



CSR Report 2020



Czech University
of Life Sciences Prague

University full of life



University full of life

CZU.CZ

Table of contents

1 / Introduction	7
2 / CSR at CZU in numbers for 2020	8
3 / Strategic management	10
4 / Educational activities	12
5 / Creative activities	14
6 / University operations	18
6.1 / Waste	18
6.2 / Energy and emissions	20
6.3 / Water management	21
6.4 / Biodiversity	21
6.5 / Well-being of employees and students	22
7 / Faculty activities	24
8 / External relations	26
9 / Evaluation of the current position of CZU and recommendations for further development of CSR activities	28

1 / Introduction

The Czech University of Life Sciences Prague (hereinafter CZU) professes the principles of sustainability, which have long been established in its mission and vision, and which are also an integral part of all management, scientific research and other activities. The Czech University of Life Sciences is fully aware of its responsibility towards the environment and society, meaning that the university regularly provides solutions to environmental and social issues, spreads awareness of sustainable development, and minimizes the negative impacts of its activities on the environment. Through its values and conduct, the university strives to be an example not only to other educational institutions, but also to the public and private sectors.

CZU's vision is to become an institution that will be a leader in the development and promotion of sustainable development solutions by 2030. The university's operations will increasingly contribute to resolving global problems, ensuring that CZU will eliminate negative environmental impacts in all of its activities.

Annual reporting in the form of a CSR report mainly reflects the work that was done in strategic management and coordination of CSR by the Rectorate, whilst also including fundamental activities that reflect the acceptance of socially responsible conduct of individual faculties, other university workplaces on campus, and student associations. The CSR report documents activities in relation to other university reports for the monitored period.

Given the division of the 2030 CSR Strategy of the Czech University of Life Sciences Prague, the CSR report has been devised according to the structure of the main activities of the university:

- Strategic management
- Educational activities
- Creative activities
- University operations
- Waste
- Energy and emissions
- Water management a biodiversity
- Well-being employees and students
- External relations
- Faculty activities

2 / CSR at CZU in numbers for 2020

It was particularly evident in 2020 that social responsibility is inherent not only to CZU employees, but also to CZU's students and university partners. Measures associated with the prevention of the emergence and spread of COVID-19 have encouraged intensive cooperation between all these groups.

The Czech University of Life Sciences provided computer technology for drug research, manufactured disinfection, the university science teams developed protective masks to reduce the spread of COVID-19, and scientific researchers continue to research the transmission of the virus causing the COVID-19 epidemic amongst humans and animals. In cooperation with students, the Security Department distributed face masks together with disinfection, as well as the necessary food. Students offered their help with food purchases and its distribution to municipalities near the university campus in Prague-Suchdol, to the city hall and to hospitals, and the students also aided farmers who were lacking a workforce during the period of restrictions.

What happened at CZU in 2020:



1 new "green pavilion"

(Pavilion of Tropical AgriSciences at CZU)



165 tonnes of composted biowaste



150 952 reduction in PET bottles used (0,5 l)



59 new study programmes associated with CSR, that

have been proposed for accreditation (study plans contain, for example, study subjects with a close relationship to CSR)



30 newly planted trees, **100+** newly planted shrubs,
1,000+ newly planted perennials on the CZU campus



53rd place in the UI Green Metric World University
Rankings



1 organized CSR conference on the topic the "Third Role
of Universities and their Responsibility to Society"





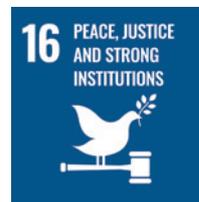
3 / Strategic management

CZU's mission is to be a flagship in promoting the principles of sustainability in education, science and research, as well as in its area of activities in society. In fulfilling its mission, CZU reflects the established traditions of the university, which it applies in the current environment, and responds innovatively to current challenges, primarily in the field of scientific research and education, as well as in international activities and cooperation with experience and regions. In its activities, the university focuses on the principles of sustainable development, which it aligns with economic, social and environmental needs. The Czech University of Life Sciences implements the **UN 2030 Agenda**, which it interconnects with the context of the **Green Deal for Europe** policy.

In its activities, CZU plays a significant role in the development of **bio-economics, biotechnology, smart circular economics, handling of climate change**, and the university addresses issues of drought, food safety, and the resilience of rural areas in the Czech Republic, Europe

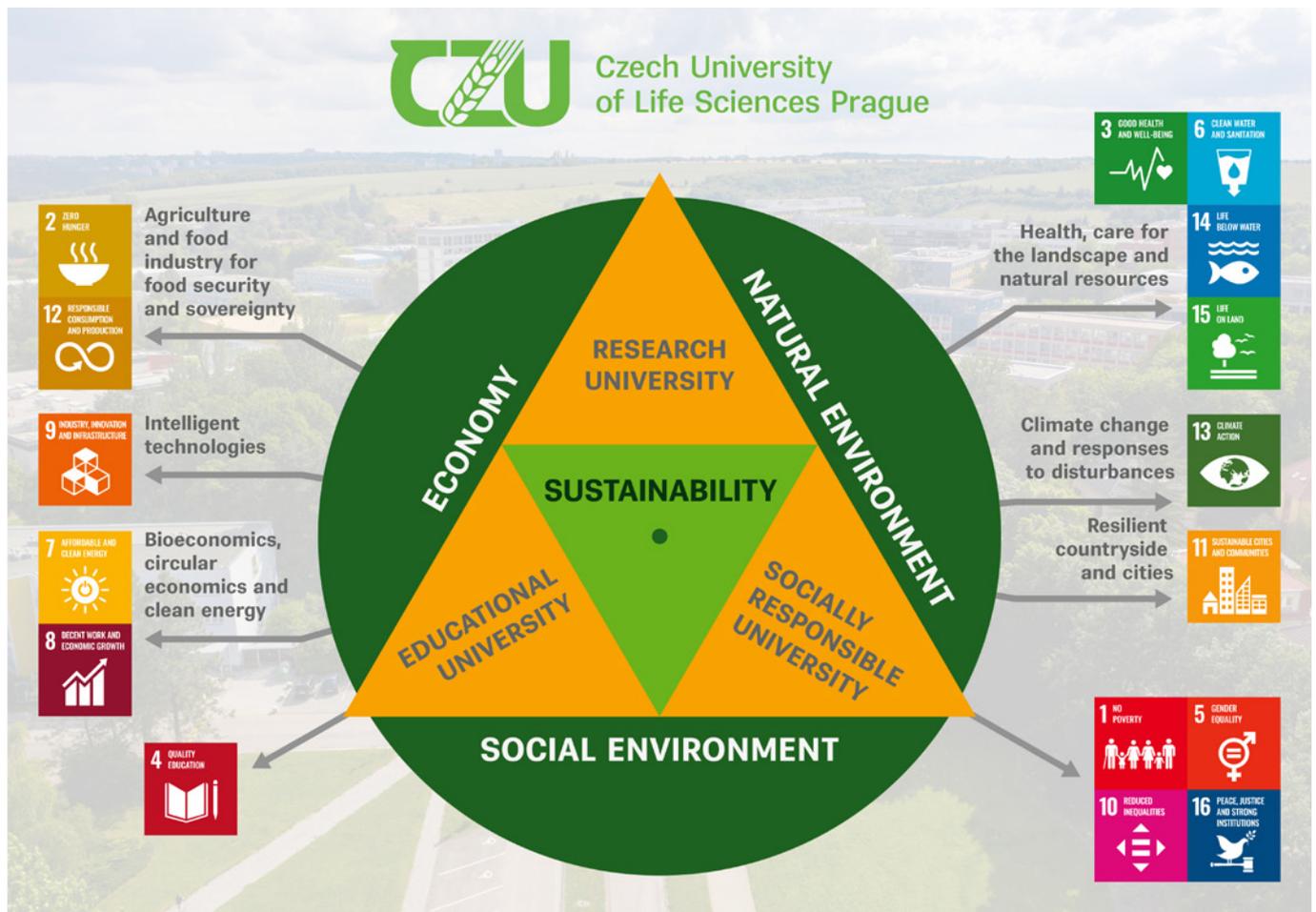
and worldwide (see Fig. 1). The Czech University of Life Sciences educates its students to jointly contribute to sustainability and a quality environment for life in the Czech Republic and abroad.

