to the SDGs:



- Ensuring equal access to inclusive and high-quality education and promoting lifelong learning for all.



- Sustainable management of water resources.



- Reducing energy consumption and introducing technologies for self-generation of "green" energy.



- Contributing to the creation of inclusive, safe and sustainable cities, towns and municipalities.



- Taking measures to combat climate change and cope with its impacts.

3.1 Human Resources Management

The strategic management area includes compliance with the terms of the received prestigious HR Excellence in Research award, the so-called HR AWARD. We adhere 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 objectives of CZU.

3.2 Gender Equality Plan

On the basis of the evaluation of the implementation of the sustainability principles, measures for the implementation of the **Gender Equality Plan** are introduced.

According to the report on the implementation of the Gender Equality Plan, an evaluation system taking into account gender aspects (e.g. parental leave and creative activity requirements) was incorporated in 2023 as part of the Career Code in the form of individual policies). In addition, two summer suburban camps were organized in 2023 (in cooperation with the partner – House for Children and Youth Suchdol) to support childcare during school holidays for parents employed at CZU, and the year-round childcare service for children enrolled in kindergartens and primary schools was expanded during school holidays.

The following tasks were not achieved within the planned timeframe: the creation of a methodological guideline and the launch of a work-life balance website, the identification of gender-sensitive indicators to be collected and evaluated on a regular basis, and the preparation of an information sheet/brochure on aspects of work and work-life balance, about the Poniček (Pony) kindergarten, about dual career options (facilitating the performance of the role of parent and employee), etc., that should be included when sending job offers or given to job applicants during personal interviews.

3.3 Digitization of Processes for Strategic Management of CZU

Promoting strategically managed research and development activities that effectively use capacities leading to the fulfilment of the vision of CZU in various dimensions of sustainability, bringing new impulses and transforming management processes that will lead to sustainable strategic management at all levels of CZU and will help to reduce the administrative burden were the strategic areas of the Plan for the Implementation of the Strategic Plan of CZU for 2023 (hereinafter referred to as "PR SZ 2023").

One of the areas of PR SZ 2023 is the innovation of mechanisms, processes and principles of evaluation of the strategic plan and other strategic documents and all activities implemented by the university and its parts based on the analysis of large-scale data of information systems in the form of digitization of analyses and Power BI. Two data models and one analysis of the process of communication with the commercial sphere were created. Two seminars on the use of Power BI tools were held and an external evaluation of the fulfilment of the Strategic Plan of CZU was carried out (all indicators were fulfilled). The project registration application was upgraded and users were trained. Security in the area of online learning was strengthened using Microsoft 365 tools. In addition, 12 administrative processes were digitized, including setting up a user-friendly environment. Seminars focused on the use of backbone applications and their superstructures were implemented.

As part of strengthening strategic management, 10 meetings of various groups of key personnel were organized with the aim of participative management and sharing the vision, mission and key values of CZU.

3.4 International Sustainability Evaluation of CZU

According to the international **UI Green Metric University Ranking**, CZU has repeatedly been the top-ranked university in the Czech Republic on the topics of sustainability and social responsibility. In 2023, **CZU was ranked 36th out of a total of 1,183 institutions (1st in the Czech Republic)**.

CZU also succeeded in the international **QS World University Rankings**. This ranking evaluates universities according to their implementation of sustainability principles. In this ranking, CZU was ranked 323rd out of a total of 1,403 evaluated institutions, while in the Environmental category it was ranked 1st out of 11 evaluated Czech universities.

Furthermore, CZU was ranked 201st to 300th in THE Impact Ranking, which evaluates the implementation of 17 SDGs of the 2030 Agenda. CZU performs best in meeting Goals 2 (zero hunger), 6 (clean water and sanitation), 8 (decent work and economic growth), 12 (responsible consumption and production), 15 (life on land) and 17 (partnerships for the goals).





4. Educational and Creative Activities

The mission of CZU is to meet the set objectives 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 to practice.**

The strategic areas of activity according to the Plan for the Implementation of the Strategic Plan of CZU for 2023 (hereinafter referred to as "PR SZ 2023") were to prepare high-quality and competent graduates who will actively contribute to the sustainability of life and practice for the 21st century, to provide accessible and flexible education for the various dimensions of sustainability, to support strategically managed research and development activities effectively using capacities leading to the fulfilment of the vision of CZU in the various dimensions of sustainability, to bring new impulses and transform management processes leading to sustainable strategic management at all levels of CZU and helping to reduce the administrative burden, to strive to create a high-quality international and sustainable environment for the implementation of the strategic measures of CZU.

4.1 Fulfilment of the Plan for the Implementation of the Strategic Plan of CZU

4.1.2 High-Quality and Competent Graduates Contributing to Sustainability

The strategic area of PR SZ 2023 is to prepare high-quality and competent graduates capable of critically and innovatively addressing contemporary challenges in a comprehensive sustainable context (in the environmental, social and economic dimensions). In order to succeed in this area, several measures have been identified for 2023 to achieve the set objectives.

To promote high-quality teaching work by academic staff, one comprehensive system based on articulated career growth requirements for the education of academic staff was prepared and recommended as part of the approval of the **Career Code** in 2023. **Thirty-two courses were organized** with the participation of 35 members of academic staff and 36 students of

Doctoral Study Programmes (hereinafter referred to as "DSP"). The original target of 15 courses was met.

To improve and evaluate accreditation and related activities, the methods assessing the quality of educational activities were optimized. Meetings and seminars for study programme guarantors and persons who administer the accreditation process were organized, and a unified feedback mechanism for accreditation practice with fully functional electronic support was introduced at CZU. Electronic support reduces the administrative burden on staff, and the greater level of specificity of the activities evaluated enables better focus on specific areas for further development and improvement. Parties outside CZU (external and foreign experts) are also intensively involved in the evaluation of study programmes within the framework of overall evaluations.

To strengthen the link between studies and practice and future employment, **five professionally oriented study programmes** were offered in 2023 based on feedback analysis. The objective of innovating at least 80% of study programmes (their subjects) in terms of promoting critical thinking, the use of alternative and new teaching methods and their corresponding technologies (in accordance with ongoing accreditations and re-accreditations) is also being continuously met.

The experience from the period of covid restrictions is reflected in the new conception of teaching forms. **Virtual reality and the development of transferable competences have been implemented** in the teaching of two subjects at the Institute of Education and Communication. In addition, an analysis of the digital support for other selected programmes was carried out and **5 outputs were produced in the form of digital support for the DSPs and for 11 subjects** at the Faculty of Engineering.

4.1.2 Accessible and Flexible Education for Different Dimensions of Sustainability

For the area of accessible and flexible education for different dimensions of sustainability, CZU offers education for interested people from the Czech Republic and abroad. At the same time, we strive to find a balanced combination of innovative teaching methods with established and proven methods of full-time teaching.

In order to support education in subjects towards sustainability with the formation of entrepreneurial skills, **8 innovations of study subjects were implemented using e-learning** and language competences for teaching in a foreign language were

strengthened. Furthermore, **15 study subjects were innovated** within the distance learning study programme Tropical Agro-Ecology accredited at CZU.

Professional English language was supported with **19 subjects in English in 5 study programmes** of the Faculty of Tropical AgriSciences in 2023 (corresponds to the set target). In addition, optional English language courses were implemented; a total of 16 teachers were supported in this way.

A total of **18 summer schools** were organized to support language and intercultural training linked to vocational training, with a total of **281 students** having their participation recognized as part of their study programmes. In addition, a total of 83 student mobilities linked to study programmes (practical training, internships, international conferences, student case studies, data collection for qualification papers) were supported. To promote international activities and the development of global competences of students and staff of universities, 65 long-term trips of DSP students were supported.

To support the inclusion of disadvantaged students (social and health disadvantages) and parents, including support for their study abroad, the **Counselling Service Centre of CZU** was created in 2023.

In order to support internationalization, the admission process for foreign students has been modified and streamlined. The introduction of a comprehensive system of measures and activities helps to integrate students into the CZU environment; a web portal with the services offered is being prepared.

CZU provides comprehensive university education, including various forms of lifelong learning (hereinafter referred to as "LLL"). Within the framework of LLL, we aim to extend the offer of courses that will respond flexibly to the requirements of the labour market.

