



SUSTAINABILITY STRATEGY OF THE CZU 2025+

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1 / Introduction

Recent decades saw sustainable development become a key objective across all sectors of human activity. A healthy planet and equal social conditions constitute the foundation of human well-being and global economic prosperity, which should not be accomplished at the detriment of future generations.

In 2015, in its effort to contribute to addressing global issues, the United Nations introduced the document Transforming Our World: Agenda for Sustainable Development 2030 (hereinafter referred to as the Agenda 2030), the essential part of which contains 17 Sustainable Development Goals (hereinafter referred to as the SDGs), which the Czech Republic undertook to implement in 2017 by approving the document Strategic Framework Czech Republic 2030 (CZ 2030). In December 2019, in the context of comprehensive solution to adverse impacts brought about by climate change, the European Commission presented the document Green Deal for Europe (hereinafter referred to as the Green Deal), aimed at a gradual reduction of emissions and achieving climate neutrality by 2050.

In determining solutions to global problems, universities play a key role not only owing to their scientific and research activities, but also thanks to their educational role – education of future generations and disseminating scientific knowledge among society.

As one of the research and educational institutions in the Czech Republic, the Czech University of Life Sciences in Prague (hereinafter referred to as the ČZU) is fully committed to the implementation of the sustainability principles enshrined in the 17 SDGs, specifically in the context of the Green Deal policy, Strategic Framework Czech Republic 2030 (hereinafter referred to as the CZ 2030), Strategic Plan of the Ministry for Universities for the period from 2021 (hereinafter referred to as the SZ MŠMT 2021) and the Strategic Framework of the Circular Economy of the Czech Republic 2040.

Even though the ČZU is one of the pioneers in the area of sustainability among Czech universities (a fact repeatedly confirmed by results of international sustainability rankings), and the first CSR Strategy was adopted by the ČZU as early as 2018, there still exists room for greater integration of sustainability principles into internal processes in a way ensuring that each decision adopted is reflected. Accordingly, a decision was made to update the current Sustainability Strategy and to define new strategic goals to enable the ČZU to contribute to the commitments formulated in the Green Deal and the Sustainable Development Goals.

2 / Sustainable development at the ČZU

In 2018 the ČZU vouched for the Corporate Social Responsibility (CSR) principles, with the emphasis on sustainable development, adopting as one of the strategic documents its first CSR Strategy, which was replaced in 2020 by the ČZU Sustainability Strategy 2030. Since 2018, the CSR Report (the ČZU Sustainability Report since 2023) has been issued regularly (on an annual basis).

The university has worked for a long time on research, development and education in the fields related to nature and landscape protection, food security and precision agriculture and forestry, not only in the Czech Republic or Europe, but with a significant focus on developing countries (programmes of the Faculty of Tropical AgriSciences).

Also, within its own operations, the ČZU, by gradually introducing various measures, has a long standing commitment to reduce negative impacts of its own activities in accordance with sustainable development principles (reducing impact on the environment, communities, etc.).

As early as 2013 the first renewable energy source (photovoltaic panels – PPP) was installed on the building of the Faculty of Engineering, and in 2024, i.e. the year of issue of the update of the Sustainability Strategy, the ČZU has a total of six renewable energy sources (4 PPPs, 2 heat pumps). In its renovation and new construction activities, the ČZU has focused primarily on “blue-green” infrastructure (rainwater management and green roofs and walls) and on reducing the energy consumption of buildings. Two of the three newly constructed buildings have heat pumps as a source for heating and hot water.

By implementing measures ensuing from the adopted strategic documents, such as the Strategic Plan of Educational and Creative Activities of the ČZU for the period from 2021 (SZ ČZU 2021), which fully relies on sustainability principles, the Plan of Gender Equality of the ČZU 2022, Ethical Code of the ČZU and others, the Czech University of Life Sciences has also fulfilled a number of social objectives, such as inclusive and accessible education, reduction of inequalities, support of equal opportunities for women and men, etc.

Since 2011, the ČZU has taken top positions in international rankings assessing sustainable development of universities and educational institutions, mainly in the environmental pillar (e.g. the rankings UI GreenMetric, QS World University Ranking and THE Impact Ranking).

The mission of the Czech University of Life Sciences is to become a socially responsible university which, through its activities, contributes to the Sustainable Development Goals – SDGs) as per Agenda 2030. The profile focus of the ČZU implies a more intensive link to certain of the goals. However, activities of the ČZU touch on most of the SDGs thanks to its orientation.

The university’s long-term interest in the themes and the related implementation of measures into the sustainability area is illustrated in the “roadmap” provided in Figure 1.