Primarily in terms of its focus, CZU has set priority goals for sustainable development in the **2030 Sustainability Strategy**, which it prioritises. However, the CSR Report 2020 clearly shows that CZU is connected to all of the sustainable development goals of the UN and actively contributes to their fulfilment.



In order to ensure that the **principles of sustainable development (SD)** are fully integrated into all the functions and operations of CZU, a system for the sustainability and social responsibility management was built at the university. The system is coordinated throughout the university by the Rectorate and is the responsibil-

Figure 1. Key principles of the strategic focus of CZU and their relation to UN sustainability goals



ity of one of the Vice-rectors. The implementation of this agenda includes the preparation of a CSR strategy, which presents specific measures that follow up on UN Sustainable Development Goals. Another important task is the monitoring of selected SD indicators and the subsequent preparation of a CSR report. Other agendas include international cooperation in developing ideas for sustainable regional cooperation in the world, organizing student CSR competitions, implementation of CSR projects, preparation of annual CSR conferences, administration of websites on the topic of CSR, and others.

Topics related to social responsibility and sustainability are communicated via website www.csr.czu.cz. The website provides news about CSR activities of the Rectorate and individual faculties and permanent projects and measures that are being implemented at the university. In 2020, 15 news items were published. The website offers downloadable CSR reports from previous years and the 2030 Sustainability Strategy. The website enables employees, students and the public to provide feedback. The Czech University of Life Sciences is involved in the popularization of the topic of sustainable development within and outside the institution. Sustainable development news is also communicated through other communication channels, e.g., in the internal and public version of the CZU newsletter, in the Life University magazine, or via social networks.

CZU is once again the most sustainable university in the Czech Republic. The university once again placed first in the Czech Republic in the UI Green Metric World University Rankings. Overall, the CZU ranked 53rd in sustainability out of 912 universities.

In 2020, CZU took part for the first time in the **National Award of the Czech Republic for CSR**. The mission of the National Award of the Czech Republic for Social Responsibility is to support social responsibility and sustainable development through feedback provided to organizations via independent evaluation. Organizations will thus gain an objective view of the level of their fulfilment of social responsibility and sustainable development, and particularly those that are awarded can be a good example for other organizations. The National Award for Social Responsibility promotes social awareness of what these areas mean, and what their significance and purpose is in practical life.

The supra-regional operation of CZU is also reflected in its good placement in the **Impact Ranking**, which focuses on the third role of universities in terms of meeting the sustainable development goals announced by the UN. CZU ranked between 201st to 300th place in the ranking for 2020.

In 2020, the Czech University of Life Sciences was an active member of the **Association of Social Responsibility (ACSR)**. ACSR is the largest Social Responsibility (CSR) and UN Sustainable Development Goals (SDGs) initiative in the Czech Republic. ACSR connects the private sector with the public sector, the non-profit sector and educational institutions, and it contributes to creating a more responsible society that returns to traditional values in its actions.

The Czech University of Life Sciences is systematically preparing a strategic configuration for human resource development in order to receive the HR Award, the full name of which is the **HR Excellence in Research Award**. The aim of the project is to set up strategic management of research and development at CZU Prague in line with the conditions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and to obtain and keep the HR Award. This award is an international standard for quality rules in the management and development of human resources in science and research and guarantees the European standard in employee care, openness and transparency of tenders, and the quality of the working environment. For organizations, the HR Award logo means greater attractiveness when addressing researchers from abroad, or for acquiring grants.

The Czech University of Life Sciences has developed a **code of ethics** that encourages employees and students to be aware of their responsibilities for their activities and for their influence. The university also has an **ethics committee**, which met once in 2020. As part of the HR Award project, CZU is working on expanding the code of ethics and related documents (such as the GRP Guideline). CZU is also working to create a new organizational structure for the Ethics Committee in order to increase the effectiveness of the committee in order to ensure compliance with ethical principles not only in research ethics and creative activities, but also in the ethics of interpersonal relationships and moral principles.

4 / Educational activities

Given CZU's focus on sustainable development, ecology and understanding the connections and contexts of natural processes are **an integral part of most study subjects**. Like activities in teaching and education, the issue of sustainable development and social responsibility is a significant and necessary part of the scientific work of all CZU faculties in order to achieve successful research in today's day and age.



The topics of sustainable management, nature protection, use of renewable energy sources, waste treatment, and food security are part of studies across all faculties and are taken into consideration in new accreditations of study programmes. In 2020, emphasis was

also placed on the incorporation of CSR topics into **study plans and the support of newly emerging study programmes**. Last year, 59 of these topics were submitted to the Council for Internal Evaluation for approval or accreditation - for example, the newly accredited study programmes **Biotechnology, Applied and Landscape Ecology or Environmental Earth Sciences** are closely associated with social responsibility. Social responsibility also impacts the study plans of study programmes of all faculties in all types of studies - bachelor's, master's and doctoral study programs.

The Czech University of Life Sciences develops various forms of life-long learning and systematically supports the **University of the Third Age**. The **Summer Children's University** is another type of educational activity that has a social dimension helping to eliminate gender differences in the family division of labour (caring for children during their free time). It is regularly organized by the Faculty of Agrobiology, Food and Natural Resources, the Faculty of Engineering, the Faculty of Forestry and Wood Sciences and the Faculty of Environmental Sciences.

In November 2020, CZU organized a CSR conference on the topic of the **Third Role of Universities and their Responsibility to Society**. Due to government regulations, the conference could not be held as a live presentation and was held online instead. The speakers' presentations can be viewed on videos in the gallery on the CSR CZU website. The speakers focused on innovation in public administration and their cooperation with universities, shared their experiences from their participation in the National CSR Award and spoke about the importance of green roofs in urban areas.