Not only to support students in terms of their future employment, but also to offer counselling services to recent graduates, the Career Centre innovation plan is being implemented. A festival of bachelor's and master's theses has been newly organized. In 2023, 110 student consultations and 53 events were conducted, as well as the 24th Job Fair.

4.2 Point One Business Incubator

The aim of the Point One business incubator is to develop competences and provide methodological input for students interested in business and the transfer of knowledge and innovation into practice. Within Point One, activities leading to the development of students' entrepreneurial spirit are carried out and the creation of startups is supported. In 2023, 40 applications were received for incubation runs, of which 31 projects are being incubated. Another benefit of Point One is the establishment of strategic partnerships with private entities.

A total of 17 workshops, 8 "Startup Night" meetings and 1 start-up weekend were conducted for Point One members in 2023. The second edition of Point One's "Pitch a Startup" competition for starting entrepreneurs was held. "PointCast" podcast episodes are released.

A significant number of projects accepted into the Point One business incubator focus on sustainable topics – re-use and re-design (5), new technologies, automation, safety (5), healthy and sustainable animal nutrition, parasitology, insemination of endangered species, animal breeding (4), sustainable farming, plant cultivation and logistics (6), healthy human nutrition (1), education and mental health (1).

Within the member base of the business incubator, 16 students and 6 teachers of CZU were directly supported. In addition, more than 255 people were supported through European grants.

In cooperation with Czech and foreign partners, Point One co-organized:

- two-day hackathon Climathon in Wieselburg (120 students, 10 mentors from the field of entrepreneurship)
- 7th edition of the AVE Student Challenge focused on waste management with the topics of returnable PET bottles and mandatory textile waste collection with subsequent recycling (78 students)
- Demo Day Green Hexagon – a competition of 15 projects from 4 European universities (3 Point One members)



5. University Operations

In line with the objectives of the 2030 Strategy, CZU has long been implementing measures to reduce the negative impact on the environment to improve the working environment of employees, increase safety and train employees.

A gradual digitization of internal processes is under way which should lead to a reduction in administrative burden and material consumption. The electronic leave and time off request form, including electronic approval, and digitization of the leave transfer request form, including electronic approval workflow, have been introduced across the board since 1 January 2023. Certain types of forms and requests forms (without the need for statutory archiving) can be processed electronically and signed with an electronic signature that is available to all employees.

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

5.1 Waste and Circularity

CZU strives primarily for the **prevention of the generation of waste**. To support the prevention of the generation of plastic waste, CZU pays for the operation of three water filtration devices and the offtake of 3 litres of filtered water per student/employee per day. The filtration device allows to draw chilled filtered water into one's own bottle and is therefore an alternative to commercially bottled water. By using the filtered water devices, we have **saved 317,938 0.5 l PET bottles in 2023**, equivalent to **7,948 kg of plastic**. Furthermore, coffee vending machines, which are located in the buildings of CZU, allow the purchase of the beverage in one's own cup. Raising awareness among employees and students is further supported by stickers on the vending machines inviting them to bring their own cup/mug.

The gradual digitization 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 preventing the generation of waste. The so-called **central printing system** is in place at most of the departments, where small office printers have been replaced by a shared printer. The switch to central printing services reduces the amount of diverse hardware and the number of service interventions. Printing has thus become more economical and environmentally friendly. Printers also have duplex and toner-saving printing set as default options. To help prevent the generation of waste and "unnecessary" printing, digitization of processes is being introduced with the support of electronic signatures and

electronic archiving. The Printing and Copy Centre of the Faculty of Economics and Management also offers, for example, printing on CO₂-neutral paper or paper with the FSC or Ecolabel certification. Also, single-sided printing of final bachelor's and diploma theses is no longer required by some faculties.

In cooperation with the operators of the catering facilities on the campus, some operators have started to offer **returnable (against refundable deposit) beverage cups** or **returnable food boxes**. The CZU Shop offers packaging-free and natural drugstore products, paper goods made from recycled and recyclable materials, and fairtrade and organic products.

Staff and students are encouraged to separate waste. There are 22 **sites** on the CZU campus with **containers for sorted waste** and one dedicated **site for hazardous waste**. The Operational and Technical Department of the Rector's Office keeps records of sorted waste. In all campus buildings (on each floor of the building there are containers for sorted waste – at least for plastic and paper, or, in an extended version, for plastic, paper, metal and glass. There are collection points for electrical waste, toners, batteries and light bulbs at selected locations. There are also several commercial (charity) containers for textiles located on the campus.

In 2023, a total of 413 t of waste was produced on the CZU campus with the following composition:

■ mixed municipal waste	166.2 t
■ paper and cardboard	27.2 t
■ plastic	37.3 t
■ glass	39.8 t
■ metal	0.7 t
■ composite packaging	0.6 t
■ electrical waste	9.1 t
of which 7.6 t sent for recycling	
■ bulky and construction waste	41.8 t
■ biodegradable waste	74.4 t
■ biodegradable waste from kitchens and canteens	11.0 t
■ hazardous waste	5.1 t

Several **composters and vermicomposters** are also located on the CZU campus. Compostable waste (bio-waste) from the maintenance of the campus green areas (e.g. grass clippings, plant residues) is processed separately, placed in a compost heap, branches are chipped and used for mulch. The composted material is used as a valuable fertilizer on the grounds and flower beds of the CZU campus. In 2023, **152 tonnes of bio-waste** was processed and reused by the CZU Operational Gardening unit.

Electrical waste is currently one of the fastest growing types of waste. To collect and ensure the recycling of electrical appliances, CZU has chosen the ASEKOL and REMA collective systems for cooperation. According to the environmental accounting* certificates issued for the year 2023, **7,660 kg of electrical equipment** was processed for CZU, saving 13 MWh of electric energy, 5 t of basic raw materials, 731 m³ of water and 2,882 l of crude oil. The recycling of this electrical equipment has also reduced greenhouse gas emissions by 55 t of CO₂ equivalent.

*Environmental accounting is calculated by means of a product Life Cycle Assessment (LCA), which provides an indication of the environmental impact of the production and recycling of individual electrical appliances.

Circular economy is promoted by CZU through the support of students who run the university-wide **CZU Free Shop**. The CZU Free Shop is used for free dropping off of functional items (clothes, books, household appliances, dishes, etc.), which can be taken away for free by those interested to serve them further. At the same time, events such as clothing swap or book and textbook swap are organized by students. Similarly, so-called **Re-Use Points** operate in the CZU library and in the halls of residence. This supports the goal of maintaining the value of products, saving resources and reducing the amount of waste.

5.2 Energy and Emissions

In 2023, a total of eight gas boilers were replaced with more efficient boilers with lower gas consumption. According to the

Ministry of the Environment's ISPOP (Integrated System for Compliance with Reporting Obligations), all CZU boiler rooms above 300 kW meet stricter limits for CO emissions.

After the reconstruction of the building of the Faculty of Forestry and Wood Sciences (FFWS), the residual heat from cooling is used to preheat domestic hot water.

In 2023, the electric energy consumption of the campus was 10,510,000 kWh and natural gas consumption was 15,316,723 kWh (1,487,060 m³) – compared to 2022, the above measures and the mix of measures introduced in the context of the energy crisis (across-the-board reduction of heating temperatures in buildings) reduced gas consumption by 3 MWh (220,260 m³). In the 2030 Strategy, CZU committed itself to increasing the share of renewable energy. **Solar power plants on the CZU campus produced 42,300 kWh in 2023**, i.e. 3,300 kWh more than in 2022, more than double the amount of green energy produced in 2019 (see Chart 1 for the development of consumption and the amount of renewable energy). Apart from solar panels, other energy-saving measures in place are heat pumps in the building of the Faculty of Tropical AgriSciences (FTA) and the Pavilion of Environmental Studies (PES) and the use of residual heat from cooling to heat domestic hot water at the FFWS.