Milestones of sustainable development at the ČZU

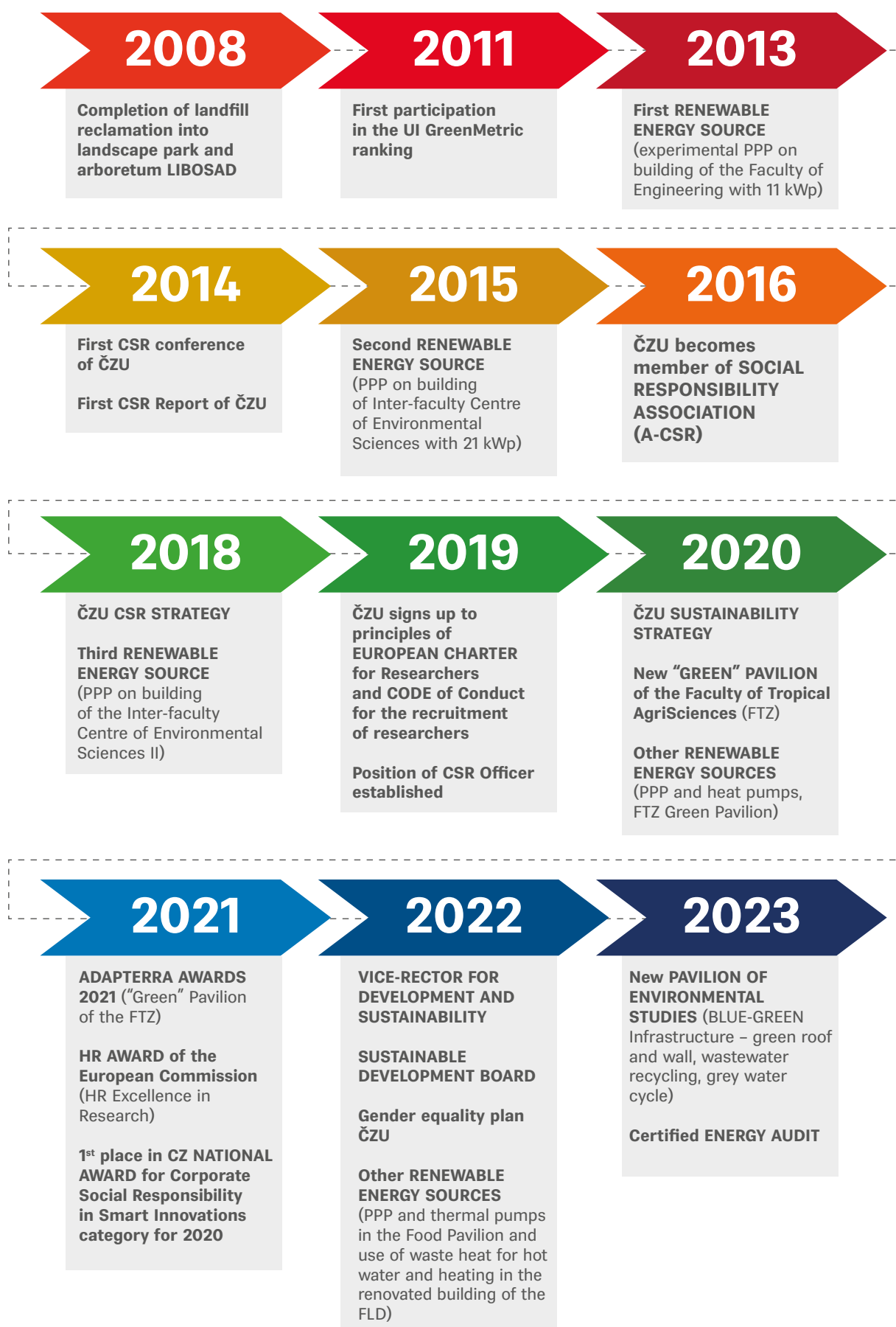


Figure 1. ČZU sustainability milestones (roadmap)

Vision of sustainable development at the ČZU

ČZU as a leader in sustainable development, not only among Czech universities.

The vision of the ČZU is to be a leader in the area of education and social action in promoting the principles of sustainable development in the academic world.

The vision is based on three fundamental pillars:

1. Principle of integrating sustainability into teaching
2. Research and innovation
3. Environmental responsibility (reducing the university's environmental footprint)

Mission of the ČZU in sustainable development

The ČZU pursues a mission of promoting the principles of sustainability in the areas of science, research and education and in linking sustainable solutions with practice.

The ČZU has introduced and promoted education in sustainable development and transferred results of research into practice, hence contributing to the solution of current challenges, especially in the profile educational and research areas, such as Agriculture, Food Science; Forestry; Earth Sciences; Biology, Ecology and Environmental; Economic Disciplines.



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3 / Areas of sustainable development at the ČZU

The updated Sustainability Strategy defines **five** main areas of sustainable development of the ČZU. The Strategy summarises the current situation and determines strategic and specific goals and performance indicators. The individual areas are interconnected with the individual SDGs.

The ČZU accomplished the common goals of sustainable development ČZU both through research and educational activities of the individual faculties (for more details, see chapter Area 2: Science, research, educational and creative activities), and technical measures on the university's campus (for more details, see chapters Area 1: Sustainable development management, and Area 3: University operations) as well as social measures (for more details, see chapters Area 4: People, health and social cohesion, and Area 5: Relationships and collaboration).

Defined risks of fulfilling the Sustainability Strategy of the ČZU:

- For the initial setting of certain benchmarks and for monitoring progress, not all necessary data are currently available and the monitoring of the same has not been arranged for.
- Securing the funding method will be decisive for some of the goals to be achieved.
- Extent of involvement of the individual components of the ČZU.
- Communication and the degree to which the staff and students are motivated to collaborate to achieve goals.

Area 1: Sustainable development management



The ČZU Sustainability Strategy will serve as the main concept of sustainable development for all parts of the university, with the definition of strategic goals, measures and indicators. Measures, indicators and time schedules for each goal will be specified in the Implementation Plans. Progress will be reported in Sustainability Reports. Measures will be designed taking into account the balance of environmental, social and economic impacts

and will identify responsibilities, funding (including external sources) and recommendations from the SWOT analysis. The ČZU has issued the CSR and the Sustainability Report since 2018 and 2023, respectively. The position of a vice-rector for development and sustainability was established and the Sustainable Development Board was installed in 2022 to ensure better coordination.

Goals and performance in area 1		
Strategic goal	Specific goal	Performance indicator
Implement the updated ČZU Sustainability Strategy	Adoption of the ČZU Sustainability Strategy by the individual ČZU components by the end of 2025	Commitment of the ČZU individual components to the implementation of the ČZU Sustainability Strategy
In 2025, develop the Implementation Plan of the Sustainability Strategy for 2026	Measures and indicators to achieve the goals Funding and accountability for the measures	Implementation Plan of the Sustainability Strategy 2026 with time schedule Commitment of the ČZU components to the fulfilment of the Plan 2026
Prepare the Sustainability Report according to indicators of the CSRD Directive by 2030	Ensure the availability of data for the Sustainability Report by the end of 2025 (defining data, defining requirements to complete monitoring, etc.)	Sustainability Report developed as per CSRD
Develop the ČZU Decarbonisation Strategy by 2030	Ensure the availability of data for the calculation of carbon footprint by the end of 2025 Implement regular calculations of carbon footprint	The ČZU Decarbonisation Strategy approved

Area 2: Science, research, educational and creative activities



Education accounts for the principal activity and mission of the ČZU, and its development, with the view of the fulfilment of the SDGs, is depicted in a separate document SZ ČZU 2021. The document SZ ČZU 2021 defines the strategic areas of activity, strategic goals and measures for the fulfilment of those goals. The performance of the SZ ČZU 2021 is effectuated on the basis of the Implementation Plans related to the Strategic Plan and the details of the fulfilment of the goals are published in the Annual Report on the ČZU activities.

