



SUSTAINABILITY REPORT 2024

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1 / Introduction

Sustainability represents a commitment that the Czech University of Life Sciences (hereinafter referred to as the „CZU“) has adopted as an integral part of its everyday activities. In its strategic documents, the University has set ambitious goals in the areas of responsible operations, teaching and research. The year 2024 confirmed that the University is firmly established on this path and is moving towards achieving these goals.

The 2024 Sustainability Report provides an overview of specific measures and results achieved that the University has implemented in five key areas defined in the Sustainability Strategy of the CZU. These areas are sustainable development management; science, research, education and creative activities; University operations; people, health and social cohesion; and relationships and cooperation. During the year, the CZU continued to reduce its ecological footprint, strengthen biodiversity on campus, expand the use of renewable energy sources, and systematically promote equal opportunities and the wellbeing of students and employees.

The year 2024 was also a period of streamlining processes with an emphasis on digitization, working with data, and strengthening transparency in the areas of social responsibility and environmental sustainability, i.e. ESG (Environmental, Social and Governance). In the international context, the CZU confirmed its leading role and once again defended its first place in the UI GreenMetric ranking in the Czech Republic and further strengthened its position in other international evaluations.

This Report is not just a formal list of activities, but above all a picture of how the CZU fulfils its responsibility towards the society, the environment and future generations.

2 / Top Sustainability Achievements at the CZU in 2024

In 2024, the Czech University of Life Sciences Prague (CZU) continued the intensive implementation of its Sustainability Strategy 2025+ and achieved a number of significant results in the areas of environmental, social and economic responsibility. The key achievements of 2024 include:

- Defending its 1st place among Czech universities in the UI GreenMetric ranking and maintaining its 36th place in the global ranking among more than 1,200 universities.
- Ensuring the environmentally friendly processing of 3,542 kg of electrical waste, resulting in significant savings in energy, water and primary raw materials and a reduction in CO₂ emissions.
- Expanding the blue-green infrastructure on campus – planting more than 140 shrubs, 26 trees and expanding flower meadows by more than 500 m².
- Installing new rainwater retention tanks and developing greywater management systems on campus.
- Extending educational activities focused on sustainability, including new courses and study programmes with an environmental theme.
- Developing reuse activities – expanding the Free Shop, new reuse points in the library and halls of residence.
- Strengthening the wellbeing programme for employees and students, including expanding flexible working options, new relaxation areas and community gardens.
- Developing activities related to equal opportunities (e.g. equal gender opportunities) for people working at the CZU, primarily within the Horizon-Widera programme project under the acronym AGRIGEP.
- Successfully organizing the 7th edition of the CZU CSR conference focused on social responsibility in higher education.
- Participating in the European Sustainable Development Week through swaps, workshops, lectures and campaigns.
- Supporting biodiversity through green roof maintenance, installing insect hotels and protecting birds.
- Expanding the installation of photovoltaic systems (hereinafter referred to as „PV systems“) on buildings and implementing smart energy and water consumption management.
- Introducing new online approval systems and developing Power BI reporting in the area of sustainability.
- Supporting sustainable mobility – expanding charging stations for electric cars, developing infrastructure for cyclists and pedestrians.
- Continuing to update the HR Award and preparing for ESG reporting in accordance with the CSRD directive.
- Launching new educational activities of the Point One incubator focused on the development of green and ESG start-ups.
- Actively participating in international networks and projects focused on climate, biodiversity and climate change adaptation within the Horizon Europe and EU Green Deal Initiative programmes.

In 2024, the CZU confirmed again its role as a leader in the area of sustainable development among Czech higher education institutions and as a major player on the international stage, systematically contributing to the fulfilment of the global Sustainable Development Goals (SDGs).

Milestones of sustainable development at the ČZU

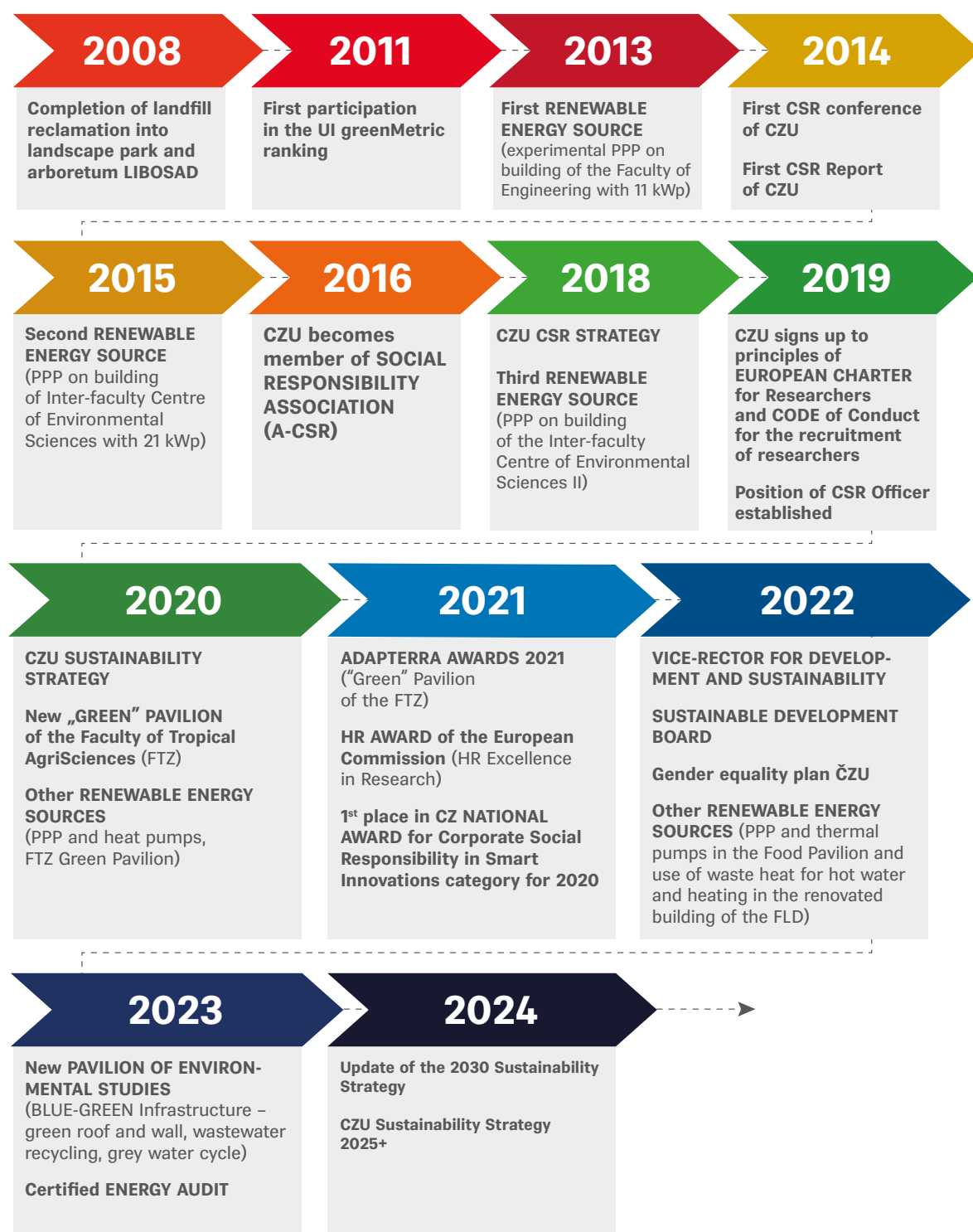


Figure 1. CZU sustainability milestones (roadmap)