Photovoltaic panels are the standard for electric energy generation for new buildings as well as for reconstructed buildings (where the statics of the building allow it), they are placed on the roofs or walls of buildings, they are installed for example on the building of the Interfaculty Centre of Environmental Sciences II (ICES II), the Faculty of Engineering or the Pavilion of Tropical AgriSciences and PES. Some buildings, e.g. the reconstructed

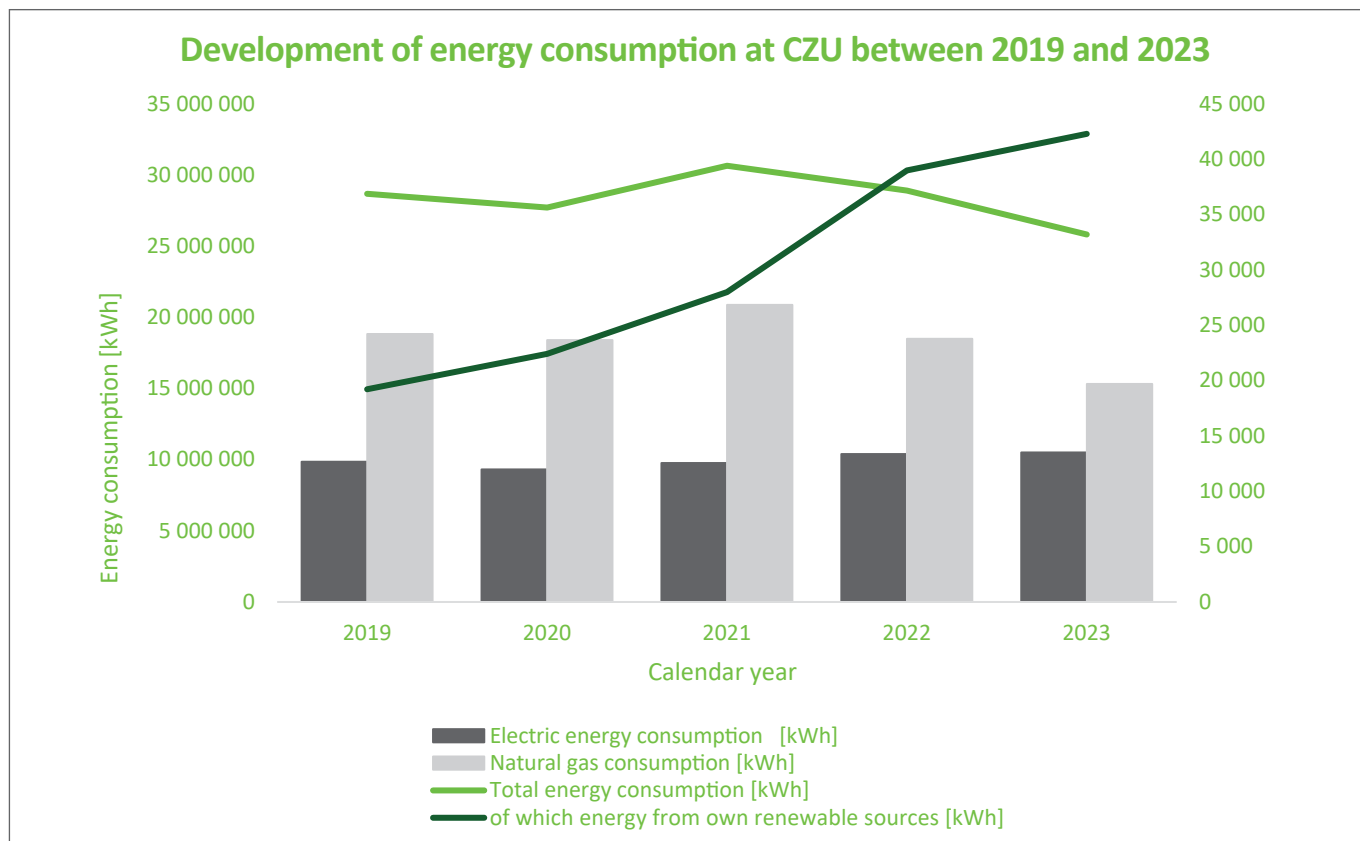


Chart 1 – Development of energy consumption and share of energy from own renewable sources [kWh] between 2019 and 2023

building of the FFWS, have daylight sensors installed, which provide automatic control of artificial lighting in corridors and rooms. Moreover, the outdoor lighting of the campus, specifically the lighting of the P1 car park, is automatically controlled, in this case by time control, where the lights are operated according to set time intervals. In addition, fluorescent lighting in the buildings is gradually being replaced with LED lighting fixtures, which should result in up to 80% savings in the electric energy consumption of these fixtures.

By installing green roofs, green walls, sunblinds and outdoor blinds, CZU prevents overheating of the buildings and thus reduces energy consumption for air conditioning.

5.3 Water Management

Water management and water retention in the landscape are key activities within the framework of adaptation to climate change. This topic has been addressed by CZU throughout 2023 in the continuation of the centralized project University leaders in SDG (CRP UNILEAD) as a guarantor of the topic of water management, stormwater and grey water and biodiversity. This resulted in draft generic strategies for the individual topics with application to public universities. The CZU campus with its buildings and infrastructure represents a significant settlement pattern due to its size and layout. Responsible water management and sustainable green areas management, together with maximizing the proportion of green areas, lead directly or indirectly to the enhancement of ecosystem services.

The CZU has introduced a number of functional and applicable water-saving measures, especially within the framework of blue-green infrastructure (retention of rainwater and its use in the grey water circuit, green roofs, storage tanks with gradual infiltration). To reduce consumption, technologies such as the

default setting of a small amount of water for automatic urinal flushing or water-saving taps with installed tap aerators are used. The total water consumption for 2023 was 86,213 m³. 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 operations due to the measures introduced against the covid-19 pandemic. From 2022 onwards, we can already speak of the success of the measures introduced, as even with the full operation of the university, water consumption did not reach the pre-pandemic values. The increase in consumption by about 8,300 m³ in 2023 compared to 2022 was probably due to the opening of the Education Centre for Processing of Agricultural Products with the operation of bakery, dairy, meat processing, etc.

There are a total of 48 buildings on the CZU campus, 19 of which collect rainwater using storage or retention tanks with gradual runoff into infiltration facilities or further use (5 buildings). A total of 9 buildings (FFWS, FTA, FZP, ICES II, energy centre, lecture hall, High-Tech Pavilion, warehouse at the FFWS, PES) have green roofs installed, which contribute to rainwater retention and biodiversity enhancement.

5.4 Biodiversity

Biodiversity on the campus is promoted by expanding green roof and wall areas, optimizing green area management (optimizing grass mowing, replenishing flowering meadows and tree planting), introducing environmentally friendly management (biological plant protection products, reducing the amount of chemical products and artificial fertilisers), bird care (nest boxes, protection of birds against bumping into glass) and insect care (planting nectar producing plants, installing insect hotels). Locally, the green areas are supplemented by small water areas, which help both in supporting biodiversity (aquatic organisms,