In 2020, CZU continued to focus on the following transnational development and education projects:

- Applied research support at the Royal University of Agriculture (Cambodia)
- Support of young university capacities in terms of quality education and research activities in Ukraine
- Interuniversity cooperation as a tool for increasing the quality of selected Ukrainian universities; farmer capacity building with a focus on value chains (Zambia)
- Support of teaching and research activities in biotechnology, agricultural production and consultancy at Hawassa University (Ethiopia)
- Support for scientific research and pedagogical work at the University of Mostar and at the Dzemal Bijedic University of Mostar (Bosnia and Herzegovina)
- Support for the development of pedagogy and research at Bethel University in Mongu
- Development of an integrated approach to farming in the Western Province of Zambia
- Agribusiness for Life – Livelihoods, Innovation, Food and Empowerment (Zambia)
- Raising living standards in the coastal region of Kenya by promoting organic and fair trade certification for small farmers
- Support for teaching and research activities in biotechnology, agricultural production and consultancy at Hawassa University (Ethiopia)
- Support for scientific research and pedagogical work at the University of Mostar and at the Dzemal Bijedic University of Mostar (Bosnia and Herzegovina)
- Providing technical assistance to IMAO Electric Ltd., related to the installation of a biomass power plant in Thua Thiên Hue Province, Vietnam





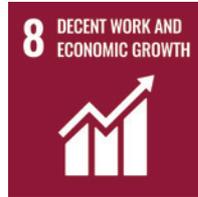
5 / Creative activities

Research conducted at individual faculties is closely linked to CSR topics and often contributes to sustainable solutions. Evidence of this includes the number of articles written or co-authored by CZU scientists published in the journals **Nature** (e.g., Climatic controls of decomposition drive the global biogeography of forest-tree symbioses) and **Science** (e.g., Global distribution of earthworm diversity, Science-based wildlife disease response) that have been published in the past. The principles of social responsibility are the common denominator of most research projects that CZU employees take part in. The Czech University of Life Sciences thus creates a number of unique results that are impactful not only in the Czech Republic, but also abroad. In order to increase knowledge about these activities amongst the public, CZU published the book **CZU from 77 sides**, which approaches these topics in a lighter way. More than 100 authors from CZU participated in the creation of the book. The publication provides a quick insight into 77 key areas that the university is currently focused on. These are mostly topics that have a major impact on our lives and the lives of future generations. These topics concern, for example, the consequences of climate change, a shortage of workers in agriculture and forestry, food safety, forests infested by the bark beetle, sustainable solutions, and so on.



Interfaculty workplaces, such as the **Centre for Water, Soil and Landscape (CVPK)**, which has been operating at CZU for three years and provides crucial insights for tackling climate change, which are becoming increasingly important, also play an important role in terms of creative activities with a decisive impact on practice.

The centre was established on the initiative of the CZU rector, prof. Petra Sklenička, as a response to the need for comprehensive solutions for the adaptation of the landscape in the Czech Republic to climate change. Returning water to the landscape, forests and cities is the purpose of CVPK's activities. The centre consists of experienced CZU research teams, whose focus comprehensively covers the interdisciplinary nature of resolving adaptation issues. The basic starting point is to build the so-called **smart landscape** concept, which consists of finding effective solutions for the adaptation of forest, agricultural and urbanized landscapes to changes. In practice, this experiment is carried out in the Amálie locality near Lány and in Havlíčkovy sady in Prague 2, and other locations are also currently being selected. The Centre for Water, Soil and Landscape deals with the issue comprehensively, thereby formulating its findings into policy recommendations. The public can learn about the current activities of the centre at press conferences and on the cvpk.czu.cz website.



The **Point One business incubator** is in operation at CZU and offers professional consultations, workshops, mentoring and quality background for entrepreneurs who are just starting out. The incubator primarily supports CZU students so that they can assert themselves in practice and helps them on their business journeys. It focuses primarily on sustainable development, ecology, the food industry, health, crafts and education. For Point One, 2020 meant a mandatory transition to the online environment, adaptation to new challenges and a very different style of work. For the first time in history, almost the entire incubation process was done remotely. Nevertheless, we were able to advance very interesting business ideas associated with CZU.

The following projects were incubated in 2020:

- **Agrivoltaics** – trying to change the view of Czechs regarding photovoltaics in fields.
- **V Pytli (In the Bag)** – offers disposable packaging replacements. The project brings forth a unique idea about how to upcycle basalt fibers.
- **Life Test** – creates a unique product built to detect genetic predispositions.
- **RE.BRUNS** – introduces an environmental brand with accessories for dogs. Accessories for pets are made from recycled materials that come from the Czech Republic.

October 2020 was year zero of the **CZU Film Fest**, an international documentary film festival organized by the Czech University of Life Sciences in Prague in cooperation with Academia Film Olomouc of Palacký University in Olomouc. The CZU Film Fest is a unique international cultural event reacting to the most important current social issues, such as climate change, sustainable water management, and urban heat islands. The festival also builds on certain projects that have already been implemented resulting from the cooperation between CZU and the Capital city of Prague and individual city districts. The festival aims to present the results of contemporary applied science to the lay public in a comprehensible form, and to address anyone who is interested in sustainable development, a healthy lifestyle and environmental protection. After registering



on the watchandknow.cz website, all of the offered films can be watched for free during the festival period. However, the scientific film platform does not end with the festival, and it publishes new inspirational documentaries for free every month. The festival was created as a continuation of the Life Science Festival, which has been held annually since 2011.

In 2020, the mission **Innovation and Technology Transfer Centre (CITT)** was to also apply in practice the knowledge and technology emerging at CZU. The university generates many innovative ideas, technologies and knowledge that are essential for finding new and better solutions to a variety of problems and societal challenges. CITT connects the academic and industrial spheres and ensures the full use of the potential of applied research of the university. The centre also protects and manages the intellectual property of CZU, determines the conditions for technology transfer and provides consulting to researchers and companies.

The Czech University of Life Sciences thereby directly participates in the implementation of the strategic goals of the Government of the Czech Republic in fulfilling the **Innovation Strategy of the Czech Republic 2019–2030**.

The Innovation and Technology Transfer Centre actively collaborates with researchers, teachers and doctoral students so that the results of their activities can be applied in practice, and so that scientists,

teachers and doctoral students can implement their business plans, for example through a spin-off or start-up.

CITT supported the following projects in 2020:

- **Smart point for smart city.** A new technical solution for urban furniture combining the use of wood as a durable renewable material and modern technology of an island photovoltaic system for connecting and recharging smart mobile devices of users. The goal of the project is to implement design smart benches for users in urban rest areas and in open relaxation spaces.
- **New smart foods based on microparticulate plant proteins for school meals.** The aim of the project is to develop new foods based on plant proteins that will compensate the lack of protein that school-age children receive, whilst also contributing to reducing their obesity. The project proposal intended to create several food formulations that will be interesting for children both visually, in a sensory sense, and nutritionally. The project builds on the issue of the treat decree. This project offers an alternative to foods that are nutritionally unsuitable or unbalanced, and to foods containing gluten or allergens.
- **Use of molecular beacons for fast and easy detection of SARS-CoV-2 and the ability to differentiate it from the flu virus.** The



aim of the project is to build on the successful project of Dr Černý's team, which was able to prepare a LAMP test for detection of RNA SARS-CoV-2. The project team intends to modify it in order to significantly increase the specificity and sensitivity of the reaction using molecular beacons and also distinguishing the most important major respiratory viruses (i.e., SARS-CoV-2, Type A and Type B influenza virus).