High-tech pavilion

High-tech pavilion

3 / Strategic Management



In 2024, strategic management at the Czech University of Life Sciences Prague (CZU) was already based on the framework of the new CZU Sustainability Strategy 2025+, which was prepared concurrently during the year. The strategy defines the basic framework for the development in the area of the University's environmental, social and economic responsibility. In line with this strategy, the CZU focused on improving the quality of human resources management, strengthening equal opportunities, developing digital infrastructure and transparent data management, as well as consolidating its position among the leading institutions in the area of sustainable development.

The Sustainability Strategy 2025+ sets out five main areas of development, with the area of sustainability management and organizational support being key to achieving all other goals in the areas of education, science, university campus operations and social responsibility. In 2024, the CZU not only implemented measures to increase the efficiency and sustainability of its internal processes, but also actively built a system for monitoring the fulfilment of SDGs through environmental, social and governance (ESG) indicators.

System management in the area of sustainability was supported by human resources development, updating the Gender Equality Plan, advanced digitization of administrative and decision-making processes, and maintaining high international prestige in sustainable development rankings, including defending its 1st place among Czech universities in the UI GreenMetric Ranking.

3.1 Human Resources Management

In 2024, the CZU maintained the HR Excellence in Research (HR Award) standard and continued to implement measures aimed at improving human

resources management. The professional growth of academic and non-academic staff was supported through training in the areas of leadership, soft skills, basic legal knowledge and digital skills. Employee education was supplemented by new programmes focused on environmental management and sustainable development. The University supported national and international mobility of employees and actively developed programmes for sharing good practices in the field of ESG and sustainability.

3.2 Equal Opportunities and Diversity

In 2024, the CZU updated its Gender Equality Plan and continued to implement measures promoting gender equality and support for parents and employees with specific needs. The flexibility of working conditions was strengthened, including the possibility of remote work and part-time work. The University focused on implementing gender-sensitive recruitment processes and strengthening the representation of women in the management of individual parts. It also continued to support activities within the Horizon Europe programme project called AGRIGEP, which focuses on integrating the principles of equality and diversity into the organizational culture of the CZU.

3.3 Digitization of Management and Administration

The CZU continued to develop the digitization of administrative processes and the use of Power BI analytical tools to streamline management. An online workflow system for document approval was introduced and processes were systematically optimized to reduce the administrative burden and environmental demands of operations. The infrastructure for e-learning and remote collaboration for internal training and recruitment of new employees.

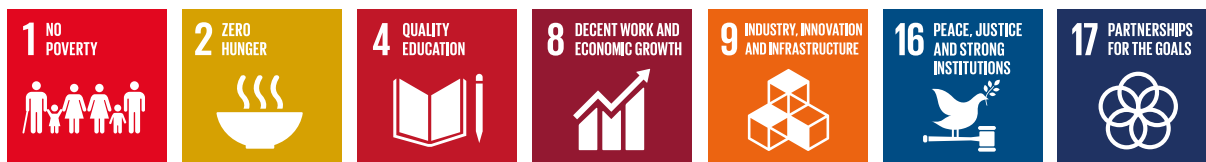
was also developed. The digitization of processes contributed to increased efficiency, transparency and a reduction in the environmental footprint of the University's administrative operations.

3.4 International Sustainability Evaluation

In 2024, the CZU defended its first place among Czech universities in the international UI GreenMetric ranking and ranked 36th in the world. The University also participated in the QS Sustainability Rankings, where it achieved significant improvement, particularly in the area of Environmental Impact. At the same time, it maintained its position in the THE Impact ranking. The CZU continued its activities within international initiatives, such as the EUA Green Deal Initiative, UI GreenMetric Network and ICA, and actively shared examples of good practice in the field of sustainability.



4 / Educational and Creative Activities



4.1 High-Quality and Competent Graduates Contributing to Sustainability

In 2024, the CZU continued to systematically integrate sustainable development topics into the educational programmes of all faculties. Study programmes focused on agroecology, environmental management, renewable resources and the circular economy were innovated. Topics aimed at achieving the UN Sustainable Development Goals (SDGs) and promoting social responsibility were incorporated into teaching. Special emphasis was placed on developing students' practical skills in the area of environmental planning, nature conservation and sustainable business. Students were actively involved in the implementation of campus projects focused on biodiversity, climate change adaptation and green infrastructure development.

4.2 Accessible and Flexible Education for Various Dimensions of Sustainability

The CZU placed emphasis on the accessibility of education focused on sustainable development for a wide range of interested individuals. The range of courses offered within lifelong learning, online education and courses focused on professional development in the field of ESG was expanded. The University supported interdisciplinary knowledge exchange and access to current scientific findings in the field of environmental challenges. Faculties collaborated on the creation of joint educational

projects focused on supporting skills in the areas of environmental policy, responsible agriculture and the circular economy.

4.3 Point One Business Incubator

In 2024, the Point One university business incubator continued to support student and graduate projects focused on social responsibility, sustainable innovation, and circular business. The incubator provided facilities for more than 30 start-ups working in areas such as organic farming, green technologies, responsible consumption and community development. Point One organized two hackathons focused on finding solutions to environmental challenges and developed mentoring programmes connecting students with experts in the area of sustainable business, technology and environmental management.

5 / University Operations



5.1 Introduction to the Premises of the Czech University of Life Sciences Prague

The premises of the CZU in Suchdol is a modern, sustainably managed campus with a total area of 436,721 m². The campus is located in a suburban area on the northern outskirts of Prague, and its urban design reflects the University’s long-term efforts to harmoniously combine educational, scientific and recreational functions with a maximum emphasis on environmental protection and the promotion of biodiversity.

In 2024, the use of space in the premises was divided as follows:

Category	Value
Total area of the premises	436 721 m ²
Built-up area	68 315 m ²
Green area	329 945 m ²
Water area	589 m ²
Road area	16 789 m ²
Sports facilities area	21 083 m ²

This model of space utilization enables the CZU to fulfil the University’s long-term environmental goals in accordance with the principles of sustainable development and is a key factor in positive evaluation in international rankings such as UI GreenMetric.