Education for sustainable development

The ČZU Strategic Plan 2021 supports SDG 4 (Quality education), with the aim of preparing graduates who will contribute to the sustainable life and practice for the 21st century. The ČZU has integrated the sustainable development agenda through new programmes and subjects with a focus on sustainability. Currently, about 120 study programmes are offered by the university in organic farming, energy, precision agriculture and forestry. Education is conducted at the levels of bachelor, master, doctoral and lifelong learning (CŽV) and the Third Age University (U3V), meaning that sustainability is promoted by the university among the general public.

Sustainable research and development

The ČZU carries out strategic research and development activities centred on nature conservation, sustainable economy, agriculture, forestry and food security. The international projects and research teams in which the university is involved support the fulfilment of the SDGs in the Czech Republic as well as developing countries (e.g. Cambodia, Zambia, Guatemala) in the area of sustainable cultivation, organic waste and food security. Since 2006 the ČZU has been a member of the network Euroleague for Life Sciences (ELLS), interconnecting European universities in the areas of natural resources, agriculture and environmental sciences.

Promotion and popularisation of sustainability

In the framework of the university's third role, the ČZU has been engaged in the promotion and popularisation of science a sustainable development, organising and participating in a number of exhibitions, lectures, conferences and other events (Prague Science Film Fest, Země živitelka ["Breadbasket" Exhibition], CSR Conference, etc.); sustainability topics are also promoted and popularised by the ČZU to the public in a form of the university magazine Živá univerzita [Living University] or the Podcast plný života [Full of Life Podcast]..

Goals and performance in area 2		
Strategic goal	Specific goal	Performance indicator
Increase the number of new/innovated study programmes or subjects with a focus on sustainable development from 2025 onwards	Introduce information on „sustainability“ in programmes, subjects in accreditation files and the ability to report such information	Number of new/innovated „sustainable“ programmes/subjects
Support research in sustainable development	Include rules for meeting the SDGs into the requirements for awarding internal grants	Number of research projects processed that support the fulfilment of the SDGs. Proportion of the projects supporting the fulfilment of the SDGs to the total number of projects
Ensure that sustainability becomes one of the pillars of the „third role“ of the ČZU	Popularisation and promotion sustainability to the general public	Number of activities (articles, lectures, initiatives, etc.) focused on specific goals of sustainable development
Inform all students on topics of sustainability at the ČZU as part of compulsory subjects, e.g. Introduction to Studies, to be implemented in all study programmes by 2026	Innovation of the relevant subject	Number or proportion of innovated/implemented subjects Introduction to Studies that include information on sustainability at the ČZU



Area 3: University operations

The strongest adverse impact on the environment and climate has been identified in the area of the operation of the university campus, the individual buildings and facilities. This broad area is further divided into seven sub-areas. For the individual sub-areas, their own strategic goals have been set. As part of the set-up of measures to fulfil the goals, it is necessary to pursue measures that are balanced in environmental and social and economic terms.

In a long term perspective, the ČZU has been concerned with the ongoing introduction of measures to reduce the production of direct (e.g. gradual reconstruction of boiler rooms) and indirect emissions (measures to reduce the consumption of purchased energy); certain measures may contribute to the fulfilment of goals in the various sub-areas (e.g. the reconstruction of boiler rooms will contribute to the reduction in emissions as well as the reduction in energy consumption).