- **Development of renewable smart materials and hybrid composite materials based on WPC granulates as a basic raw material for the production of composite materials from recycled plastics and biomaterials.** Development is underway of WPC granulates as a basic raw material for the production of composite materials based on recycled plastics, wood, fly ash or other lignin-cellulose waste materials. The project is environmentally friendly because plastics are used that companies involved in the collection and sorting of plastics are no longer able to use and process, and they either burn them in the Malešice incinerator or dump them.
- **Pulse electric heater (processing food with PEF technology).** As part of the project, a functional sample of a food processing device with possible heating using a pulsed electric field in kitchens was developed and manufactured. The food is processed using high-voltage pulsing, during which cellular structures are disrupted. Food prepared in this way retains all of the beneficial substances, but they are absorbed better due to the disruption of cell membranes in the human body. The substances are also sterilized after the pulsing process. Among other things, this technical solution is also the subject of a national patent – a patent survey confirmed the newness of this solution and its patentability on a global scale.

In November 2020, the Czech University of Life Sciences and the **Prague Innovation Institute** concluded a mutual cooperation memorandum. They agreed to jointly use the latest scientific knowledge to address current issues, in particular with regard to the environment and urban development. They focus, for example, on intelligent public buildings projects, which have vertical gardens or green roofs, on the development of urban agriculture and agricultural parks, or on virtual school power plants.

CZU Campus sustainability challenge

Each year, the CZU management announces a competition for the best student projects that will help CZU become a more responsible and sustainable university. The winning teams will receive both funds to implement their ideas and a financial scholarship.

The CZU Campus Sustainability Challenge 2020 supported the **Flowery Meadow** student project. Starting next year, will be 68 plant species behind the Dormitory EFG on approximately 600 m² of newly sown meadows. A total of 80 percent of the stand will consist of 59 species of meadow herbs and 20 percent will include 9 species of

meadow grasses. The flower meadow increases the biodiversity of the environment and is also an important stabilizing element in the landscape. The meadow offers refuge to many organisms, including insect pollinators, which often lack a suitable ecosystem to complete all of their developmental stages.

In 2020, a **solar pergola** was also commissioned as part of the competition. The wooden pergola with a large table and with electrical connections is located in front of Dormitory EFG. The pergola is a pleasant place to work and relax in the fresh air, and it also generates energy to simultaneously power 2 laptops and 4 mobile phones. The goal of the project is to promote the use of renewable energy sources for our daily lives, instead of relying on the use of fossil fuels. Another intention of the project is to get students and CZU employees to consume edible plants that can be found in the area.

Counselling Centre

Professional consultations, assessments and other support services are provided throughout the university for CZU students with special educational needs; these services are provided in guaranteed quality with the professional cooperation of the Prague Wheelchair Users Organization, Czech company Dyslexie, and employees of Tyfloservis. In 2020, the Centre registered 292 students and 900 hours were devoted to direct counselling.



6 / University operations

In 2020, due to government measures, the operations of the university were severely restricted, but construction of new buildings on campus continued.

Last year, the **Pavilion of Tropical AgriSciences**, nicknamed the "Green Pavilion", was added to the campus because of the many green technologies that it had. These include sunshades on the south side, which are intended to prevent the sides of the building exposed to heat from overheating, an overhanging facade that cools the building through climbing wisteria, heating with heat pumps or rainwater tanks used for watering greenery or flushing in sanitary facilities. Part of the roof is covered with greenery, another part is adapted for use for social events, and a third part contains batteries for photovoltaic cells.

The reconstructed **CZU Auditorium** building meets all of the requirements for modern ecological operation. The auditorium fully meets the concept of sustainable construction of buildings on the university campus. Another green roof was created here and, in addition to its aesthetic function, it is also able to absorb rainfall and pollutants from the air, retain carbon dioxide or produce oxygen. It is irrigated by a rainwater retention system. The excess water is drained into storage tanks and is used to flush toilets in the building. The roof was entered in the Green Roof 2020 competition, where it placed 5th out of a total of 21 submitted projects in the Public Award category.

Construction began on the **Food Pavilion**. The Czech University of Life Sciences will have a unique learning centre for the processing of agricultural products at the Faculty of Agrobiological Sciences and Natural Resources. The learning centre, whose implementation was financed by the European Union, is a unique project in the Czech Republic and Central Europe. Its uniqueness consists mainly of the combination of real production facilities, such as the meat, dairy, bakery, brewing or cider section. The building is designed so that students can monitor the production process from the outside and can also work directly in the production when it is in full operation. The operation will enable students to get to know the entire food processing chain (from the production of individual raw materials, through their technological processing, to their use in gastronomy), and will also enable the evaluation of food by nutritional consultants with regard to its nutritional value. The new building and its equipment will significantly enrich the teaching of experts at the Czech University of Life Sciences and increase the employability of students on the job market.

The **Green Office KaM organization** is managed by the CZU Dormitories and Mensa, and its goal is to cooperate with students on

more environmentally friendly operation of dormitories. The Green Office organizes cleaning events on the premises, spreading awareness about responsible waste sorting, and offers students special bags for this purpose. The organization established re-use points at dormitories, where students can deposit things that they do not need and in return take something that is useful to them. Dormitory A manages an electric vermicomposter, which composts up to 2 kg of leftover food within 24 hours.

6.1 / Waste

Each year, the Operational and Technical Department of the Rectorate makes records of sorted waste on campus. **Waste is sorted at CZU** (for waste production, see Table 1) in all buildings. In addition to the usual materials, such as paper, plastic, glass, metal or biowaste, at selected locations, toners, light bulbs, batteries and textiles are also sorted. On the CZU campus, **approximately 80% of produced biowaste is currently sorted**. In 2020 there was a more than fourfold decrease in the production of mixed waste at CZU, which is mainly due to the absence of students on campus for most of the year due to the existing government measures.

There are more than **5 types of composters** available on campus for use by CZU students and employees. Some are only used to compost organic biowaste, whilst others electrically compost the remnants of cooked food. A large electric Green Good composter is in operation at the CZU Mensa, which can compost about 80 kg of food scraps per day.



TABLE 1. WASTES GENERATED ON THE CZU CAMPUS

Mixed municipal waste	98,181,522 t
Paper and cardboard packaging	53,287,206 t
Plastic packaging	42,004,459 t
Glass packaging	75,525,779 t
Metal packaging	0,311 t
Composite packaging	1,687,993 t
Bulky waste	15 t
Biodegradable waste	48,17 t
Composted biowaste	approximately 165 t



The topics of **waste prevention and reduction** have long been important for CZU. The university is taking various steps as part of waste prevention - the CZU Free Shop is in operation at CZU for the third year in a row, and its goal is to prevent waste generation by students living in the dormitories. The shop supports the circular economy, community sharing and sustainability at the university. The shop accepts things that are no longer needed by someone, but which are still functional and would otherwise end up as waste, and gives them free of charge to new owners who are able to use these items. Among other things, the Free Shop also organizes workshops on sustainability topics and clothing swaps during the academic year. In addition to the Facebook page, in 2020 the shop also started using Instagram for promotion purposes.