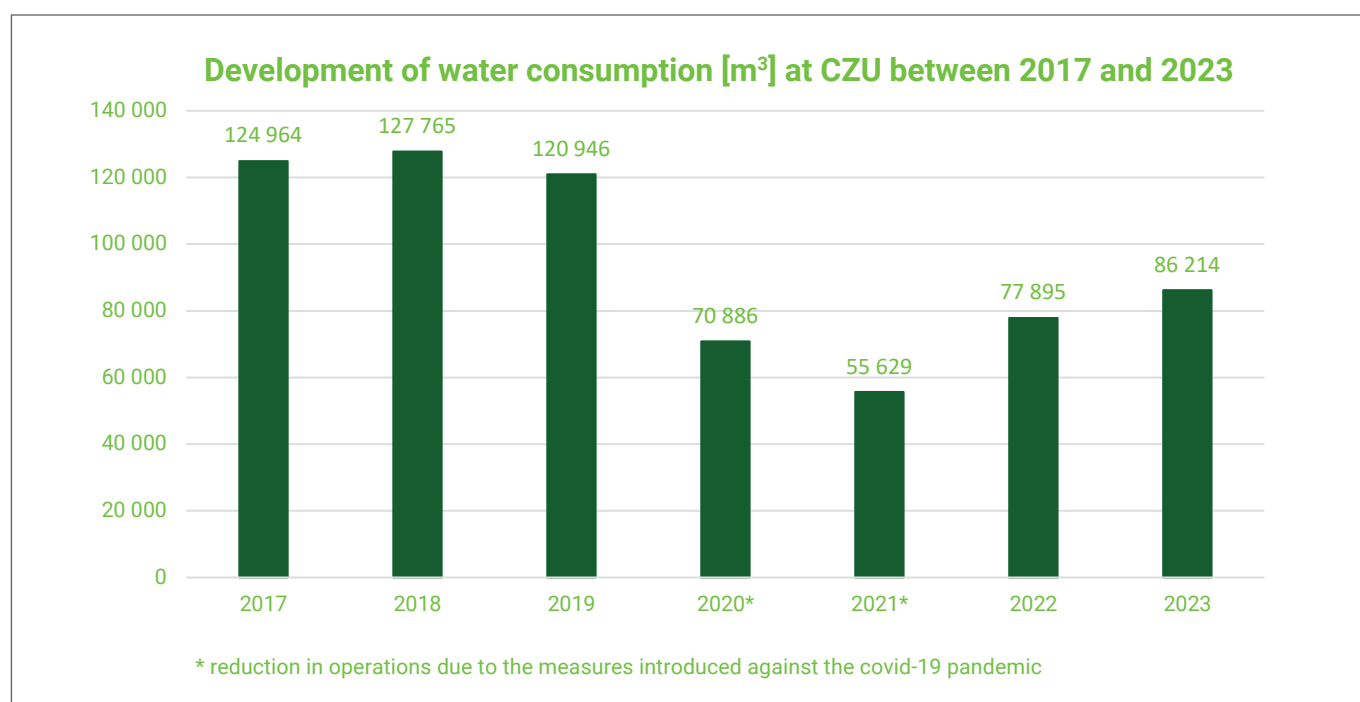


Chart 2 – Development of water consumption [m³] at CZU between 2017 and 2023





amphibians, water source for birds and insects) and in modifying the microclimate by lowering the temperature during extreme summer temperatures.

The maintenance of green areas on the CZU campus is carried out by the **CZU Operational Gardening unit**. In 2023, it took care of 20 ha of undeveloped areas, out of which 4 ha of perennial beds, 5 ha of areas with trees older than 30 years, 8 ha of grass areas, 2 ha of hedges and shrubs and 1 ha of green roofs. **A total of 323 new perennials and 578 new shrubs were planted and a birch grove was restored by planting 16 trees.** Most of the new tree planting is being carried out to replace dead trees. A **total of 152 tonnes of bio-waste** was processed and returned to the campus by the gardening unit, either as wood chips or as mature compost. Ten dog waste stations were installed on the grounds which are open to the public. Invasive species in the perennial beds in front of the Rector's Office were removed, the atrium of CZU Library was renovated and houseplants in the common areas of the faculties and the Rector's Office were replaced. In 2023, cooperation was established with the Prague City Gallery, where we are working together to include our grown plants in the installation of exhibitions.

Pavement and road maintenance is gradually switching to the environmentally friendly winter gritting product Liapor.

5.5 Human Resources Management

5.5.1 Well-Being of Staff and Students

CZU prides itself on equal opportunities, fair treatment and correct relations. Since 2021, one of the governing documents has been the Gender Equality Plan (see chapter 3.2).

As part of the elaboration of the Career Code, a new evaluation system with a unified framework for evaluating academic and scientific staff, depending on their performance and the quality of the work they do, was introduced. On the basis of the newly introduced evaluation system, 43 supervisors were trained.

CZU is a winner of the HR AWARD "HR Excellence in Research Award" and is working on continuous improvement of the strategic management of research and development at CZU on the basis of the approved HRA Action Plan 2020-2025.

In 2023, softskills courses were regularly organized to enable staff to expand their knowledge in the areas of conflict management, ethics and image, and well-being (43 employees were trained).

In addition, the organization of internal trainings by practical experts at CZU was introduced. Within the framework of the legal minimum and labour-law minimum trainings, 177 supervisors were trained. The trainings were very positively received for their practicality and topics from the real life of CZU.

In 2023, CZU also organized Health Days, this time focused on cancer prevention and complemented by a week of healthy nutrition in the refectory (Healthy Refectory).

Employees enjoy a range of benefits offered by CZU. These include free language courses, a pension supplementary insurance contribution, a pension contribution, a meal allowance, sick leave, company meals or the possibility of sports activities provided by the Department of Physical Education or the use of a discount Multisport card.

Part-time or home office work are also popular benefits, which are increasingly made available by CZU in order to involve also "vulnerable groups" on the labour market, such as students, people of pre-retirement age, parents on parental leave. The most strongly represented age category of employees is 30 to 50 years old, as shown in Chart 3.

Number of employees at CZU by age in 2023

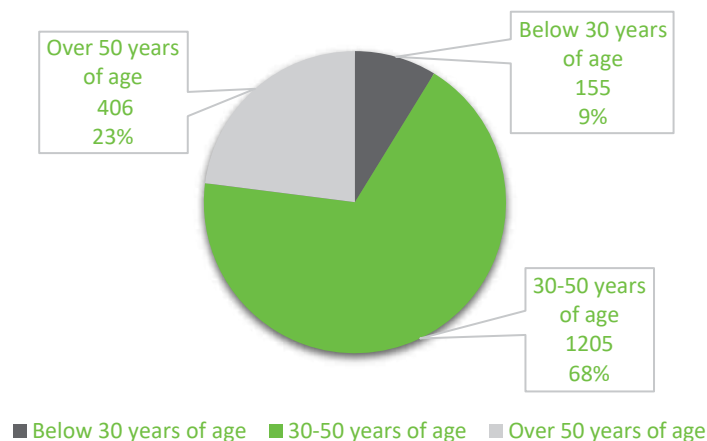


Chart 3 – Number of employees at CZU by age in 2023

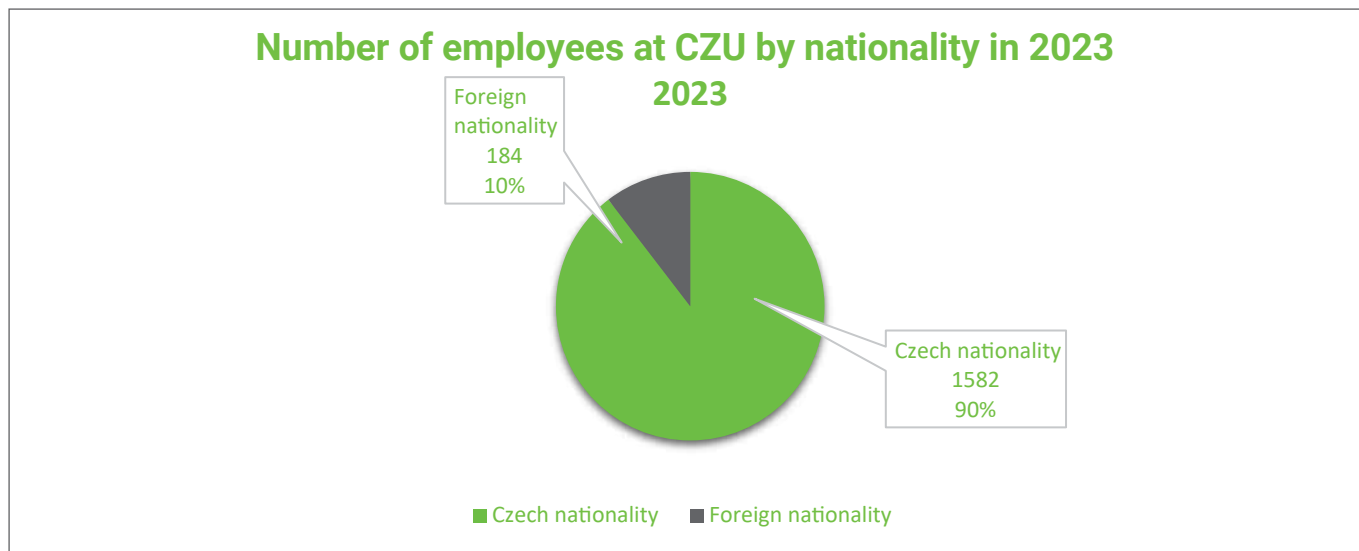


Chart 4 – Number of foreign employees at CZU in 2023

Foreign employees are part of CZU mainly in academic positions – the total share of foreign employees in 2023 was 10% (see Chart 4).

The proportion of women and men employed at CZU is shown in Chart 5.

Employees can also benefit from involvement in a number of scientific projects at home and abroad. Foreign training of employees, which supports the professional development of teaching and non-teaching staff employed at CZU, is also used and supported by CZU.

5.5.2 Security

In 2023, the Security Division worked to streamline the overall security of the entire CZU campus, both physically and in terms of facilities.