Energies and energy management

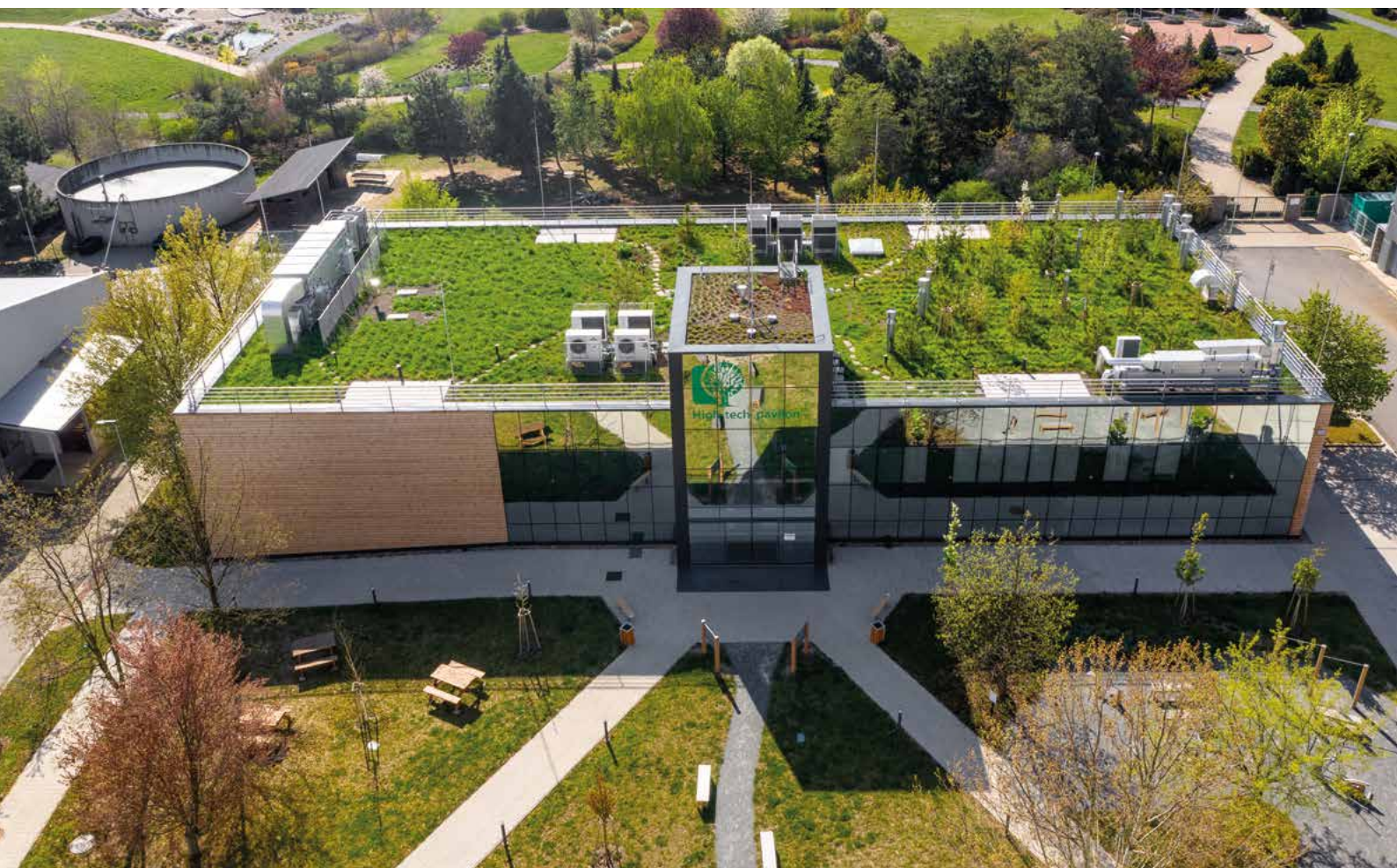


The consumption of energy from fossil sources substantially contributes to climate changes and negatively impacts the environment and human health, while the reduction of such impacts presents high economic demands. The carbon footprint of the ČZU in 2018 shows that the energy consumption (scope 1 and 2) stood at more than 70 percent of CO₂e emissions.

The ČZU uses electricity and natural gas and has long implemented measures to reduce the con-

sumption (reconstruction of buildings, utilisation of waste heat). Since 2021, the university has been successful in reducing the consumption despite the increase in floor area. On the campus, four photovoltaic sources (92 kWp) and heat pumps are installed, and the share of the renewable energy sources measured stands at 0.4 percent. The ČZU management places emphasis on monitoring and use of SMART tools to manage the university's consumption. An energy audit was carried out in 2023, which identified savings.

Goals and performance in area 3 – Energies and energy management		
Strategic goal	Specific goal	Performance indicator
Implement a unique system of automated energy management to optimise energy consumption with respect to daily and seasonal rhythms by 2030	Add sensors for monitoring of energy consumption and production	Introduce a system for automated optimisation and management of energy consumption
Reduction in total energy consumption – by 10% in the case of floor area (by 2030) compared to 2023	Develop an Implementation Plan of Energy Measures, including a time schedule and funding plan	Implementation Plan of Energy Measures
	Develop the rules for purchasing “green” electric appliances and IT devices	Rules for purchasing “green” electric appliances and IT devices
	Decrease the number of electrical appliances (an analysis of the number of individually used appliances)	Number of individually used electrical appliances
Increase the share of energy from renewable energy sources of the total energy consumption to 30% by 2035	Develop an Implementation Plan of Energy measures, including a time schedule and funding plan (investments into renewable energy sources, purchase of “green” energy)	Total amount of energy from renewable energy sources
By 2035, use systematically heat gains from specific operations within all operations of the ČZU (assembly areas, server rooms, laboratory operations, cooling operations, etc.)	By 2026, identify and quantify specific operations with the option of heat gain utilisation (assembly areas, server rooms, laboratory operations, cooling operations, etc.)	Quantification of heat gain utilisation (%)



Transport



After energy consumption, fuel consumption and transport emissions constitute the second highest item of CO₂e emissions according to the calculation of carbon footprint from 2018. The potential for reducing emissions generated by the ČZU transport was identified in two categories:

1. Commuting of students and employees of the ČZU (as many as 1,554 cars per day passed through the ČZU campus in 2023).

2. 2. Business and study trips (according to the calculation of carbon footprint from 2018, this was the highest item in scope 3, with a 12-percentage share of the total production of CO₂e).

In 2024 a new transport concept will be completed for the ČZU campus, including the implementation of a new system of paid parking for visitors to the campus who are not students or employees of the ČZU (this measure should result in reducing the number of cars on the ČZU campus).

Goals and performance in area 3 – Transport		
Strategic goal	Specific goal	Performance indicator
Reduce transport emissions by 20% by 2035 compared to the value as per the calculation of carbon footprint from 2018	Optimise transport in the ČZU campus	Number of cars
	Develop Rules for sustainable business trips	Rules for sustainable business trips
	Optimise the car fleet (decrease in the number of cars with combustion engines)	Number of cars
	Support of sustainable transport - encouraging employees and students to use sustainable transport - support of infrastructure for sustainable transport	Number of activities/initiatives to foster motivation for sustainable transport Number of facilities to reinforce the structure for sustainable transport

Buildings and infrastructure



Reconstruction and construction of buildings and infrastructure are closely connected with other sub-areas of the ČZU Sustainability Strategy, and the proper assignment and implementation of the same may contribute, for instance, to reducing energy or water consumption to a considerable extent. The effectuation of this sub-area must be planned in accordance with all the three sustainability pillars (en-

vironmental, social and economic), while respecting requirements for long-term sustainability from the total life cycle perspective.

Extensive reconstruction of buildings and in new construction activities should proceed on the basis of a uniformly selected system for building sustainability assessment.