In the past period, CZU continued its collaboration with the beneficial second-hand store MOMENT, o. p. s., which sells donated clothing and donates all profits to non-profit organizations. At CZU, there is a collection point at the Mensa where students regularly bring functional clothing, and MOMENT then returns the clothing into circulation. Collaboration promotes the sustainability of clothing.



In order to reduce waste production, **the CZU Shop** has expanded its package free range; in fact, the interior of the university store is composed of 97 percent renewable resources. All furniture in the store is made of honeycomb, a material resembling cardboard, but which is stronger, recyclable, and made from birch wood. Currently, the store has a package free drugstore, local products from university facilities, such as wine or beer, or the results of stu-

dents' work from the Point One business incubator or Fair Trade products. In 2020 the CZU Shop sold over 200 package free solid soaps, dozens of litres of package free drugstore products and approximately 50 kg of Fair Trade coffee.

AVE CZ odpadové hospodářství and the Czech University of Life Sciences Prague have been closely working together for six years on several joint projects. The main purpose of the collaboration is the annual **AVE Student Challenge**, which is organized together with AVE CZ by the CZU Point One business incubator. The competition is focused on resolving professional waste management issues. Specific topics are listed by the competition partner according to the real needs that they are currently dealing with in their operations. Students of the winning entries will receive a financial reward.

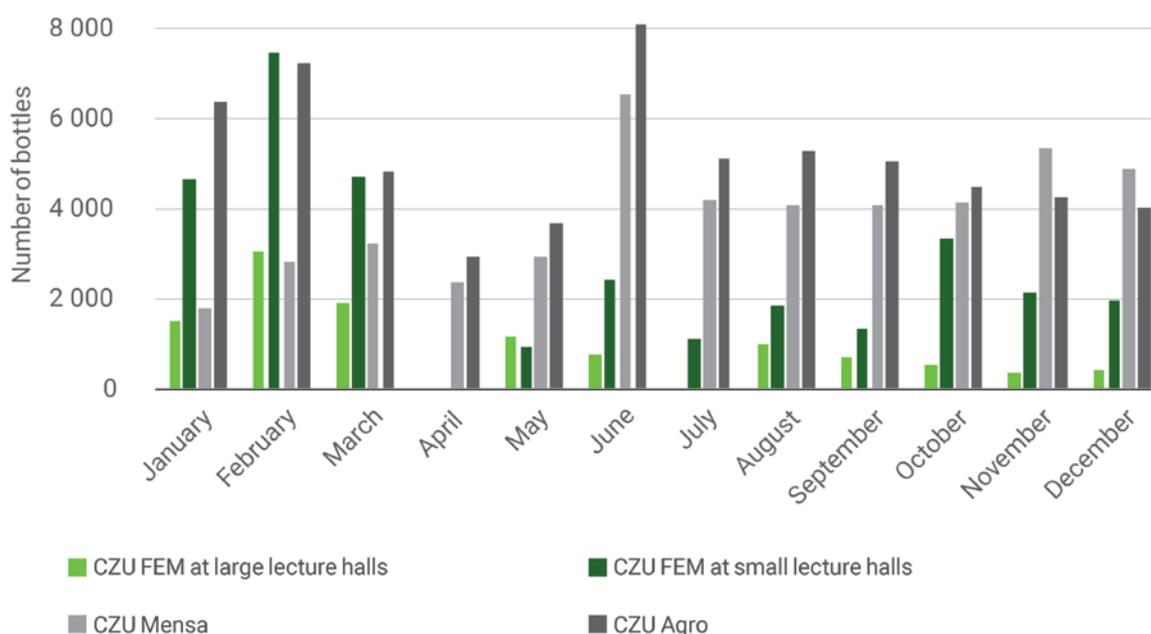
The following topics were selected in the 2019/2020 academic year:

- Landfill reclamation - how and when
- Waste as a source of energy

Three years ago, as part of an agreement with the Ministry of the Environment of the Czech Republic on participation in the **#Dost-byloplastu** campaign, the university committed itself to a number of steps. These measures continue to help reduce the amount of disposable plastics consumed at CZU.

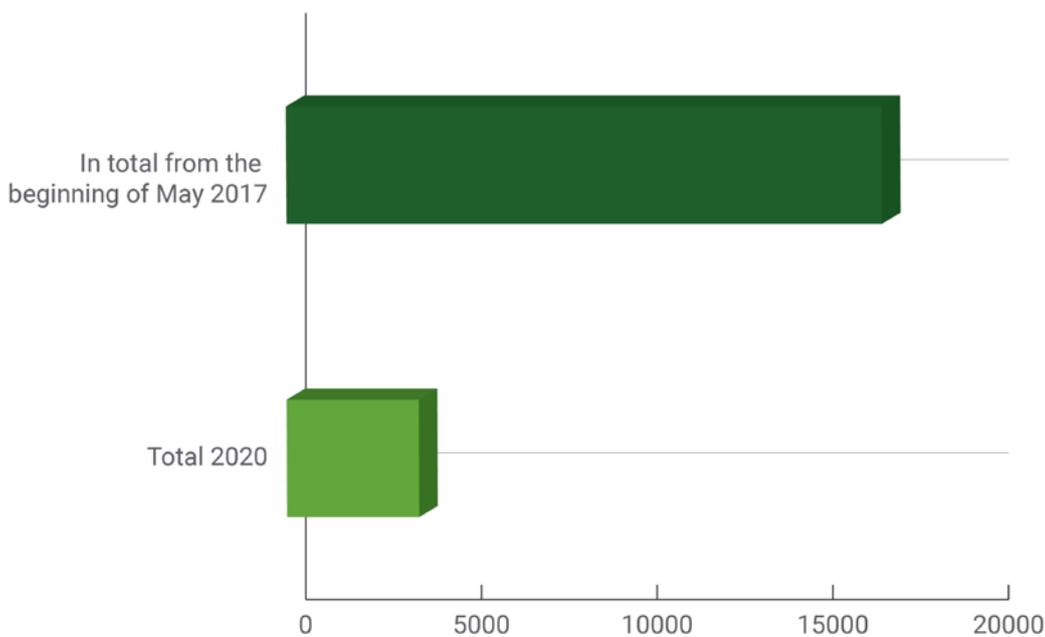
There are 4 permanent and one **mobile filtration devices** available on the CZU campus, which provide an alternative to bottled water. Filter-

Reduction in PET bottle use at CZU in 2020



GRAF 1. REDUCTION IN PET BOTTLE USE AT CZU IN 2020

Amount of reduced kg of plastic at CZU



GRAF 2. AMOUNT OF REDUCED KG OF PLASTIC AT CZU

mac allows you to pour tasty, sparkling and still water into your own bottles, thereby reducing the use of thousands of plastic bottles each year. Although the campus was closed to students for most of the year in 2020, the fountains were widely used primarily by employees. In 2020, CZU saved a total of 150,952 half-litre plastic bottles, which amounts to 3,774 kg of saved plastics (see Graph 1). Since 2017, i.e., from when filtermacs started being used, **more than 17 tons of plastic were reduced at CZU** by the end of 2020 (see Graph 2).