5.2 Infrastructure and Blue-Green Measures

The CZU premises are managed with maximum emphasis on environmental sustainability. More than 75% of the area is green area, complemented by water features, sports facilities and blue-green infrastructure.

The CZU has been building rainwater collection systems, green roofs and walls, and supporting ecosystems for biodiversity for a long time. As of 2024, nine buildings within the premises have green roofs, and rainwater retention systems are installed on fifteen buildings and three car parks.

The CZU also promotes energy self-sufficiency: four photovoltaic systems and two heat pumps are installed on campus, reducing the University’s carbon footprint. In 2024, the installation of new photovoltaic systems on the building of the Pavilion of Environmental Studies (hereinafter referred to as the „PES”) was completed and the construction of additional sources began.

The administration of the campus is moving towards smart facility management, including energy monitoring and optimization of resource consumption using SMART solutions.

These measures not only save natural resources, but also promote the creation of a healthy, inspiring and functional university environment.

5.3 Energy and Emissions

The CZU has long been striving to reduce the environmental impact of its activities through systematic energy consumption management and the development of renewable energy sources. Energy management is a key part of the CZU Sustainability Strategy 2025+, with the University actively contributing to the fulfilment of the SDGs, in particular SDG 7 (Affordable and clean energy) and SDG 13 (Climate action).

In 2024, total electricity consumption in the CZU premises amounted to 11,098,850 kWh and natural gas consumption reached 14,041,891 kWh (1,330,985 m³). At the same time, the University invested significantly in the development of its own renewable energy sources. Solar power plants located on the roofs and facades of buildings produced a total of 70,439 kWh of green energy in 2024, representing a year-on-year increase of 28,139 kWh compared to 2023. This energy is used directly on campus to cover electricity consumption.

As part of measures to increase energy efficiency, the CZU continued to install modern technologies, including replacing lighting fixtures with LED lighting, automating lighting control based on daylight intensity and time schedules, and renovating gas boiler rooms. In 2024, the installation of additional photovoltaic panels on the PES building was completed and the construction of new sources on other campus buildings began.

The University also uses smart devices to monitor and optimize energy consumption. Heat pumps installed at the Faculty of Tropical AgriSciences (hereinafter referred to as „FTA“) and in the FAFNR building significantly contribute to reducing gas consumption and greenhouse gas emissions. Another example of waste heat utilization is the heat recovery system in the building of the Faculty of Forestry and Wood Sciences (hereinafter referred to as „FFWS“), where residual heat from cooling is used to heat domestic hot water.

Thanks to these measures, the University is reducing its carbon footprint and contributing to climate protection. The CZU remains committed to increasing the share of energy from renewable sources, optimizing operating costs and improving the energy self-sufficiency of the campus.

Overview of energy consumption and production at the CZU in 2024	
Category	Value
Electricity consumption	11 098 850 kWh
Natural gas consumption	14 041 891 kWh (1 330 985 m ³)
Energy production from PV systems	70 439 kWh
Year-on-year increase of production from PV systems	+28 139 kWh
Number of heat pumps installed	5 (1x FTA, 4x FAFNR -F)
Heat recovery (waste heat utilization)	FFWS – heating domestic hot water

5.4 Waste and Circular Economy



The CZU considers proper waste management to be a key part of its environmental and social responsibility. In 2024, the process of fulfilling the SDGs was continued, especially in the area of transition to the circular economy, increasing the rate of sorting and efficient use of material flows.

Based on the summary report on waste production and management for 2024, the total waste production recorded at the CZU was 398.41 tonnes. The largest share was mixed municipal waste (186.56 tonnes), followed by biodegradable waste (91.44 tonnes) and sorted components such as paper and cardboard (30.75 tonnes), plastics (25.49 tonnes), glass (35.90 tonnes), metals, composite and mixed packaging, and other specific waste streams.

In 2024, the University expanded the system of collection points at individual faculties and halls of residence, continued to operate the Free Shop, which allows the exchange or donation of usable items, and introduced new reuse points in the University Library and other buildings. Special attention was also paid to the environmentally friendly disposal of hazardous waste and laboratory chemicals, which are handed over exclusively to certified entities.

In cooperation with authorized partners, the removal of electrical waste, fluorescent lamps, toners and oils was also ensured in 2024. For example, in cooperation with REMA Systém, more than 3.5 tonnes of electrical waste was disposed of in an environmentally friendly manner.

The University also focuses on promoting the principles of the circular economy in the area of teaching, research and practice. These activities contribute to the fulfilment of the UN SDGs, in particular Goal 12 (Responsible consumption and production), Goal 13 (Climate action) and Goal 11 (Sustainable cities and communities).

Overview of waste production and management at the CZU in 2024

Waste category	Quantity (tonnes)
Total waste production	398,41
Mixed municipal waste	186,56
Biodegradable waste	91,44
Biodegradable waste from kitchen and canteens	9,07
Paper and cardboard	30,75
Glass	35,90
Plastics	25,49
Composite and mixed packaging	0,85
Metals	0,42
Hazardous waste (chemicals, oils, etc....)	approx. 4,5
Other specific waste	approx. 22,5

Recycling of Electrical Equipment and Savings in Natural Resources

In the area of special waste management, the CZU continued its cooperation with REMA Systém, a company focused on the eco-friendly recycling of electrical equipment. In 2024, a total of 3,542 kg of electrical equipment was processed in an environmentally friendly manner thanks to this cooperation. The recycling of this material resulted in the following specific savings:

Savings category	Value
Primary raw material savings	2 616 kg
Electricity savings	3 774 kWh
Water savings	821 m ²
Crude oil savings	245 l
CO ₂ emissions reduction	9 103 kg
Waste prevention	14 968 kg

Thanks to the proper sorting and recycling of electrical waste, it has been possible to significantly reduce the consumption of natural resources, limit greenhouse gas emissions production and contribute to environmental protection. These measures are an important part of fulfilling the principles of the circular economy and directly support SDG 12 (Responsible consumption and production) and SDG 13 (Climate action).

5.5 Water Management



Water is perceived at the CZU as a key natural resource that must be managed responsibly. In accordance with the CZU Sustainability Strategy 2025+, the University systematically develops measures for the collection, retention and reuse of rainwater, promotes nature-based solutions and increases the resilience of the premises to the effects of climate change.