Due to the construction of new buildings or the modernization of some buildings, the security of the campus was strengthened. In terms of equipment, both gear and equipment have been modernized. As part of the introduction of security features, intensive cooperation with the Police of the Czech Republic took place and steps were taken to **introduce the KISS system** (Emergency Information Call System), which will be fully implemented in 2024. The traffic regulations on the CZU campus were updated and traffic signs (horizontal, vertical) were regularly checked and replaced. The **transition to new NFC-enabled card readers** able to read virtual identification cards on mobile devices, which can replace plastic student and employee cards, was completed.

The security of the university campus is gradually being developed by **raising the standard of building security**, through the gradual installation of electrical fire alarms and the electronic security alarm system. **We currently operate 12 AEDs**

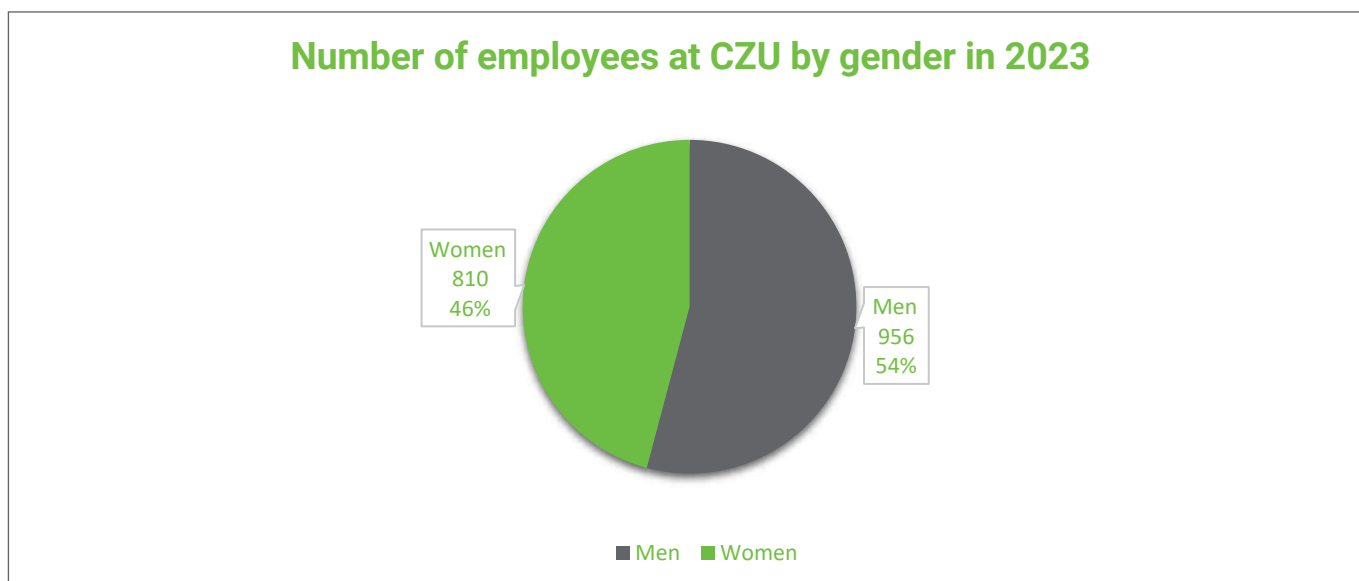


Chart 5 – Number of employees at CZU by gender in 2023

(automated external defibrillators) on the CZU campus, which have already been entered into the central mobile map of AED devices in the Czech Republic in 2022 in cooperation with the "Záchranka" application. In 2023, intensive **employee training in first aid** continued, including **training in the use of AEDs**. The training is comprehensive, i.e. including **regular training of fire patrols and prevention officers**. In 2023, cooperation training was conducted.

CZU is committed to **protecting data and information** from cyber threats. As part of this commitment, it has identified **important information systems (IIS)** that are crucial for the operation and functioning of the organization. In accordance with the **Cybersecurity Act**, an **information security management system** has been introduced and security guidelines and measures to protect data and information have been updated.

Educating and informing employees about the security guidelines and measures is an important part of this commitment. This strengthens the **security culture in the organization** and

raises awareness of cyber threats. In addition, regular **testing and checks** are carried out to identify vulnerabilities and risks. Based on these findings, further measures are taken to **improve data and information protection**.

CZU is also actively investing in **staff training** in the area of cyber security. In addition to the above measures, **mock phishing attacks** are conducted to test the ability of employees to identify potential fraudulent emails. As part of this training, **208 key employees** completed this phishing simulation. In addition, employees are kept informed of current security threats and measures via the intranet. This communication helps maintain awareness of cyber risks and strengthens employees' ability to respond appropriately. About **630 selected CZU employees** have also **received training in the basics of ICT (Information and Communication Technologies) security**, which increases awareness of security procedures and improves the ability of employees to protect the organization's data and information.



6. Sustainability of the Faculties and Other Parts of CZU

Faculty of Environmental Sciences (FES)

FES focuses on the issues of social responsibility and lasting sustainability, especially environmental protection topics, across its activities from education through research activities to practical application – protection of landscape areas as well as protection of animal and plant species, waste management, sustainable water management, etc. In 2023, FES implemented more than 60 research projects where individual issues of social responsibility related mainly to environmental protection were addressed. At the same time, it organized or co-organized more than 15 lectures, workshops and conferences on these issues (open days, participation in the Scientists' Night, Science Fair in Letňany). In September 2023, FES hosted and co-organized the prestigious AquaConSoil conference (focused on sharing and co-creating innovative solutions in the field of sustainable use and management of land, water and sediments). In the past year, the faculty once again significantly contributed to in major festivals (e.g. Let It Roll, Brutal Assault, Rock for People), working with festival organizers on ways to minimize the impact of the event, and using its stand to educate visitors on ways to minimize the environmental impact of these events, particularly in the area of waste.

The faculty also tries to meet the principles of sustainability through its **operations** – it uses solar energy produced by the equipment located on the buildings of FES, the possibility of staying on green roofs, the promotion of composting (the composter is located on the 3rd floor of FES building).

FES has a student **counselling** system in place, including early psychological help and support in career direction. Each year, about 300 individual consultations of 60 minutes are conducted. Throughout the year, workshops are organized for students and teachers on various topics, such as stress prevention (Say NO to your stress), learning strategies and tips on how to cope with exams (Learning without torture or how to take exams, Study smarter not harder), help with time management in writing bachelor theses (First aid with thesis), and workshops focused on preventing burnout syndrome, etc. For teachers, FES organizes workshops on improving active listening, stress management techniques, prevention of burnout syndrome, intercultural communication and conflict management.

FES actively supports the **activities of the student society** Naživo (Live), which organizes professional lectures, excursions, workshops (e.g. workshop on the production of sustainable products, Earth Day celebrations, etc.) during the year.

One of the most important events of 2023 was the **completion and opening of the new PES building** (Pavilion of Environmental

Studies), which has a unique blue-green infrastructure - green walls and green roof and exemplary water management.

Faculty of Forestry and Wood Sciences (FFWS)

FFWS considers the transfer of knowledge into practice, communication with the public and social responsibility essential parts of educational and scientific research activities.

In 2023, FFWS accredited and opened a **new English Master's study programme Forest Science in Global Change**. The aim of the study programme is to train graduates with an international range of knowledge and the ability to assert themselves in the European and global space and to solve current forestry problems in an innovative and flexible way in times of ongoing global change. The main objective is to provide students with the knowledge needed to develop a modern forestry conception based on the adaptation of forests and forest management to ongoing climate change and its consequences.

In 2023, FFWS also had a **study counsellor**, who works individually with students and teachers to resolve conflict or crisis situations, organizes workshops for students and teachers, and acts as a faculty confidant. The most common topics that students addressed in the consultations were loss of motivation to study, exam failures, communication problems, poor time management and procrastination. The counsellor has established an extensive network of external psychosocial support services, including 24/7 services, which is available to students on the faculty's website. During the year, the study counsellor organized 8 workshops for both students and employed persons focused, for example, on prevention of burnout syndrome, time management, stress management and active listening (e.g. First aid with thesis – bachelor's thesis time management tips, How to burn but not to burn out, How to approach a job interview, etc.).