Returnable coffee and other beverage cups can be purchased at the restaurants on campus. In order to support the prevention of waste at university events, returnable cups for beverages with larger volumes were purchased and are available.

6.2 / Energy and emissions

In its 2030 Sustainability Strategy, the Czech University of Life Sciences is committed to reducing the energy intensity of the university and to reducing the overall amount of greenhouse gases emitted through the activities of CZU employees and students. Despite the closure of the student campus due to the measures that were put in place to limit the spread of Covid-19, the buildings on the campus were mostly

TABLE 2. ENERGIE SPOTŘEBOVANÁ NA ČZU ZA ROK 2020

Consumption of natural gas	18 405 788 kWh
Electricity consumption	9 305 775 kWh
Of which renewable energy from own resources	22 420 kWh

operating normally. Compared to the previous year, there was a slight decrease in electricity consumption (see Table 2) and an increase in the production of energy from renewable sources.



7 AFFORDABLE AND CLEAN ENERGY

Renewable energy from the university's sources is produced using **photovoltaic panels**, which are located in the university buildings: at MCEV II, at the Faculty of Engineering building and now also in the Pavilion of Tropical AgriSciences. In 2020 the panels helped save tens of thousands of crowns, and in 2021 we are planning to further increase their capacity. In addition, electronic devices can be charged directly from island solar systems. One of these systems is the **solar bench with a vertical garden** in front of the FAFNR building. The second charger that uses renewable resources is the **solar pergola** in front of Dormitory F, which was created as a student project.

Efforts are being made to reduce the energy intensity of buildings in various ways. The basis for this reduction is the use of LED lighting and energy-saving appliances. During the construction of new buildings, thermal pillars are installed, in which heat is stored in summer and used for heating in winter. Efforts are also devoted to air conditioning savings: overheating of buildings is prevented by green roofs, external blinds and window shades.

The university supports alternative methods for transporting staff and students to the university. Students and staff can lock or store their bikes at a number of locations. The **Uniway Project** enables students, and now also employees, to use shared cars. These cars are also a pilot project of Škoda Auto, which runs Uniway as its testing platform for carsharing services in cooperating with universities CZU, VŠE and CTU. The operation of shared cars began at CZU in 2018. In 2020, the fleet consisted of 26 vehicles, of which two were CityGoe iV electric cars, six Škoda Scala and 18 Škoda Fabias. The total number of kilometers travelled in service in 2020 was 398,144

TABLE 3. WATER RETENTION METHODS ON THE CZU CAMPUS

Building	Green roof area (m ²)	Proportion of green areas (%)	Method of water retention and utilization	Tank size (m ³)
High-tech technological-educational pavilion	826	96	Water is retained and utilized by the green roof and the excess water flows into underground soaking wells (not connected to rainwater sewers).	22
Auditorium	401	32	Water is stored in an underground retention tank and is then used for flushing and watering green roofs.	29
MCEV II	371	21	Water from the green roof fills the fire reservoir. Excess water is conducted to marshland, the retention tank and to rainwater sewers. A portion of the rainwater is soaked directly, without the use of the aforementioned equipment.	41
Energy Centre	192	89	Water is retained and utilized by the green roof. Excess water is conducted to a soaking facility.	15
CEMS 2	x	x	Water from a part of the roof is conducted to a tank and is then used for irrigating the adjacent green areas.	8,8
FTA	644	31	Rainwater is collected in a storage tank and is then used for flushing toilets and for watering. The water surplus is discharged into absorption. The device is not connected to the rainwater drainage system.	58

km, of which CZU covered 139,160 km. The average distance that CZU users drove was 39.3 km. In 2020, preparations also began with the use of Uniqway for business trips of CZU employees.

Electrical carts are used to move employees and materials around the university campus, ensuring their emission-free movement. The carts are owned by Operational Gardening, FAFNR, the Security Department and the Faculty of Engineering. The development of electromobility is also expected on campus. Charging stations for electric vehicles are being installed as part of construction and reconstructions. At present, it is possible to charge electric cars in the new FTA building.

6.3 / Water management



The Czech University of Life Sciences systematically **optimizes campus water consumption**. Given that a significant part of the water does not have to be drinkable, several rainwater retention systems are installed on the premises (see Table 3). Rainwater is collected on both green and regular roofs, from where it is drained into retention tanks. As already described, in most cases the water from the tanks is used for watering greenery, flushing toilets or fed to the wetland (which also serves at the FES fire reservoir). In the High-tech technological-educational pavilion, for example, the water from the underground retention tanks gradually seeps into the soil.

This prevents the outflow of rainwater into the sewer system, from where it can no longer soak and replenish the local groundwater level. In addition, rainwater in the sewer unnecessarily burdens the treatment plant.

Urinals for automatic flushing with very low water consumption are installed in the toilets. The dormitories are equipped with taps and shower heads with energy-saving faucets.

6.4 / Biodiversity



CZU's Operational Gardening Department traditionally looks after maintenance and restoration of greenery on the CZU premises, floral decoration of halls for festive occasions, cleaning of roads and parking lots, and running of a sprout shop. In 2020, the Operational Gardening Department planted **30 trees** on campus, hundreds of new shrubs in revitalized flowerbeds, and thousands of new perennials in existing or brand new flowerbeds. In the interest of expanding the biodiversity of the campus flora and fauna, the Operational Gardening Department helped students create the Flowery Meadow behind Dormitory EFG. The Operational Gardening Department also helped with the planting of the Tree Avenue of Understanding at Hostivice organized by the Partnership Foundation. The gardening department also looked after the composting of approximately **165 tons of biowaste from the campus**. Woodchips were created from the majority of the biowaste, which were stored or subsequently used in the flowerbeds at CZU.

6.5 / Well-being zaměstnanců a studentů

The Czech University of Life Sciences is a major employer in the higher education sector, and employee care is an important topic in terms of the development of the university. CZU is focused on fair conduct, long-term cooperation and **fair relationships** without any form of discrimination. CZU has the same approach in relation to students. In 2020, an **extensive survey of employee attitudes** was conducted, the aim of which was to obtain a basis for the development of a quality **employment policy** and the improvement of conditions for all university employees. The document is also one of the starting points for strategic planning and defining the goals and priorities of the university in the future. The research focused on working conditions at CZU, personal development, workplace relationships, communication and other areas of interpersonal relationships. The questionnaire was filled in by 60 percent of all contacted employees. The survey showed that **97 percent of respondents enjoy working at CZU**, 94 percent declare that they are in a good mood at the workplace, 91 percent said that they are proud to work at CZU, and 88 percent of respondents said that their superiors treat them fairly and with respect. An absolute majority, i.e., 56 percent, consider the evaluation of their work to be adequate. It was found that 40 percent of academic staff consider the administrative burden to be disproportionate, whilst only 32 per cent of the respondents know what the code of ethics contains and only 29 per cent have a career development strategy. The results are currently being taken into account when implementing new measures by the Department of Human Resource Management and other CZU bodies.