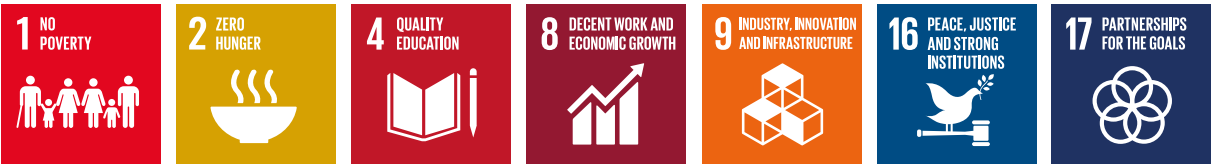
In 2024, more than 15 rainwater retention systems installed on buildings and car parks were in operation in the CZU premises. Rainwater is mainly used for irrigation of green areas, which contributes to saving drinking water and supporting blue-green infrastructure. Another measure is the development of green roofs, which help reduce surface runoff and improve microclimatic conditions in the premises. In 2024, nine buildings were already equipped with green roofs.

Water areas in the CZU premises cover an area of 589 m², which represents approximately 0.13 % of the total campus area. These areas contribute not only to the ecological stability of the environment, but also to the aesthetic value of the premises and the promotion of biodiversity.

Measures in the area of water management at the CZU directly support the fulfilment of the UN Sustainable Development Goals, in particular Goal 6 (Clean water and sanitation) and Goal 13 (Climate action).

Overview of water management at the CZU in 2024	
Measure	Situation in 2024
Number of rainwater retention systems	15 buildings + 3 car parks
Number of buildings with green roofs	9 buildings
Area of water bodies on campus	589 m ²
Share of water bodies area in the total area of the premises	0,13 %
Rainwater utilization	Irrigation of green areas

5.6 Biodiversity



The CZU considers the protection and promotion of biodiversity to be an integral part of sustainable campus development. The CZU premises function as a unique urban ecosystem that offers not only educational but also ecological and recreational functions. Approximately 50% of its area is covered by garden and park vegetation, the care of which is systematically managed by the CZU’s Operational Gardening Department.

In 2024, there was a significant shift towards more environmentally friendly forms of green vegetation maintenance. The University began the transition from chemical herbicides to alternative methods, in particular the environmentally friendly removal of weeds using hot water. Measures aimed at water retention, planting new species-rich perennials and trees were expanded, and new flower meadows and hedges were created.

Twenty-six new trees, 140 shrubs and 90 perennials were added to the campus. The „Green Roofs” project is constantly expanding throughout the University premises. In 2024, biodiversity monitoring was carried out on the buildings of the Hall, FTA, FFWS (High-Tech Pavilion) and the Faculty of Environmental Studies (hereinafter referred to as „FES”). Based on the results, the management of green areas was optimized. Special attention was paid to the protection of pollinators, e.g. through research projects and diploma theses focusing on insect diversity in vertical gardens.

Another key measure was the composting of bio-waste – the gardening department processed and returned 138 tonnes of material to the campus in the form of wood chips or compost. A large-capacity electric composter for processing kitchen waste was installed in the University refectory. Composters were also installed in the vicinity of the halls of residence.

In terms of adaptation measures, green roofs and vertical gardens were further developed, contributing to the improvement of the microclimate, water retention and the promotion of urban biodiversity. Significant implementations include a new vertical flower bed between the building of the Faculty of Agrobiological Sciences (FAFNR) and the building of the Rector’s Office. Biodiversity measures at the CZU directly fulfil SDGs 13 (Climate action) and 15 (Life on land).

Overview of biodiversity measures at the CZU in 2024	
Measure	Situation in 2024
Area managed by the gardening department	20 ha
Number of newly planted trees	26
Number of newly planted shrubs	140
Number of new perennials	90
Processed biowaste (compost/wood chips)	138 tonnes
Number of green roofs with biodiversity monitoring	4 buildings
New flower meadows	more than 500 m²
Number of newly created vertical flower beds	1 (between FAFNR and the Rector’s Office)
Composting systems	electric composter in the refectory + composters in the vicinity of the halls of residence



6 / Human Resources Management



The CZU sees human resources as a key factor in fulfilling its sustainability strategy. In line with the CZU Sustainability Strategy 2025+ and the principles of the HR Award, it develops modern approaches to employee management, focusing on promoting equality, diversity, work-life balance and professional development. The year 2024 was marked by the continued implementation of measures in the area of strategic human resources management, employee training, competence development and support for wellbeing programmes.

6.1 Structure of CZU Employees

As of 31 December 2024, the CZU employed a total of 1,863 employees. The structure of employees by age, gender and nationality is shown below.

6.2 Professional Development and Education

In 2024, 532 employees were trained in internal and external training courses. The training focused on digital skills, leadership, management, wellbeing, and promoting equality and diversity.

6.3 Equal Opportunities and Diversity

The CZU continued to implement its Gender Equality Plan for 2022-2024. A number of measures were implemented to promote equal opportunities, reduce gender stereotypes, introduce gender-sensitive recruitment processes and support work-life balance.

A significant step was the creation of new Career Regulations emphasizing an individual approach to the evaluation of employees, the development of childcare programmes (a new children's group project) and the continuation of the organization of suburban camps for the children of employees.

As part of the Horizon Europe-Widera AGRIGEP project, the CZU also implemented educational activities aimed at raising awareness of gender equality, unconscious bias and the integration of gender aspects into science and research. The implementation of the Gender Equality Plan in 2024 contributed to strengthening the inclusive and respecting academic community at the CZU.

6.4 Summary of Human Resources Management at the CZU in 2024

The CZU places an emphasis on transparent human resources management, support for equality and diversity, continuous education and the wellbeing of its employees. Activities in the area of HR directly fulfil SDGs 5 (Gender equality), 8 (Decent work and economic growth) and 10 (Reduced inequalities).