Goals and performance in area 3 – Buildings and infrastructure		
Strategic goal	Specific goal	Performance indicator
All newly reconstructed or newly constructed buildings the implementation of which starts after 2030 will meet the highest criteria in the chosen certification system	<p>By 2026, select a uniform system for building sustainability assessment (e.g. BREEAM, LEED, DGNB) in cooperation with certified external parties, on the basis of which the Rules for sustainable construction for contracts will be set up</p> <p>By 2027, implement the Rules for sustainable construction with respect to strategic goals, including minimisation of machinery-based cooling, utilisation of natural ventilation, structures with high thermal stability, material or energy recovery, and utilisation of rainwater or wastewater</p>	<p>Rules for procurement of contracts for reconstruction and construction of buildings to meet building sustainability</p> <p>Number of contracts implemented according to the Rules for construction sustainability</p>
Eliminate overheating of public spaces and areas of the ČZU	Develop a map of overheated public spaces and areas and design measures to reduce overheating	Map and design of measures to reduce overheating of public spaces and areas of the ČZU
By 2030, information on energy performance of all buildings of the ČZU will be available to the public on the ČZU website, including the Building Energy Performance Certificate (PENB)	Posting of the individual PENBs according to the legislative obligations will be checked for correctness	Posting of PENBs on the website
By 2030, digitalise the Facility Management, including routine administration, operations and remote monitoring of energy flow, with the fault reporting procedure on the ČZU campus	Set up an electronic reporting channel (entry of information and request for rectification)	E-form and the transfer of the given fault to the relevant centre in charge of the administration of buildings and the campus
By 2030, ensure that the internal environment in all buildings of the ČZU is optimal for people to stay and work there	<p>Carry out continuous control measurements during a 12-month period in operations connected with people's stay and work (educational, administrative and operational activities) – relative air humidity, proportion of CO₂ component, VOC, PM, thermal comfort</p> <p>Install, operate and maintain controlled ventilation in adequate operability</p>	<p>Measurement results to ensure an optimal environment and draft corrective measures with respect to energy efficiency</p> <p>Proportion of buildings equipped with controlled ventilation</p>

Water management and blue-green



Sustainable water management spells out efficient utilisation of water resources, while minimising impacts on the environment. In a long-term perspective, the ČZU has adopted targeted economical measures to reduce water consumption, with what is termed as blue-green infrastructure having been constructed on the campus (green roofs and walls equipped with storage and retention tanks to retain and reuse or slow down the runoff of rainwater, or water features to support new ecosystems and biodiversity). Green roofs are installed on most of the reconstructed buildings and all new buildings constructed from 2021 onwards. Today, green roofs are

installed on nine buildings in total (FTZ, Assembly Hall, Energy Centre, PES, MCEV II, FŽP, FLD, Hi-Tech and VCZZP); the grey water circuit is used in the Assembly Hall, in the buildings of the FTZ, PES and Dormitory G, the retention and storage of rainwater for the utilisation of the same for irrigation of green areas, for recovery or gradual infiltration into the soil (infiltration galleries, infiltration structures, boreholes and shafts, progressive outflow reservoirs, etc.) have been installed in a total of fifteen buildings and three large-capacity car parks. Other reservoirs are now implemented in the car park in front of the PES building.

Goals and performance in area 3 – Water management a blue-green infrastructure		
Strategic goal	Specific goal	Performance indicator
By 2030, reduce the consumption of drinking water by 15% compared to consumption in 2023	Analysis of water management: consumption, quality, available resources (drinking water, wastewater, rainwater, water protection)	Analysis of the condition of water management
	Implementation plan: responsible persons and monitoring	Implementation plan of measures
	Increasing the utilisation of wastewater for watering	Water consumption
	Economical SMART watering based on soil moisture and weather forecast	New irrigation system
By 2030, implement the system for automated optimisation and management of water consumption, including detections of leaks and accidents	Add sensors for monitoring the consumption and volume of retained rainwater	Implementation of the system for automated optimisation and management of water consumption

Waste



The ČZU has in place a waste sorting system with 22 waste sorting stations, including four large-capacity stations for plastic, glass and metal, and sorting bins on each floor of the buildings (for plastic and paper waste). In addition, the campus is equipped with sorting stations for batteries, light fittings, electric waste and hazardous waste; however, the information on the location of the stations is not readily available. Biological waste from the maintenance of the campus is composted or chipped to

the extent of 80 percent, there are composters on the campus and the installation of a modern composting facility is planned. Needless to say, in the long term the university is not as successful in reducing the overall amount waste as it would like to be, since mixed waste still contains a high proportion of unsorted components. Generally speaking, small bins for sorted waste should be installed in outdoor areas, and better awareness of proper waste sorting is needed to improve the situation.

Goals and performance in area 3 – Waste		
Strategic goal	Specific goal	Performance indicator
By 2030, reduce the amount of waste that is taken to the landfill, or use the mixed municipal waste category for energy purposes by 20% compared to the quantity reported in 2023	<p>Increase motivation and education of students and employees of the ČZU (at least one activity per year)</p> <p>Optimise the infrastructure for mixed waste disposal on the ČZU campus by the end of 2026</p>	<p>Quantity of waste</p> <p>Number of initiatives/activities to encourage motivation and awareness of waste sorting and reduction at the ČZU</p>
By 2030, increase the proportion of waste provided for recycling by 10% compared to the quantity reported in 2023	Ensure the collection of mixed waste in the plastic and paper category for recycling	Supplier and customer contract for collection of mixed waste, paper/plastic, for recycling

Biodiversity and microclimate



The ČZU campus functions as an education space and a municipal greenery area, allowing direct contact with nature and providing recreational and social services. Approximately 60 percent of the campus is mostly covered by park or garden vegetation, which is often maintained chemically (herbicides, insecticides), and this area is demanding when it comes to watering, especially in summer. Large parking areas and the central assembly zone contribute to overheating. Vegetation treatment and a maintenance plan may facilitate the fulfilment of goals in biodiversity, water management and reduction in overheating. Green roofs and walls, if maintained properly, boost biodiversity, and mature trees serve as natural protection against climatic extremes, contributing to carbon balance.