Benefits

The aforementioned employee satisfaction survey showed that **83 percent of employees considered the benefits provided by CZU sufficient**. Primary employee benefits include a pension/life insurance contribution, a meal allowance, sick days/leave, work meals or sports activities provided by the Department of Physical Education. A number of opportunities exist for employees in terms of personal growth and involvement in scientific projects domestically and abroad. Foreign training of employees is also popular, which supports the professional development of teaching and non-teaching staff at CZU.

The Czech University of Life Sciences owns recreational facilities used primarily for the recreation of employees and their family members. Employees can choose from the recreation center in Janov nad Nisou, the Strážné mountain recreation center in the Giant Mountains, or accommodation at the chateau in Kostelec nad Černými lesy.

One of the benefits that CZU provides to its employees is part-time employment. The popularity and importance of part-time work is ever increasing. Part-time employment makes it easier to employ "vulnerable groups" on the job market, such as students, people of pre-retirement age, and women or men on parental leave. A total of 556 employees were employed part-time in 2020.

Increasing employee training is a long-term priority of CZU and is one of the indisputable building blocks of the internal evaluation and quality assurance system. The following are examples of courses from the past period:

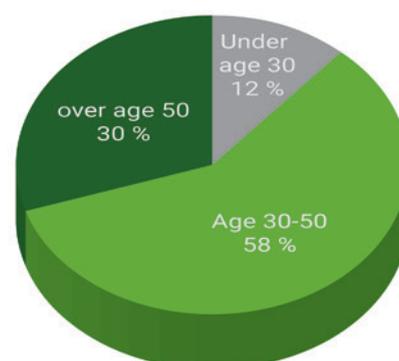
- Development of language skills
- Handling stress
- Citation ethics and work with professional literature
- Didactic and presentation skills
- Application of didactic principles
- Effective searching in professional
- Providing information for teaching at CZU
- Training focused on working with newly implemented information technologies
- Courses focused on working with modern classroom and laboratory equipment



Each employee completes on average at least one course every two years.

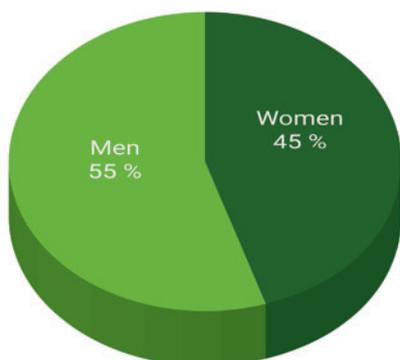
The Czech University of Life Sciences runs a corporate children's group called **Školka Poníček** (Poníček Kindergarten); the Kindergarten was established in order to allow its employees (parents) to return to work even if they are caring for a small child. Parents can leave their children at the Poníček Kindergarten, where they will

Age structure of czu employees



GRAF 3. AGE STRUCTURE OF CZU EMPLOYEES

Ratio of women and men employed at CZU



GRAF 4. POMĚR ŽEN A MUŽŮ ZAMĚSTNANÝCH NA ČZU

receive regular care similar to a standard kindergarten. The kindergarten operated without restrictions throughout 2020.

The Czech University of Life Sciences is open to all age, ethnic and gender groups (see graphs 3 and 4). The most numerous age group category is the 30-50 year-old category, whilst the least numerous group are employees under 30 years of age.

In 2020, as part of the Horizon Europe general programme, the Czech University of Life Sciences undertook to prepare a **gender equality plan**, which will lead to setting objectives and measures to eliminate previously identified problems.



Safety and health

In 2020, the Security Department of the Rectorate focused on handling the Covid-19 pandemic, i.e., from the first employee who tested positive, to dealing with individual infected students and employees. In cooperation with the Hygiene Station of the Capital City of Prague, a system for tracing contacts at the CZU level was created, as well as a system for ensuring the transfer of students who tested positive into isolation rooms, and contact for quarantine rooms and the associated provisioning of these students at the dormitories, CZU expert analyses of pandemic developments at the CZU level, government regulations and supervision of their observance on the CZU premises.

Increased disinfection of public areas and extraordinary disinfection in areas with the occurrence of sick individuals were also carried out in cooperation with cleaning companies.

Student associations

During the winter semester, the events of the **Be Fair** student association were moved online, mainly to Instagram, where live streams, lectures, competitions and calls were held. The befair_czu profile shares ways to purchase Fair Trade goods in everyday life and encourages its followers to do so through the Hon na férové výrobky (Hunt for Fair Products) campaign. The Instagram profile informs about the zero waste lifestyle, the ethical background of the food industry, and provides tips on the organic product range.

In 2020, together with Uniqway student carsharing, the **Student Association** offered assistance in delivering food and face masks to people in need. The members of the association sewed face masks and gave 750 of them to the IRMGARD BALASTIK FOUNDATION, which distributed the masks to help the center for children, seniors and people with disabilities.

The **Naživo** student association has been active at the Faculty of Environmental Sciences for the second year in a row. The association's aim is to organize events that students are interested in and that are related to ecology and sustainable development. Last year, the association also involved students from abroad and organized an online Czech language course for them. The association motivates its fans to go for walks outdoors, and last year, it prepared an instructional video on how to take a morning ornithological walk and how the involved individuals can enter their observations into the ornithological fauna database. During last year's photography trip to a brownfield, students documented how nature is able to handle deserted areas, and in December they set out to see beaver dams.

The **Pupen** student association is primarily involved in streamlining communication between FAFNR students and the faculty management. The association helps FAFNR students with suggestions, comments, and with problems associated with faculty life and studies. In cooperation with the Prague-Suchdol district, the association regularly organizes open board and card game meetings that are open to the public. Pupen organized a total of 9 "board game" events last year.

iZUN.eu is a student association involved in creating articles capturing current events at the CZU and elsewhere; this university newspaper is regularly published on the www.izun.eu web portal and is shared on social networks. Due to the coronavirus crisis situation, iZUN decided to focus on lighter topics intended to entertain readers. Based on this, news and graphics were created called Sklizeň (Harvest), which contain joyful news from the university, the Czech Republic and around the world and are published every week.

ESN CZU Prague is a student volunteer organization at CZU that raises awareness about the Erasmus+ program and student stays abroad in general. The mission of the volunteers is to help foreign students adapt in the Czech Republic. In 2020, the Welcome Pack included reusable water bottles or fabric face masks. Members of ESN CZU Prague are also able to participate in other activities across the network, where they are educated in 6 areas, one of which is Environmental Sustainability.