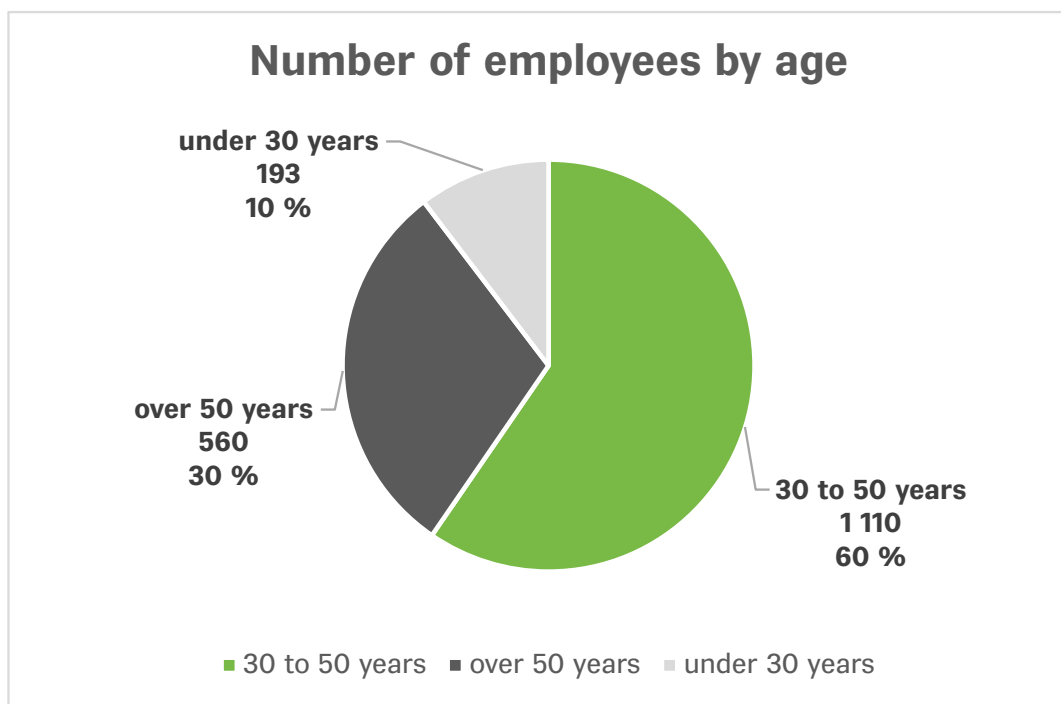


Chart 1 – Age structure of employees

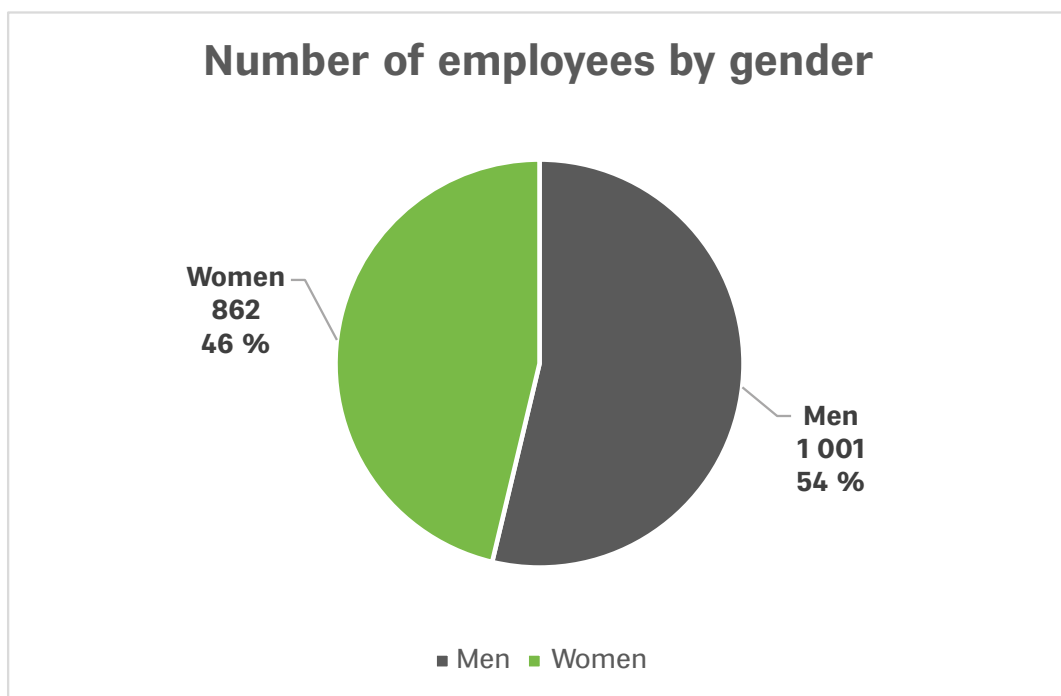


Chart 2 – Employees by gender

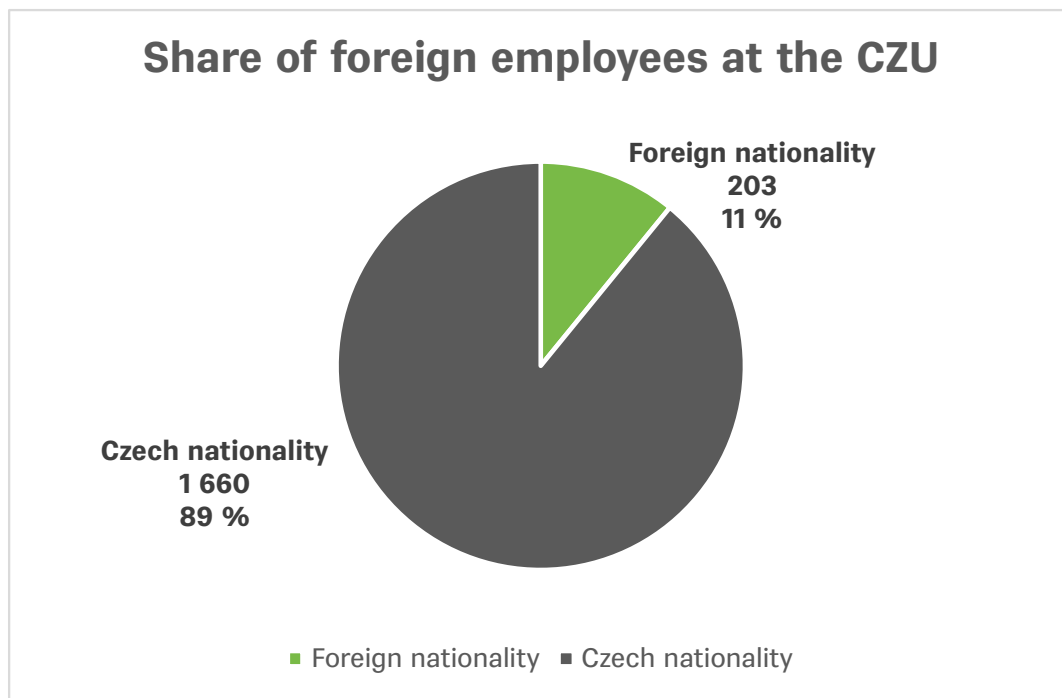


Chart 3 – Employees by nationality

6.5 Security and Health

The Security Division is responsible for protecting the CZU as a whole, i.e. protecting the lives and health of employees and students, protecting movable and immovable property, and protecting information. It sets security standards, methodically manages their implementation and monitors compliance.

Last year, the Security Division continued to systematically develop the area of physical, facility and cyber security of the CZU premises. Key activities included strengthening guarding, modernizing technical equipment, developing digital identification tools and improving the internal security culture.