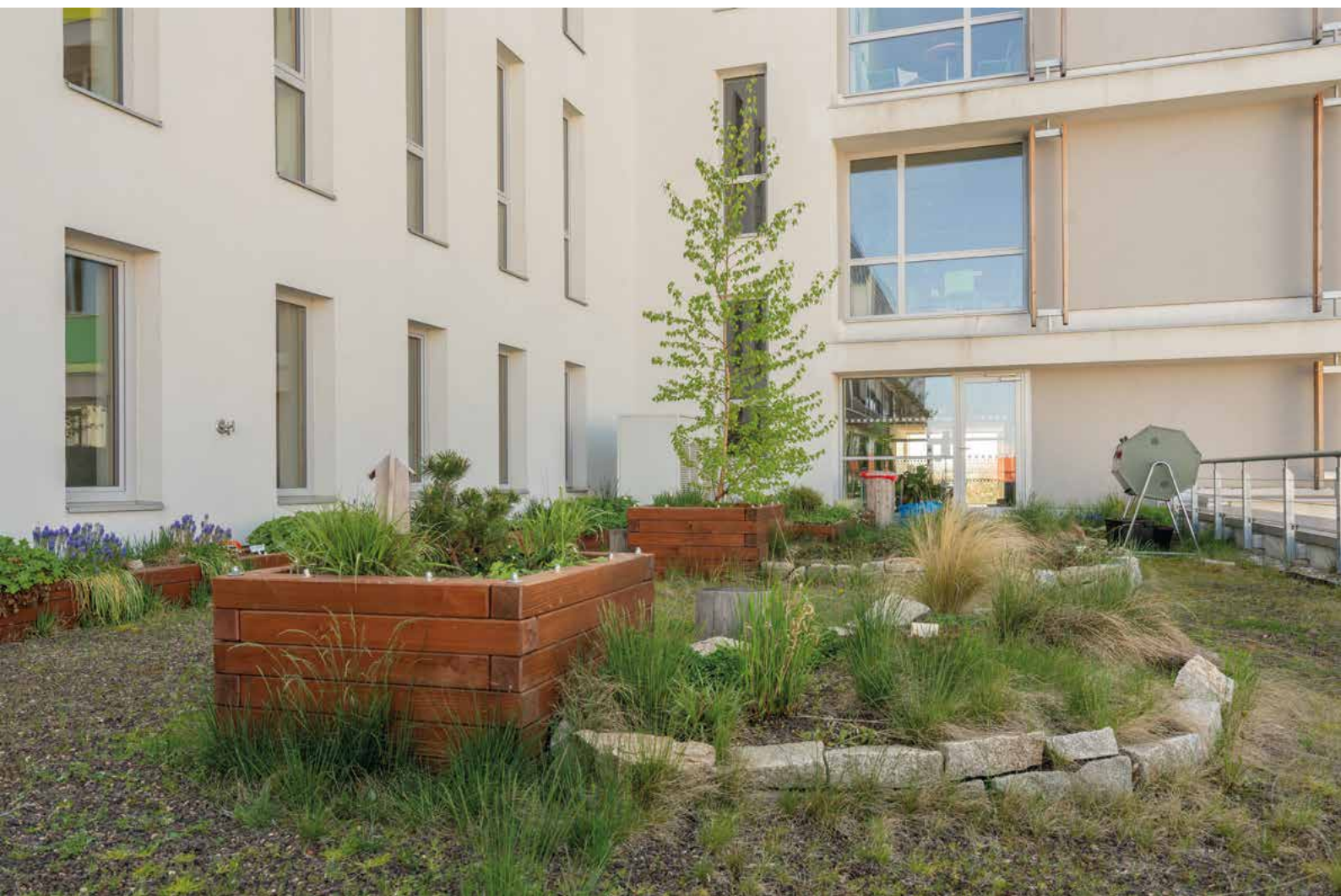
Since 2023 the ČZU has been involved in ICA BioBlitz, an international mapping of biodiversity on campuses, where the occurrence of endangered white helleborine (*Cephalanthera damasonium*) and nesting colonies of western house martin (*Delichon urbicum*) has been recorded and whose protection has not so far been addressed during reconstruction of buildings. By 2025 a biological survey will have been conducted, including measures to foster biodiversity, to remove invasive species and ecological traps and to interconnect migration routes with the surrounding landscape.

Goals and performance in area 3 – Biodiversity and microclimate		
Strategic goal	Specific goal	Performance indicator
Maintain/reinforce biodiversity of the ČZU campus by 2030 (based on results of a Biological Survey carried out by the end of 2025)	During the reconstruction of buildings, take into account the nesting of birds and bats, and, through suitable measures, support the restoration of nesting after the building is reconstructed	<p>Number of measures to restore and support nesting of birds and bats after the buildings are reconstructed</p> <p>Number of habitats with great importance to support biodiversity</p> <p>Number of habitat¹⁾ trees on the ČZU campus</p>
Complete the Biological Survey of the ČZU campus by the end of 2025	Incorporate the proposed measures according to results of the Biological Survey into the Implementation Plan of the Sustainability Strategy for 2027	<p>Biological Survey, including proposed measures</p> <p>Measures to enhance biodiversity on the ČZU campus included in the Implementation Plan of the Sustainability Strategy for 2027</p>

¹⁾ Habitant tree – a tree important for increasing biodiversity; a tree of large dimensions, but also a trunk and crown with cavities caused by birds, with rotting cavities on the trunk or crown, heavily furrowed bark, cracks and other defects.

Goals and performance in area 3 – Biodiversity and microclimate		
Strategic goal	Specific goal	Performance indicator
By the end of 2027, carry out the update/development of the Greenery Maintenance Plan with respect to climate change and measures proposed as part of the Biological Survey	<p>By 2030, eradicate invasive species²⁾ with high impact</p> <p>From 2026 onwards, carry out environmentally friendly eradication of weeds on roads and parking spaces without herbicides (using steam or 100% hot water), use environmentally friendly products on flowerbeds (registration of products used)</p> <p>From 2026 onwards, restrict the application of glyphosate on the ČZU campus; glyphosate to be used only to eradicate invasive species</p>	<p>Greenery Maintenance Plan reflecting upon the measures proposed as part of the Biological Survey completed</p> <p>Equipment for environmentally friendly eradication of weeds on roads and parking spaces</p> <p>Zero occurrence of invasive species with high impact as per Standard SPPK D02 007 issued by the Nature Conservation Agency of the Czech Republic</p> <p>Area cultivated without mineral fertilisers and chemical products</p>
Care of water bodies – by 2030, ensure the transformation of the current water bodies on the ČZU campus into habitats close to nature with a littoral zone, providing for the absorption of rainfall and enabling a natural migration of animals	Support of indigenous animal species linked to water environment	Zero occurrence of non-indigenous fish species with high predation in the water bodies on the ČZU campus

²⁾ Invasive species – invasive non-indigenous species with significant impact on the European Union under Act 364/2021 Coll.