FFWS in cooperation with Správa železnic (Railway Administration) announced and implemented a student competition for the design of a wooden railway station. The use of wood as a natural renewable raw material is an environmentally friendly solution for the building; moreover, wood in this building binds carbon dioxide in the long term. It produced the documentary Forests of the Future, which presents sustainable forest management using the results of current science and research (the film was shown on public television). FFWS cooperated (with CZU and the Bioeconomy Platform of the Czech Republic) on a conference on the topic of Water, Climate and Soil. The research projects carried out at FFWS have also produced outputs that can be used by the general public (e.g. educational materials for primary schools on forest bioeconomy and

sustainable forestry available on the website www.zazitiles.cz, or the Lesodiversita and Klíšť'apka applications).

During 2023, 6 new sets of sorted waste bins were purchased to complement the existing sites in the newly reconstructed FFWS building and in the building of the FFWS Pavilion of Wood Sciences. It goes without saying that there is an effort to minimize waste or use as many recyclable materials as possible at all faculty events. Supporting various projects for children, such as forest pedagogy or the YPEF competition, is also an inherent annual activity. In the creation of new faculty promotional items, great emphasis is placed on the use of wood as a unique renewable natural material. The reconstruction of the FFWS building included the installation of solar panels on the roof of the building and the creation of a green roof.

The faculty actively supports the activities of **4 student societies** – Studentský zájmový spolek FLD (International Forestry Students' Association), Spolek myslivců při FLD (Association of Hunters at FFWS), Trubačský půlkruh při FLD (Association of Horn Players at FFWS) and Popularizace vědy (Popularization of Science). These societies organized many events during the year, such as shooting competitions, academic competition in blowing the horn and deer baiting, professional lectures, workshops, but also participated in international events.

The faculty has also been **strengthening its commitment to social responsibility** for a long time, e.g. cooperating for a long time with Společnost DUHA, which focuses on helping people with mental disabilities and has participated in a virtual charity run for wheelchair users from the Wheelchair Sports Club.

For people employed at FFWS, the faculty organized the fourth edition of the FFWS Family Day, which was attended by 348 people, and in cooperation with CZU Forests, the faculty organized the second edition of the running race "You Can't Outrun the Dean or Forestry 15", which was attended by 95 competitors. The faculty management continued to ensure increased awareness of employees through the publication of the internal FFWS Newsletter, which is distributed electronically to employees and students of doctoral programmes via email. The faculty magazine Listy z lesa (Letters from the Forest), whose aim is to introduce the general public to the modern and attractive nature of the field of forestry and wood sciences, was published on recycled paper in a print run of 1,500 copies. This magazine also includes a section called Pomáháme (We help), where selected CSR activities are continuously presented.

During the Open Days, 385 applicants visited FFWS.

Faculty of Agrobiolgy, Food and Natural Resources (FAFNR)

FAFNR is aware of its social responsibility. The faculty is involved in the university's waste sorting programme, and in addition organizes the collection of batteries and accumulators with registration with Ecobat. The faculty also organizes the collection of toners, cans and metal objects. All activities related to solving projects have a sustainability strategy with defined indicators that are fulfilled and are part of the documentation of each project.

The faculty supports the **student society** Pupen (Bud) which, among other things, organizes events focused on socially responsible topics (e.g. discussion on urban farming, spring cleaning of Suchdol, etc.).

The faculty participates in Open Days, including the associated operation of the Demonstration and Research Station in Troja. A total of 1,180 people visited the FAFNR Open Days. During the Open Days, visitors are introduced to the issues of sustainability in agriculture and food processing. In addition, the FAFNR participated in a festival to promote science called the Scientists' Night; approximately 250 people visited the faculty as part of this event.

The faculty has introduced duplex printing of student papers as standard, this measure should lead to a reduction in paper consumption.

Faculty of Engineering (FE)

During 2023, FE implemented several **measures to reduce energy consumption**, including reducing heating temperatures, installing lighting time switches, and replacing approximately 10% of lighting fixtures with lower consumption options. Despite the high electric energy consumption required for energy-intensive operations such as laboratories and the brewery, the faculty has been actively trying to contribute to sustainability by using photovoltaic panels for several years. These panels, although only covering approximately 1% of the total annual consumption, represent an important step towards integrating renewable energy sources into the overall energy balance of the faculty. Plans are under way to modernize the heating system of the main building.

Starting from the academic year 2022/23, students are encouraged to print their final papers in duplex, which helps to reduce paper consumption. As part of the **digitization of processes** and the reduction of the administrative burden, the UIS (University Information System) Contact Centre module has been introduced, which allows electronic submission of applications. Ten electronic forms have been created for different purposes and at the beginning of the academic year 2023/24, almost 1,200 applications were processed through this centre.

The newly **accredited inter-faculty study programme Precision Agriculture** with a focus on low emission technologies and minimization of harmful emissions welcomed its first 15 students in the academic year 2023/24.

FE is involved in a research project focused on agrivoltaics. The aim of the project is to research the combination of biological strips and field crop cultivation with vertical agrivoltaic system. This combination should promote biodiversity in agricultural landscapes while increasing the economic attractiveness of biological strips through the generation of renewable electric energy.

The faculty has implemented a series of lectures by practical experts specializing in areas such as bioeconomy, energy recovery of waste, recycling of raw materials and environmental protection in general.

FE supports the student team Formule (Formula), which designed the first hybrid car in 2023, which also reflects the global strategy of CZU in the field of sustainability.

As every year, FE is involved in the organization of events such as the Open Day, Garden Festival, Golden Graduation, Job Fair, Summer Children's University, Scientists' Night, Science Fair and others.

Faculty of Tropical AgriSciences (FTA)

The Faculty of Tropical AgriSciences did not set any quantified indicators for 2023, but focused mainly on raising awareness of social responsibility and sustainability. The sustainable development goals are also part of all study programmes at FTA, which have digitized segments in addition to an emphasis on sustainability.

FTA has introduced a **new online study programme Tropical Agroecology** which focuses on the study of interactions between plants, animals, people and the environment within broader tropical and subtropical agricultural systems, taking into account the socio-economic aspects needed to develop sustainable and equitable food systems that support the sustainable development goals. In addition, a **new online subject Inclusive and Sustainable Value Chains** has been accredited, which focuses on agricultural value chains and their ability to enhance the competitiveness of markets for the benefit of producers and consumers, to offer income opportunities through the integration of small producers into modernized value chains, to promote consumer trust and consumer behaviour towards sustainable and ethical food consumption, nutrition, retail and markets, and to enhance the diversity of production systems at the local and regional level. Cross-cutting themes such as the environment, gender, youth employment and increasing resilience to stressors are also included.

FTA and the Faculty of Agricultural Sciences of the University of Hohenheim (UHOH, Germany) prepared an opportunity for students to simultaneously obtain two Master's degrees in "Agricultural Sciences and Farming Systems in the Tropics" and "Agricultural Sciences and Farming Systems in the Subtropics" within two years of study under the new Double Degree programme. The main objective of the Double Degree programme is to enable students to benefit from the diverse teaching and research environments of the partner universities in the field of tropical agriculture. In addition to the existing single degree programmes, the "double" degree offers students a greater choice of modules offered on tropical agriculture, the acquisition of soft skills in different teaching and cultural environments and the conduct of scientific work under the supervision of two members of academic staff from two different universities.

The FTA Study Department regularly informs students of the opportunity to use the services of the **Counselling Centre for Students with Special Needs** and, more recently, the **Counselling Service Centre of CZU**. At the Counselling Centre for Students with Special Needs, students can obtain an expert opinion and recommendations for modifying their studies/exams according to their specific needs. Students are referred for examination through the faculty coordinator. In 2023, the examination at

the Counselling Centre for Students with Special Needs was arranged for several students.

FTA is also part of a consortium of five European universities with extensive experience in the field of global forestry, which offers the Global Forestry (GLOFOR) programme. This is a unique two-year Erasmus Mundus Master's programme in English that prepares graduates to address the current challenges and potentials of forestry with issues of biodiversity conservation, climate change and the development of a circular bioeconomy.

Within the framework of the National Recovery Plan project, the **subject Gender Dimension in Agricultural and Rural Development** contributing to gender equality **was innovated and digitized**.