At the physical level, guarding of the University premises was strengthened. Equipment and gear were gradually modernized, communication systems were streamlined, including the introduction of a duplexer for emergency situations and a backup power supply. In the area of infrastructure, traffic signs (both horizontal and vertical) were modernized, additional retractable posts and speed bumps were installed, and signal strips for the visually impaired were added.

A significant step was the digitization of access – the transition to new readers with NFC technology support was completed, enabling the use of virtual ID cards on mobile devices, thereby reducing dependence on plastic cards.

In the area of technical security of buildings, the installation of electrical fire alarm systems and electrical security systems continued. Twelve automated external defibrillators (AED) remain in operation on the premises, which are part of the nationwide Záchranka (emergency rescue) application system. Faculties and their units are equipped with first aid kits to provide first aid.

The CZU paid systematic attention to the training of employees in the area of crisis preparedness and first aid. Regular training of fire patrols and prevention officers took place, including practical drills. Intensive training in first aid also included foreign employees.

In cooperation with Urban Safety, as part of its ongoing efforts to improve safety, the Security Division organized new pre-medical first aid courses and advanced first aid courses. The aim of this initiative

was to increase the preparedness of employees in the event of handling emergency situations.

One of the main events in 2024 was a training course for the Rector's Advisory Board and for employees and students at individual faculties, which was held in cooperation with the Police of the Czech Republic. This was training focused on crisis situations and coordination with the Police of the Czech Republic.

Fire patrol training, i.e. evacuation drills, was also carried out across all faculties.

The contact details in the Crisis Information and Notification System (KISS) have also been updated. The aim of this update is to speed up and improve the flow of information to students and employees in various crisis situations.

A lecture on the topic of „active attacker“, prepared by the Security Division in March 2024, focused on the protection of soft targets, crisis management and coping with psychological crises that arise as a result of serious events.

The aim of the lectures was to summarize a large amount of information, explain how attacks can be prevented, how active attacks themselves take place, the procedures of the Integrated Rescue System, the most common reasons for attacks and how to proceed in a given situation.

Other training included a workshop focused on building resilience and dealing with crisis situations (breathing exercises, coping with cold, and other topics) through conscious modulation of the autonomic nervous system (ANS).

Cyber security has become a key part of the University's overall security strategy. Significant information systems have been identified and an information security management system has been implemented in accordance with the Act on Cyber Security. Security guidelines have been updated, awareness among employees has been raised and practical tools such as mock phishing campaigns have been introduced.

Phishing attacks are one of the most common and most dangerous forms of cyber threats that both organizations and individuals can face.

This experiment provided us with valuable information about where security procedures need to be improved and where further training is required. The results also confirmed that, despite growing awareness of cyber threats, it is necessary to continuously raise the level of awareness and education among employees. In this context, we are preparing awareness campaigns to highlight the risks and correct behaviour on the Internet. Furthermore, technical measures need to be taken to make it more difficult for potential attackers to access sensitive data even after obtaining access credentials, such as multi-factor authentication.

In September 2024, following the requirements of Decree No. 82/2018 Coll., on cyber security, and in accordance with Rector's Decision No. 18/2020, multi-factor authentication (MFA) was introduced at the CZU for all employees. This measure is crucial for increasing the security of our information systems and protecting accounts against unauthorized access.



7 / Sustainability of Faculties and Other Parts of the CZU

7.1 Faculty of Agrobiology, Food and Natural Resources (FAFNR)

In 2024, as part of the development of educational programmes focused on sustainable agriculture, agroecology and the protection of natural resources, two study programmes were innovated, introducing new modules focused on biodiversity, soil protection and ecological farming. The faculty implemented the popular project „Bees Teach Us“, which aimed to raise public awareness of the importance of pollinators, resulting in a series of educational videos and thematic workshops. FAFNR participated in the planting of flower meadows in the CZU premises and pilot tested grassland management without the use of herbicides. Significant emphasis was placed on the protection of water resources and soil within demonstration areas. FAFNR students participated in international projects focused on regenerative agriculture and the circular economy, where they were successful several times in competitions financed by European funds. The faculty provided financial support for the „To Work Not Only by Bike“ event and also participated in the implementation of other activities promoting awareness of sustainable approaches to the environment. The faculty also developed cooperation with non-profit organizations in the field of environmental education and biodiversity support.

7.2 Faculty of Forestry and Wood Sciences (FFWS)

In 2024, FFWS intensified its activities focused on the development of blue-green infrastructure, biodiversity research and the adaptation of forest ecosystems to climate change. A significant achievement was the installation of a green roof on the new faculty building, including a rainwater infiltration system. FFWS monitored biodiversity on four green roofs in the premises and actively involved students in collecting data on the condition of vegetation and pollinators. The faculty also collaborated on international projects focused on forest resources management

in a changing climate and introduced new educational modules focused on nature-based forest management. During the year, demonstration areas focused on forest climate resilience and water retention in the landscape were expanded. FFWS also supported programmes focused on planting species-rich woody plants in urban environments and actively cooperated with the CZU Gardening Department on the creation of biodiversity elements on the University campus. In 2024, FFWS also actively prepared the construction of a new Lesovna building – an educational wooden structure.

7.3 Faculty of Environmental Studies (FES)

In 2024, FES significantly expanded its activities focused on the development of blue-green infrastructure, environmental education and support for nature-based adaptation measures. The faculty installed two new rainwater retention tanks, contributed to the extension of flower meadows and supported the creation of new green areas on campus. The activities included popularization of research results in the field of ecosystem services through lectures, workshops and public excursions. FES also updated its curriculum with new modules focused on the adaptation of cities and landscapes to climate change. Faculty students actively participated in projects focused on measuring the microclimate of green areas and biodiversity in urban environments. The faculty was the main organizer of the Earth Day at the CZU and collaborated on the preparation of popularization campaigns focused on nature and water protection. Thanks to these activities, the faculty strengthened its position as a centre of excellence in education and research in the field of environmental protection.

7.4 Faculty of Economics and Management (FEM)

In 2024, FEM focused on developing education in the area of social responsibility, ESG reporting and sustainable business. The faculty innovated several

study programmes, incorporating modules focused on environmental management, circular economy and new trends in the area of green finance. A significant activity was the involvement of students in practical projects focused on measuring the carbon footprint of enterprises and proposing measures to reduce their environmental impact. FEM also cooperated with business incubators to support start-ups focused on ESG innovation. In 2024, the faculty expanded its popularization activities, for example by collaborating on the educational podcast „Bees Teach Us“. In the area of operations, the faculty was active in optimizing energy flows in buildings and supporting the digitization of processes, thereby contributing to a reduction in paper consumption and CO₂ emissions. FEM continued to focus on promoting gender equality in the academic environment and participated in a programme supporting women in science.