Area 4: People, health and social cohesion



The ČZU recognises the importance of the care of employees and safe environment. In 2021 the university was awarded the HR Excellence in Research, which was won by the university again in 2024. The university has committed itself to observe the European Charter and the Code of Conduct for Researchers and fulfils the principles of equal access and gender equality. Proceeding from its Ethical Code and through the Ethics Commission, the ČZU acts as an advocate of a respectful environment and addresses in ethical issues in research.

The ČZU supports a safe social environment without discrimination and has in place an anonymous whistleblowing system for reporting inappropriate conduct. Employee care is demonstrated in the

updated Ethical Code, the HR Award Action Plan, and the anticipated Good Research Practice Guidelines (GRPG). An onboarding system and career regulations have been developed.

The new intranet provides access to internal regulations and simplifies administrative agendas thanks to digitalisation. The ČZU promotes the health of employees and students, thus developing the Sport Development Strategy. Work-life balance is fostered by provision of flexible working options, a children's group and new areas being constructed. The ČZU Counselling Centre offers psychological, social, study and career advisory and development activities with a focus on communication and safety.

Goals and performance in area 4 – People, health and social cohesion		
Strategic goal	Specific goal	Performance indicator
Provide equal access to education for everyone	<p>Increase awareness of the activities of the Counselling Centre for special needs students</p> <p>By 2027, to carry out an analysis of supporting measures for orientation and movement of physically, hearing and visually impaired persons on the ČZU campus and to suggest improvement, as appropriate</p>	<p>Inclusion of information about the Counselling Centre in the information system and in the information for admission procedure</p> <p>Analysis of supporting measures for physically, hearing and visually impaired persons and proposal of corrective measures</p>
Support and inclusion of women and men academics as part of childcare	By 2027, implement a special work area to enable work attendance with children, as an exception	Shared work room with a children's corner
Prevention of inappropriate forms of behaviour, gender-based behaviour and promotion of whistleblowing at the ČZU	<p>Promote anonymous channels for incident reporting and education of students and employees of the ČZU</p> <p>Education of students and employees as to inappropriate forms of behaviour and gender-based behaviour</p>	<p>Number of promotional initiatives and education events</p> <p>Development of online courses</p>

Goals and performance in area 4 – People, health and social cohesion		
Strategic goal	Specific goal	Performance indicator
Reduce the risk of burnout and chronic stress in students and employees of the ČZU	Organise at least three educational activities in the area of mental health per year Increase awareness of counselling services at the ČZU	Number of courses/workshops Number of consultations of the ČZU Counselling Centre
Promote health prevention and healthy lifestyle	Education in this area Promotion of active lifestyle	ČZU Health Days ČZU Sports Days Number of benefits to promote physical exercise and health
Promote the development of well-being of employees and students through support of a healthy work and learning environment and comprehensive programmes focused on mental and physical health	Carry out a survey among employees and students to identify their needs Process the available and appropriate preferences as shown in the results of the survey, available and suitable for implementation in the ČZU environment Organise support programmes for mental and physical health (e.g. coaching, psychological support, etc.; at least four programmes per calendar year)	Results of the preference survey Implementation of the selected preferences to support well-being Implemented programmes/courses with a focus on personal development
Improve conditions for rendering gender opportunities equal	Development of a new Gender Equality Plan	Gender Equality Plan at the ČZU 2026+



Area 5: Relationships and collaboration

As a complex process, the accomplishment of Sustainable Development Goals cannot be effectuated without collaboration with all stakeholders. These persons include entities inside and outside the university (e.g. companies, cities and towns, regi-

ons). Absence of the synergy of joint efforts would lead to the effect of "free riders". Collaboration on the implementation of the Sustainable Development Goals is an essential feature of the effectuation of the university's third role (its activities in society).

Communities and partnerships



As part of support of collaboration with local communities, stakeholders and requirements of the practice, the ČZU will participate in the sustainable development of the locality and region by means of its own research, sharing of scientific results and support of education in the area of sustainable development, based on the needs and requirements that will arise from any future collaboration contracts.

The ČZU will continue to develop the partnerships resulting from its existing membership in the Social Responsibility Association, which brings with it the exchange of good practice and the options of linking and forming other important partnerships between the members of the Association and the ELLS network, which unites European universities and facilitates joint collaboration in the areas of food and natural resources management, agricultural and forestry sciences, life sciences, veterinary sciences and environmental sciences.

Goals and performance in area 5 – Communities and partnerships		
Strategic goal	Specific goal	Performance indicator
By 2027, enter into Memoranda of Collaboration with companies or municipalities which operate in the surrounding localities	Increase motivation of students and employees of the ČZU to participate in local projects focused on sustainable development	Entry into the Memorandum of Collaboration Number of joint projects to support sustainable development
Collaborate with the non-academic world in educational and other activities related to sustainability	Strengthen collaboration with the non-academic sector (non-profit organisation, public administration, etc.) in the implementation of educational activities Conclude the Memoranda of Collaboration regarding selected sustainable topics	Formation of partnerships, entry into Memoranda (at least five entities) Implementation of joint projects (seminars, workshops, initiatives, etc.) with at least 50 people participating

Supplier and customer relationships



Pursuant to Act No. 134/2016 Coll., on Public Procurement, the ČZU is obliged, when purchasing services and material, to proceed in accordance with responsible public procurement principles (hereinafter referred to as the OVZ), to take account of the quality and technical parameters relevant to functionality and to include one or more aspects in terms of sustainability and accountability, such as decent working conditions, fulfilment of social and

labour rights, equal opportunities, impacts on the environment, local origin, sustainable materials, etc.