Within the framework of the **AGRIGEP project** (Assessment and implementation of Agriculture and Life Science Universities' first Gender Equality Plans in widening countries – Horizon Europe, GA No: 101094158), FTA organized 8 events with the topic of **gender equality** in science and research, teaching and education, especially in Life Sciences disciplines and in STEM (a concept focusing on four disciplines – Science, Technology, Engineering and Mathematics).

This is the third year that **student ambassadors** from the organization **Student Ambassadors (SA)** have been working at FTA. In 2023, SA had a total of 11 ambassadors from 8 countries, covering Africa, America, Europe and Asia. The students actively support newly arriving students, build the faculty community and participate in activities organized by the faculty. Through their own activities, they promote lasting sustainability communication. FTA continues to maintain its status as a fairtrade faculty, which is greatly supported by the activities of the **student organisation BeFair**, which include raising awareness of the issue. A Fair Trade Breakfast was held in 2023 as part of the European Sustainable Development Week, where BeFair representatives served Fair Trade refreshments and provided information about Fair Trade and sustainable lifestyles. The student organisation BeFair and SA also regularly take part in open days, and in early December they organised the BeFair Tropical Ball, which aimed to promote a multicultural environment at the faculty and to bring students together. Both societies were actively involved in the organization of the European Sustainable Development Week at CZU. **Antelope Conservation**, an organization with the aim of saving the giant eland in Senegal and whose activities are carried out by teachers and students mainly from FTA, is also involved in the communication of FTA activities. The society is regularly involved in faculty and university-wide events.

FTA organized a number of conferences in 2023 – **the international conference Next Generation: Challenges in Food Systems Transformation** on the need to transform food systems in order to support the health of people and the planet (100 participants), the **Annual Conference of the Czech Evaluation Society**, which has long been cooperating with the faculty and whose aim is to promote mutual learning and knowledge transfer, the use of new perspectives and skills (80 participants), **the 4th International Multidisciplinary Conference for Young Researchers** with a focus on sustainability and society (120 participants),

in collaboration with FAFNR and VSF a mini-conference entitled **Medicine Matters for SDGs**, and co-organized a conference at the Royal University of Agriculture – Phnom Penh, Cambodia on the topic **“Pathways to Sustainable Agriculture”**, covering the broad areas of agriculture, food processing industry, livestock farming, veterinary, forestry and fishing areas, environmental and socio-economic aspects with a focus on sustainable production and management (200 participants).

Furthermore, FTA has consistently recommended in its guidelines for final papers that its students print their final papers duplex with an emphasis on saving paper. Following the establishment of the Contact Centre in the UIS, students are advised to use this electronic communication channel for submitting all requests related to their studies, and students are regularly informed about the possibility of using electronic confirmation of studies.

Another sustainable activity is the permanent decision not to use disposable tableware at faculty events; FTA uses tableware “with a story” collected at the Tropentag conference in 2022.

Faculty of Economics and Management (FEM)

FEM is also involved in university-wide waste sorting, has photovoltaic panels installed on its building, and has installed storage tanks and infiltration areas for rainwater management within the complex of the faculty buildings.

New subjects, Sustainable Management within the Business and Administration programme (master’s programme, 86 students in total) and Sustainable Management within the Economics and Management programme (master’s programme, 20 students) and European Agrarian Diplomacy (master’s programme, 10 students), have been launched.

In 2023, 8 invited lectures by practical experts on sustainability topics were organized (e.g. Sustainability in Banking – Raiffeisenbank, Sustainable Management – EMCO, Corporate Social Responsibility – Coca Cola, etc.).

Another organized event was the Bridge between Generations workshop, which was attended by primary school pupils, students of the business academy, students of FEM, professionals from practice and students of the University of the Third Age (U3A). The event focused on intergenerational communication.

The faculty also organized a competition for secondary school students FEM Sustainability Challenge with competition themes of minimizing waste production (Zero Waste), reducing food, water and energy waste, reducing consumerism and conspicuous consumption and alternative use of old, seemingly useless items and waste for new purposes (second chance). The competition received 20 entries. As part of the promotion of education in secondary schools, cooperation was established with the Business Academy in Vlašim and the Gymnasium in Ústí nad Labem, and a memorandum of cooperation was signed with the Gymnasium Doctrina in Liberec and the Gymnasium Vodňradská. At the same time, a meeting of career and educational staff of secondary schools was organised at CZU, in which a total of 40 secondary schools participated.

The Virtual University of the Third Age (VU3A) is also part of the education at FEM. In 2023, the VU3A had a total of 7,880 students enrolled in 373 consultation centres (4 of them in Slovakia) in 37 one-semester courses (course topics: natural and social sciences, art, history). On 21 November 2023, the Rector of CZU, Prof. Petr Sklenička, together with the Vice-President of the T. G. Masaryk Czech School in Chicago, Klára Moldová, signed a memorandum of cooperation for the purpose of expanding the virtual U3A to North America. At the same time, a workshop on VU3A was organized for teachers of Czech schools and representatives of compatriot associations in the USA.

In 2023, FEM participated in three socially beneficial projects – the development and implementation of the Klíšťapka (Tick-App), Včelstva (Bee Colonies) and Senoseč (Haymaking) applications.

The faculty also supports the promotion of science by participating in fairs and festivals, e.g. Science Fest, Scientists’ Night, Science Fair, and organizes Open Days, which were attended by a total of 1,189 visitors in 2023.

Institute of Education and Communication (IEC)

IEC has long been striving for sustainable development and socially conscious behaviour. Activities in this area include international cooperation, educational activities and other activities that target concrete benefits.

IEC is involved in the international **EduSTA** project aimed at developing teachers’ competences in the field of sustainability. The preparation of the first Erasmus+ Teacher Academy with participants from more than 5 European countries took place in 2023. Intensive cooperation has taken place with leading institutions with a long-standing focus on sustainability, SDGs, etc. (Tampere University of Applied Sciences, Aeres University of Applied Sciences Wageningen, etc.). The Institute is involved in the **MULTICLASS** project aimed at strengthening multiculturalism and inclusive education in university education. It is a long-standing active member of the **European association ENTER** (European Network of Learning and Teaching in Agriculture and Rural Development); in the period 2022-2024, IEC is represented on the Board of the association. Since March 2023 IEC has been actively involved in the preparation of the ENTER Study Days 2024 (to be held in March 2024 in Toulouse, France) with the topic: The Land-Based Teacher (Trainer) as a Change Agent: Tackling biodiversity and climate change in education.

In 2023, the **18th EDUCO Conference** was held with the topic “Improving the practical training of future teachers of natural science, agriculture and related disciplines”. The conference was attended by 62 participants, 13 of them from abroad. Four new gamified courses in Czech and English were created within the **4s Future Work** project: **Environmental Skills, Social and Career Skills, ICT Skills and Innovative Entrepreneurship in the Social Sphere**. The courses will be implemented in the CZV (life-long learning) and career guidance and education programmes. IEC is a long-standing member of the **NGO Association of Educational Institutions for Rural Area Development**. ADRA’s cooperating lecturers train the IEC students and teachers in glob-

al development education. The IEC is an active member of the **Environmental Education Club**, which focuses on the development of a comprehensive concept of environmental education and upbringing. IEC is a member of the **National Advisory and Education Council for Agriculture and Rural Development**, which focuses on promoting sustainable development in the field of agriculture and rural development.

In 2023, IEC was actively involved in **3 international projects focused on sustainability** (with sustainability elements).

CZU Library (LIB)

LIB strives, as part of its activities, to support socially responsible activities taking place at the university level. It does so particularly in relation to its main mission, which is to provide information and support for teaching, study and scientific activities. Another important aspect is the library's openness to the general public and thus the promotion of the third role of the university. By its very nature, the library is an institution focused on the aspects of re-use and sharing, and therefore on saving (paper, finance, energy). A powerful scanner is available to users in two study rooms, which we offer as an alternative to photocopying, thus aiming to reduce paper consumption. The library staff carefully maintain the book collection, e.g. by regularly repairing the spines of the most used copies, thus reducing the volume of books written off. Titles that are nevertheless destined to be discarded for some reason are forwarded to a freely accessible Re-use point where people can take them and they continue to be used.

LIB has also continued to pay attention to minor operational measures aimed at sustainability. Reusable tableware is used at most events hosted by the library and local refreshment suppliers are used. There is a water fountain in the building to refill water bottles and sorted waste bins are available on each floor for both staff and library visitors.