7.5 Faculty of Engineering (FE)

In 2024, FE developed innovations in the area of smart technologies for premises management and environmentally friendly solutions. The faculty implemented a pilot project for a self-cleaning retention tank, which serves to effectively retain and utilize rainwater on campus. Another priority was the introduction of a smart energy management system in University buildings, which made it possible to reduce heating and lighting costs. FE supported research in the field of eco-friendly transport and sustainable mobility, including the design of prototypes for smart stations for electric cars. Faculty students were involved in projects focused on the circular economy in the field of technology and participated in the development of equipment for recycling electronic waste. The faculty organized several popularization seminars focused on green technologies, with a strong emphasis on linking research with practice in the field of smart cities.

7.6 Faculty of Tropical AgriSciences (FTA)

In 2024, FTA focused intensively on promoting the principles of sustainable development, responsible consumption and international cooperation. It hosted a number of important events, including the Annual Conference of the Czech Evaluation Society, the 5th International Multidisciplinary Conference for Young Researchers (MCYR) and the Advaleu project meeting. The faculty participated in national and international discussions on climate change,

development cooperation and the role of women in agriculture. It strengthened its educational activities in the field of tropical agroecosystem and gender equality through AGRIGEP projects and Double Degree programmes in cooperation with universities in Germany and Thailand. It further developed research in the areas of ethical trade, value chains and biodiversity protection. Students participated in events organised by the BeFair and Students Ambassadors associations, who actively raised awareness of Fairtrade, ecology and nature conservation. FTA remains the leader in linking science, teaching and practice in the field of sustainable development in a global context.

7.7 Institute of Education and Counselling (IEC)

In 2024, the Institute of Education and Counselling (IEC) focused on developing educational programmes focused on environmental education, sustainable development and climate change education. IEC organized four educational seminars intended for primary and secondary school teachers, aimed at developing competencies in the field of education for sustainability. The Institute also collaborated on pilot programmes aimed at integrating environmental topics into teaching within the Erasmus+ programme. As part of its internal development, the digitization of educational materials and the dissemination of awareness campaigns focused on the sustainable use of natural resources were supported.

7.8 Halls of Residence and Refectory (HRR)

In 2024, the CZU halls of residence and refectories continued to intensively implement measures to promote environmental and operational sustainability. In cooperation with the Lokni initiative, three new filtered water stations were installed in the halls of residence and refectories, which led to a reduction in plastic bottle consumption by more than 330,000 pieces per year. At the same time, the refectories expanded their range of vegetarian and vegan meals, thereby promoting more sustainable eating habits among students and employees. In the area of energy, financial management was improved through the installation of modern heating and lighting control technologies. HRR also implemented educational campaigns focused on responsible waste management and energy savings in accommodation facilities. The halls of residence gradually

modernized their equipment with an emphasis on energy efficiency and a healthy environment, thereby contributing to the long-term goals of the CZU ESG strategy.

7.9 CZU Operational Gardening

In 2024, the Operational Gardening Department significantly expanded biodiversity measures in the CZU premises. Twenty-six new trees, 140 shrubs and over 90 species of perennials were planted, thereby expanding the area of flower meadows by more than 500 m². The greenery was maintained without the use of chemical herbicides. An alternative method was used to control weeds, namely hot water. The Gardening Department also monitored the vegetation on the green roofs of buildings and participated in projects to support urban biodiversity on campus. New migration corridors for small animals were built and new elements to support pollinators were installed. The eco-friendly approach to premises maintenance is an example of good practice in adapting urban space to climate change.

7.10 CZU Library

In 2024, the CZU Library significantly strengthened its role as a centre for education in the area of sustainable development. It continued to support reuse activities – redistributing discarded books, thereby promoting the circulation of resources and reducing waste. The library expanded online access to environmentally focused publications and organized educational seminars focused on digital literacy and ESG topics. A significant award was the Bibliotheca Inspirans 2024 prize for its innovative approach to employee wellbeing activities, support for sustainable working conditions and the development of social responsibility in the academic environment.



8 / External Relations and Sustainability Communication



The CZU actively communicates topics related to sustainable development, science and research to the public, the professional community and partners. In accordance with the CZU Sustainability Strategy 2025+, it develops systematic external communication that contributes to greater awareness of the University's environmental and social activities.

8.1 Popularization of Sustainability

The CZU manages its own internet portal Živá univerzita (Living University) (<https://zivauni.cz>), which offers a flexible space for University experts to present themselves. Here, they present key topics, scientific outputs and projects. The portal covers areas ranging from agriculture, forestry and nature conservation to modern technologies and IT. It is also published twice a year in print form as a magazine.

Another way to popularize science and research is through the publication of the Podcast plný života (Podcast full of life), where experts from across the faculties inform the public about current challenges in the fields of the environment, energy, health, food industry and sustainable development.

The CZU's approach to sustainability is presented at trade fairs, exhibitions and conferences in the field. Where possible, sustainable principles are observed in the production of the University's own events on campus – waste sorting, use of washable cups or use of compostable plastics.

8.2 Social Networks and Online Communication

The CZU actively communicates through social networks Facebook, Instagram, LinkedIn and X (formerly Twitter). In 2024, posts focused on sustainability, environmental issues and research project results were published regularly.

An example is the Earth Day campaign, which the University implemented in cooperation with the Faculty of Environmental Sciences, aimed at raising awareness of environmental challenges and nature conservation.

8.3 Partnerships and Membership in Organizations

The CZU is a member of several national and international professional organizations that promote sustainable development and social responsibility. These include, for example, the Association of Social Responsibility (A-CSR), the EUA Green Deal Initiative, the UI GreenMetric Network and others.

The University actively shares its experience, participates in the formulation of sustainability strategies and presents its activities at international forums.

8.4 Summary of External Relations and Communication in 2024

In 2024, the CZU systematically developed its external relations and communication with an emphasis on promoting sustainable development, scientific and research results and social responsibility. Through modern communication channels and involvement in professional networks, the University strengthened its position as the leader in the area of sustainability in the academic sphere in the Czech Republic and abroad.