Moreover, the supplier chain is one of the significant producers of CO2 emissions in the case of carbon footprint measurement; accordingly, meeting the conditions set out by the ČZU may contribute to its reduction positively.

Goals and performance in area 5 – Supplier and customer relationships		
Strategic goal	Specific goal	Performance indicator
Involve suppliers in the implementation of the Strategic Goals of Sustainable Development of the ČZU	Accept voluntary commitments (especially by the operators at the ČZU)	Number of commitments signed
By 2027, develop the ČZU standards for OVZ	Define the ČZU opportunities in the area of OVZ	Implementation and enforcement of standards (proportion/number of OVZ)
Support those suppliers who carry out sustainable and environmentally friendly procedures during the production process (selection of "sustainable" suppliers for contracts with the ČZU)	Increase suppliers' transparency in purchasing (suppliers' approach to their own sustainability) Compile a list of sustainable activities that suppliers must implement	Proportion of sustainable suppliers in the portfolio

Charity and support activities for people in need



Since the ČZU recognises its role in society, one of its missions is to create a socially responsible community. For this reason, the university's strategic goals also include the support of donation activities and charity.

By way of example, the ČZU is currently involved in the National Food Collection, promotes the organisation of the charity Run for Single Mothers or the voluntary initiative Let's Clean Czechia! The Faculty of Forestry and Wood Sciences has long been a supporter of the DUHA Society, which assists mentally

impaired people (every year the faculty purchases an original painting from the DUHA Foundation and uses it as a template for New Year's cards within the project New Year's Cards that Help). However, with respect to the absence of a unified concept, targeted promotion and promotion of motivation of employees and students of the ČZU, the involvement in voluntary and charity initiatives is not as high as the university would like it to be (only few to low dozens of students and employees of the ČZU participate in the above initiatives).

Goals and performance in area 5 – Charity and support activities for people in need		
Strategic goal	Specific goal	Performance indicator
Establish a voluntary collection fund of the ČZU to support charitable projects	Promote the ČZU collection fund Select the supported charity projects	Number of promotional initiatives and activities Volume of funds raised and provided
Support publicly beneficial activities in accordance with the mission and orientation of the ČZU	Set up a transparent tool ensuring a long-term and sustainable support of publicly beneficial activities	ČZU Endowment Fund
Increase motivation of students and employees of the ČZU to engage in voluntary activities and charity	Enter into partnerships with three non-profit organisations by 2026 Organise at least three charity events per year Implement at least three initiatives to support donation activities per year Select supported organisations/individuals	Number of participants involved in the ČZU voluntary activities (annually) Number of organisations/individuals supported (annually) Number of activities (annually) Number of initiatives (annually)
Establish the ČZU fund for interest-free loans for one year in the case of loss of an economically contributing family member	Establish and operate the fund Communicate the option of using loans within the organisation	Volume of the funds provided (annually) Number of people supported (annually)

4 / Conclusion

The Sustainability Strategy of the ČZU for the period 2025+ seeks to integrate sustainable principles into all main areas of the university's activities, including science, research, education and operational processes. The updated strategy responds to the ČZU commitments under the Agenda 2030 and the Green Deal, focusing on the reduction in carbon footprint, energy management, waste management, biodiversity, microclimate and social responsibility in line with the following key measures:

Integration of sustainability into education and research: The ČZU intends to expand educational programmes centred on sustainability and to promote research in nature conservation, agriculture and food security. The strategy includes an increase in the number of study programme oriented at sustainability and collaboration with international organisations, such as ELLS.

Energy efficiency and blue-green infrastructure: The objective of the strategy is to reduce the overall consumption, to promote energy renewable resources, including photovoltaic systems, smart management of energy resources and rainwater management. Emphasis is placed on green roofs and storage tanks to improve microclimate and to foster biodiversity.

Responsible public procurement (OVZ): The ČZU has the OVZ standards in place to reflect social and environmental aspects, with the aim of collaborating with those suppliers who respect sustainability principles and support circular economy in the framework of the university operations.

Collaboration with communities and raising awareness: The ČZU strengthens collaboration with communities and industrial partners on projects aimed at education and sustainable development.

Well-being and healthy work environment: The strategy highlights the importance of health and well-being of employees and students through the provision of counselling services and programmes promoting mental and physical health, ensuring a safe and pleasant environment for academic and professional activities.

List of acronyms

List of acronyms	
BREEAM	Building Research Establishment Environmental Assessment Method (Standard of procedures in building design with a focus on sustainability)
CPS	Counselling Centre
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
ČŽV	Lifelong Learning
ČSN	Czech state standard
ČSN EN ISO	Czech version of the international standard (adopted by the European Commission for Standardization)
ČZU	Czech University of Life Sciences in Prague
DGNB	Deutsche Gesellschaft für Nachhaltiges Bauen (German Sustainable Building Council)
ELLS	Euroleague for Life Sciences
FLD	Faculty of Forestry and Wood Sciences
FTZ	Faculty of Tropical Agrosciences
PPP	Photovoltaic power plant
FŽP	Faculty of environmental Sciences
IoT	Internet of Things
ISO	International Organization for Standardization
LEED	Leadership in Energy and Environmental Design
MCEV	Inter-faculty Centre of Environmental Sciences
UN	United Nations
OVZ	Responsible Public Procurement
OZE	Renewable Energy Sources
PENB	Building Energy Performance Certificate
PES	Pavilion of Environmental Studies
PM	Particulate Matter (Fly dust, or particulate matter smaller than 10 µm)
SDGs	Sustainable Development Goals of the UN
SPPK	Standards for Nature and Landscape Care
SZ ČZU	Strategic Plan of Educational, Creative and Other Activities of the Czech University of Life Sciences in Prague for the period from 2021
SZ MŠMT	Strategic Plan of the Ministry of Education for Universities
U3V	Third Age University
VCZZP	Educational Centre for Agricultural Product Processing
VOC	Volatile Organic Compound



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