Several exhibitions focused on the environment have been held, available not only to CZU students and staff, but also to the general public (an overview of the exhibitions is available online at <https://lib.czu.cz/cs/r-8836-dalsi-sluzby/r-13977-galerie-czu>).

The **MEDGRAM** project research team completed this project focused on increasing media literacy among the elderly and students of vocational secondary schools. The project was researched in cooperation with the VU3A and the Faculty of Education of Charles University.

The role of the library in relation to students and insuring equal access to education is also very important. The information resources that the library makes available would otherwise not be accessible to every student. The same is true for some technologies or ICT equipment (specialized software, PCs, scanners, printers), which are available in the library free of charge to students and employees.

We have further developed our efforts to offer services so that students and staff who cannot be physically present at the university every day (students of combined programmes, combina-

tion of work and care for close relatives, etc.) can access them; for this purpose, LIB offers online options, prepares educational videos, provides online consultations.

An important part of the activities in the area of sustainability is also a focus on the well-being of the team members of the CZU library. In 2023, we equipped a simple wellness corner where librarians have the opportunity to stretch, exercise and relax during their break between work. Also in 2023, the topic of maximum support for librarians caring for small children or other close relatives was relevant. The possibility of balancing work and personal life, for example through part-time work or partial home office, is an important and appreciated benefit in the library team.

The CZU library is regularly actively involved in Open Days and the Garden Festival, activities organized by CZU for prospective students and graduates.

Halls of Residence and Refectory (HR&R)

The accommodation facilities of the CZU halls of residence are an important part of CZU in terms of energy and water consumption, but also in terms of the international community of students accommodated. Efforts to reduce the energy consumption of the operation were supported by an information campaign providing tips on how to achieve lower consumption. This is supported by leaflets at the entrance to the halls of residence, on LED screens, by stickers on the floor at the entrance to the halls of residence and on social networks. Measurable consumption savings have been achieved, particularly in gas consumption (2022 – 10,586 m³; 2023 – 7,884 m³). Although some of the lighting fixtures were replaced with more efficient light sources (in the areas of the halls of residence BCD and JIH), shower heads were replaced with more efficient ones, and water shut-off valves were replaced, the savings in electric energy and water consumption were mainly due to the closure of the hall of residence G due to reconstruction, rather than to the implementation of cost-saving measures.

A new analysis of the possibility of using the EPC (Energy Performance Contracting) method in HR&R buildings has been prepared, which serves as a basis for the preparation of the implementation of other measures (e.g. reconstruction of boiler rooms, reconstruction of central hot water preparation, installation of a cogeneration unit and photovoltaics, etc.).

Within the framework of diversity and inclusion, the Welcome Day event for international students was held in the halls of residence.

Also at HR&R, processes are being digitized, e.g. online administration of accommodation contracts.

The refectory of CZU, together with the refectory operator, organized the 2nd edition of the International Refectory Championship with the topic of lasting sustainability and joined the university-wide Health Days event and prepared a weekly menu of healthier food options.



7. External Relations

The **Communication and PR Department (C&PRD)** actively promotes the topics of sustainable development and research of CZU on the portal of the online magazine Živá univerzita (Living University) and in the university podcast called Podcast plný života (Podcast Full of Life). The aim is to describe or introduce interesting and important topics and projects from different areas on which the university is focused to the public. In 2023, 31 articles with the topics of the environmental protection and sustainability were published in the magazine Živá univerzita (e.g. Agroforestry landscape as a path to sustainability and higher quality of life, Biogas plants contribute to greater community resilience in Zambia, The Faculty of Environmental Sciences CZU among polar bears in Svalbard, and others). The platform Podcast plný života produced 12 podcasts on sustainability, nature conservation and biodiversity (On pesticides and people, The hard life of insects, Forest fires, and others).

C&PRD was also actively involved in the preparation of the European Sustainable Development Week, the CSR Conference and the sustainable Christmas workshops.

The **External Relations Division (ERD)** is the organizer or co-organizer of several university events, e.g. the Garden Festival (2,000 visitors), a concert for staff (approx. 400 visitors) or the film festival of popular science films Prague Science Film Fest (1,305 visitors). In organising events, ERD tries to minimize waste and reduce energy consumption. It preferably uses reusable tableware at events, motivates visitors to sort waste or uses LED lighting. The ERD's promotional stand is made of sustainable materials (honeycomb, cardboard, wood) and usually includes a dispenser for filtered water, which is available free of charge to event visitors.

ERD also operates the university store Shop CZU, which offers packaging-free natural drugstore products, organic cotton T-shirts or notebooks made from recycled paper and does not use plastic bags.

The **International Relations Office (IRO)** started to implement the Internationalization Strategy 2023-2030+ in 2023, which includes objectives related to the development of student and staff mobility. This initiative is a key part of IRO's work. Although the development of international mobility brings many benefits, it is important to pay attention to the sustainability of these activities.

For several years now, IRO has been actively involved in the European Commission's Erasmus Without Paper project and has been working to digitize all administrative processes related to international student and staff mobility. This reduces paper con-

sumption and the number of printed documents sent by post. The use of eIDAS electronic signatures, the use of the so-called Online Learning Agreement for students and the signing of inter-institutional contracts online using the UIS also contribute to the digitization of processes. In particular, in 2023 the IRO managed to consolidate the two printed documents for outgoing interns into one and to abolish the obligation to supply a paper travel insurance certificate. In addition, the principles of the so-called Green Erasmus were implemented for the first time in 2023 (several dozen students who used car sharing, train or bus for their Erasmus trip were financially supported).

Another long-term goal of the internationalization strategy is to develop relationships with key international partners. The International Relations Office represents CZU in the university network **Euroleague for Life Sciences (ELLS)**. Within the ELLS network, CSR reports and CSR strategies were shared together for the first time in 2023. The Support Team for Sustainability was established to look for overlap in CSR activities of individual universities and share good practice in this area. The ELLS network has applied for the so-called European University in 2023, whose main objective is to become a leading academic actor in accelerating the European and global transition towards Sustainable Agri-Food Systems. All nine universities involved are specialized in the so-called Life Sciences for Sustainability.

In 2023, CZU remained active in a number of other university networks or associations that focus on the area of ecology and life sciences (e.g. ICA and CASEE).

8. Evaluation of the Current Position of CZU and Recommendations for Further Sustainable Development

CZU has the topics of social responsibility and sustainability as the main pillars of the university's strategic plan. It repeatedly achieves very good results in sustainability and social responsibility evaluations. In science and research, CZU pays attention to the practical applicability of the outputs of research projects. The demonstration areas are a test polygon for various industries with applicable results. Raising awareness of sustainability and social responsibility of companies and individuals and involvement of students, employees and the general public is ensured by organizing or participating in various types of events. When organizing conferences, lectures or alumni gatherings, CZU strives to organize events in line with its own 2030 Strategy.

CZU is one of the few Czech universities to have adopted a sustainability strategy as a separate document. It has also adopted the Gender Equality Plan since 2022, with defined areas of strategic changes and proposals for specific measures, including a timetable for their implementation.

In 2023, CZU was again successful in meeting the objectives from all thematic areas set out in the 2030 Sustainability Strategy. As a member of the Responsible Procurement Platform associated under the Ministry of Labour and Social Affairs, it systematically incorporates the principles of socially responsible public procurement into the university's public purchases. In addition, CZU, together with 23 other public universities, participated for the second year in the centralized development program University leaders in SDGs (CRP UNILEAD), which aimed to strengthen the role of universities as efficient, responsible and inclusive public organizations by ensuring more effective cooperation in the transfer of good practice in the implementation of the sustainable development goals within the framework of the operational aspects of universities, both in terms of reflection and structure. As a result of the year-long collaborative work, generic sustainability strategies for each topic were developed.

The recommendations from the CZU energy audit, which was conducted in 2023, and the CZU water management survey will be crucial. The recommendations will be incorporated into the planned update of the 2030 Sustainability Strategy, which is expected to take place in 2024 and in which new indicators should be established to assess the fulfilment of the set targets.



The annual report is printed on paper with FSC®-certification, which guarantees the origin of sustainably managed forests.



Published by the Czech University of Life Sciences Prague
Kamycka 129, 165 00 Prague 6 Suchdol
Prague 2023, © CZU Prague, www.czu.cz
ISBN 978-80-213-3387-1