Overview of communication channels used in 2024

Internet portal Živá univerzita (Living university)	25 posts / month
Printed magazine Živá univerzita (Living university)	Twice a year, May / November 2024 (106/94 pages)
Podcast plný života (Podcast full of life)	20 times/year, Spotify, YouTube CZU
Social networks (Facebook, Instagram, LinkedIn, X)	Regular contributions on environmental topics
Membership in organizations	Active involvement in A-CSR, EUA Green Deal Initiative, UI GreenMetric Network

Presentation of sustainability, scientific and research results and creative activities of the CZU at public events in 2024

11.-14. 5.	Czech Food Expo	České Budějovice Exhibition Centre
30. 5.-1. 6.	Science Fair	PVA Expo Prague Letňany
13.-14. 6.	„Naše pole“ exhibition	Zbýšov u Čáslavi
21. 6.	Science Fest	Dejvice
24.-29. 8.	„Země živitelka“ exhibition	České Budějovice Exhibition Centre
2. 9.	Harvest Festival at Letná	Letná, Prague
8. 9.	Harvest Festival at Farm Estate at Lány	CZU Farm Estate at Lány
27. 9.	Researchers' Night	CZU campus
14.-17. 10.	Prague Science Film Fest	CZU campus
22. 11.	Ministry of Regional Development at the CZU	CZU campus

Events for the University employees, students and graduates in 2024

19. 1.	Silver graduation ceremony after 25 years (alternative date for 2023) – 113 participants
26.-27. 3.	Easter at the CZU
11. 4.	Spring concert for employees – Marie Rottrová, Rector's Awards for Athletes of the Year (400 participants)
18. 5.	Golden graduation ceremony after 50 years – 192 participants
15. 6.	Silver graduation ceremony after 25 years – 188 participants
15. 6.	Garden party (approx. 2,000 participants)
22. 10.	Day with student organizations
3.-4. 12.	Sustainable Christmas workshops
2.-5. 12.	Christmas at the CZU
5. 12.	St. Nicholas Party
10. 12.	Theatre performance for employees – Woody Allen: Don't Drink the Water, Vinohrady Theatre (600 participants)
2.-23. 12.	Sale of university Christmas trees
22.-23. 12.	Sale of university carps

8.5 International Relations Office

In 2024, the International Relations Office (hereinafter referred to as „IRO“) of the CZU continued to focus intensively on the development of sustainable international mobility and the digitization of administrative processes related to foreign activities. The Green Erasmus initiative, which promotes eco-friendly forms of travel, especially for distances up to 500 km, was successfully implemented. Students and employees were encouraged to use trains, buses and carpooling, with those who chose to travel sustainably even over longer distances receiving higher financial support. Twelve students and 21 employees received a top-up grant for green mobility. The most frequently used form of eco-friendly transport was the train, followed by the bus and carpooling.

IRO also continued the digital transformation of processes through the European Erasmus Without Paper project. The use of eIDAS electronic signatures, Online Learning Agreements and digital signing of contracts between universities via the University Information System was further expanded, which significantly contributed to reducing paper consumption and increasing mobility efficiency.

In the area of strategic partnership, the CZU, together with eight other universities, submitted an application within the Euroleague for Life Sciences (ELLS) network for the establishment of the European University SUSTAIN-LIFE, focused on the sustainable transformation of agri-food systems. The project received the Seal of Excellence, but was not supported due to a lack of funding. Within the same network, CZU student Danica Juházyová was awarded the ELLS Sustainability Award for her exceptional approach to sustainability and innovative way of travelling.

The CZU also continued to be actively involved in other international university networks and associations focused on ecology and natural sciences, such as ICA and CASEE.

9 / Evaluation of the CZU's Current Position and Recommendations for Further Development

Evaluation of the year 2024

In 2024, the CZU further consolidated its position among the leading universities in the area of sustainability at both national and international level. The University continued to develop blue-green infrastructure, increased the proportion of green areas, expanded the use of renewable energy sources and strengthened environmental education. A significant result was the eco-friendly processing of 3,542 kg of electrical equipment and the associated savings in natural resources and reduction in CO₂ emissions.

Activities in the area of waste management, the development of reuse programmes and the education of employees and students led to a further increase in the rate of waste sorting. The CZU also strengthened communication in the area of social responsibility and transparent reporting, thereby supporting its international visibility in rankings such as UI GreenMetric World University Rankings, THE Impact Ranking and QS Sustainability Rankings.

Recommendations for the further development of the CZU in line with the CZU Sustainability Strategy 2025+

In 2024, the Czech University of Life Sciences Prague (CZU) confirmed its leading role in the area of sustainable development among Czech higher education institutions. For the next period, we recommend the following:

Sustainable development management (Area 1 of Strategy 2025+)

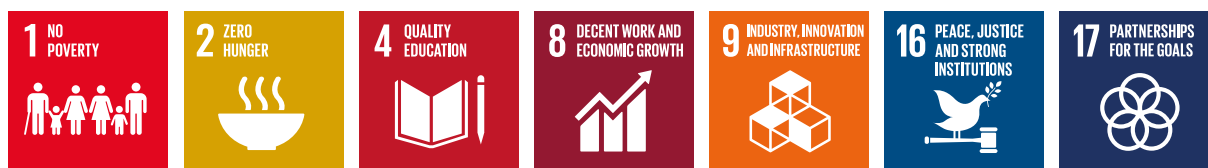


Implement the updated Sustainability Strategy across all parts of the CZU and ensure systematic monitoring of the fulfilment of objectives.

Prepare the Action Plan for 2026, including the evaluation of ESG indicators, create the Decarbonization Strategy and prepare reporting in accordance with the new European Corporate Sustainability Re-

porting Directive (CSRD), which came into force in 2024. This directive significantly expands the transparency requirements for companies in the area of sustainability, including environmental, social and governance (ESG) aspects.

Science, research and educational activities (Area 2 of Strategy 2025+)



Expand the number of study programmes and subjects focused on sustainable development.

Implement the topic of sustainability as a compulsory part of the Introduction to Studies at all faculties by 2026.

Strengthen research supporting the fulfilment of SDGs and the integration of sustainability into the third role of the university (popularization of science, work with the public).

University operations (Area 3 of Strategy 2025+)



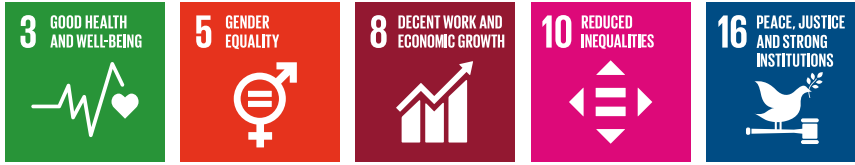
Continue to reduce the energy intensity of buildings, strengthen renewable energy sources and use smart technologies for energy and water management.

Actively work to reduce the amount of waste produced and increase the proportion of recycling.

Support the development of blue-green infrastructure (retention systems, green roofs, biodiversity elements).

Develop a plan for sustainable transport and optimization of the vehicle fleet.

People, health and social cohesion (Area 4 of Strategy 2025+)



Continue to develop programmes supporting the mental and physical health of students and employees.

Prepare the new Gender Equality Plan and expand support for wellbeing and a healthy work-life balance.

Relationships and collaboration (Area 5 of Strategy 2025+)



Expand partnerships with external entities in the areas of sustainability, responsible public procurement and community support.

Actively communicate the fulfilment of sustainable development goals both within the University and towards the public.

Increase the University's involvement in public beneficial and charitable activities.





Czech University
of Life Sciences Prague

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