7 / Faculty activities

During the coronavirus pandemic, socially responsible activities at the **Faculty of Tropical AgriSciences (FTA)** in the 2019/2020 academic year developed in a new direction focused on voluntary activities consisting of the production of the faculty's own disinfection called BEZ-infekce (WITHOUT-infection). The faculty was able to obtain authorization to produce its own disinfection and, in cooperation with the Haenke project (which collected the necessary money to purchase ingredients thanks to the Donio server), supplied hospitals, hospices and homes for the elderly. As a Fair Trade faculty, FTA supports Fair Trade through the Be Fair student association, whose task is to introduce students to the topic of Fair Trade and a sustainable lifestyle. For the third year in a row, FTA has been part of the global Meatless Mondays campaign, which in practice means that faculty staff are committed to not consuming meat products during business hours in an effort to highlight the fundamental influence of everyday consumption decisions that have an environmental impact. The Faculty of Tropical AgriSciences is involved in a rescue programme for the Derby antelope in Senegal. The Derby antelope is a critically endangered species with less than 200 individuals who only live in the wild in the Niokolo Koba National Park.

As happens every year, by purchasing a painting, the **Faculty of Forestry and Wood Sciences (FFWS)** supported the Duha Association, which helps people with mental disabilities. The painting was traditionally used for faculty New Year's wishes. For the fourth year in a row, the faculty's students and staff took part in the Vltava Run race, which once again included a voluntary fundraiser to support clients of the Jedlička Institute Foundation in Prague through their sports club. The management of the faculty also endeavours to provide a pleasant working environment for all of its employees, and the year 2020 saw increased employee awareness through the newly published FFWS Newsletter in electronic form, or the organization of the FFWS Family Day. There are efforts made at all of the faculty's events to use returnable packaging and packaging from recycled materials as much as possible. Faculty members also regularly support projects for children, such as forest pedagogy or the YPEF competition. The members also participated in trade fairs for the general public and children (For Wood, DIGI-TECH-VĚDA (DIGI-TECH-SCIENCE) in Poděbrady, Week of Science and Technology online, Czech European Researchers' Night Online). Faculty researchers played an important role in further combating African swine fever by preparing strategies and plans for the eradication of the disease. In 2020, within the scope of its professional orientation, FFWS also became involved in the fight against Covid-19 by lending its Nanospider machine to an external company for the production of protective masks.

Like the other faculties and parts of the university, the **Faculty of Agrobiology, Food and Natural Resources (FAFNR)** is aware of its social responsibility. In 2020, the faculty used its agroprace.cz portal for the supply and demand of voluntary assistance to agricultural and food enterprises from amongst FAFNR students and all of CZU. In times of shortage, FAFNR initiated its own production and distribution of disinfection with an additive consisting of the lemongrass fragrant essence for employees, doctoral students, their families and others in need. FAFNR also ensured the production and distribution of face masks for faculty staff. The activities of the faculty's employees are well characterized by the outflow of the Filtrmac water vending machine, which is situated opposite the lecture rooms in the main FAFNR building. The machine reduces plastic consumption and FAFNR has by far the largest reduction in plastic bottle use at the university. The faculty carries out organized collection of batteries and accumulators registered with Ecobat, collection of toners, cans and other metal objects, and of course also plastic and paper.

In 2020, the **Faculty of Economics and Management (FEM)** was primarily focused on the issue of online lectures in connection with Covid-19. As part of the CSR projects at the faculty, a total of 5 laptops were purchased for student needs. The laptops are currently being lent to students in the event of acute problems (installation of specific programs, etc.). In November, the faculty took part in planting trees on the CZU premises in Prague, thereby supporting student activities focused on having a green campus. Trees were planted behind Dormitory G on the flowery meadow and at the entrance to Dormitory D. In 2020, the faculty continued to support its two main CSR projects, Včelstva online and Senoseč online, which have long been focused on two major societal issues. Včelstva online is a web portal that was created to support the breeding and protection of bees in the Czech Republic. The aim of the Senoseč online project is to support the prevention and protection of endangered animal species during harvest and haymaking every year from May to June. With the support of donations and the work of faculty staff and students, both projects are still in operation, meaning that they continue to contribute to nature conservation.

The **Faculty of Environmental Sciences (FES)** focuses on social responsibility, in particular the issues of environmental protection, through all of its activities from education, through research activities, to practical application – protection of landscape areas and protection of animal and plant species, waste management, sustainable water management, etc. The faculty strives to fulfil the sustainability principles: the FES building uses solar energy and allows people to visit and stay on the green roofs.

Staff and students of the **Faculty of Engineering (FE)** are taking part in activities related to reducing the spread of the coronavirus. In the first half of 2020, they designed and implemented several technical respiratory protection solutions. These efforts resulted in two types of protective masks, the first of which can be printed separately on a 3D printer. For the second protective mask concept, technology involving vacuum casting into moulds was chosen. The mask includes a certified FFP3 inhalation filter and a special exhalation filter to prevent droplet spread of the infection. The manufactured protective masks are currently being used at several hospitals.

As part of the accreditation process of new study programmes, requirements for activities associated with the platform for bioeconomics, in which the entire university is involved, were taken into consideration. This was significantly reflected in the Technological Equipment of Buildings study programme, which includes two specializations: Equipment in the Agri-food Complex and Equipment for Waste Utilization. The newly created study plans of the Technological Equipment of Buildings study programme include the issue of environmental protection in relation to biotechnological waste treatment, energy utilization of waste and reusing raw materials in general. One of the aims of the prepared accreditation application was to create a profile of a graduate who will be able to combine the acquired technical knowledge and formulate judgments even if he or she has incomplete or limited information, but which will also take into consideration social and ethical responsibility with minimal negative impacts on the environment.

The **Institute of Education and Communication (IEC)** is a member of the non-governmental Association of Educational Facilities for Rural Development. It has long shared good practice examples about these topics in the international environment, for example with the Latvia University of Life Science and Technologies or the Faculty of Engineering, Institute of Education and Home Economics. For 2020 and 2021, the Institute of Education and Communication obtained financial aid from the EEA funds for organizing summer schools with the Department of Education and Lifelong Learning of the Norwegian University of Life Sciences as part of international project RESUME – Responsibility, Sustainability and Mobility in Education. The main goal of the project is to create an international community of students and academic staff, in which its members will learn the philosophy, principles and practice of sustainable development and socially conscious behaviour in the Czech Republic and Norway. In September 2020, the Institute created special manuals for seniors, thanks to which the teaching of U3V IEC can be successfully implemented both through MS TEAMS, and online. Several times a year, IEC collaborates with the ADRA international humanitarian organization, whose lecturers work with the students and academic staff of IEC in global development education and in projects that are currently underway. In 2020, the Institute also participated in events of Klub ekologické výchovy (KEV) (Ecological Education Club), which is one of the UNESCO clubs, bringing together individual teaching staff and persons interested in ecological education. Its main goal is to develop a comprehensive concept of ecological education and upbringing in order to support sustainable development. Specifically, at the beginning of the year as the main organizer, together with

the EV Club, the Faculty of Science of Charles University and FPV UKF Nitra, the IEC organized the International Scientific Conference EDUCO 2020 (15th Year), which created a collection of Didactic and Environmental Aspects in the preparation of teachers of science, agriculture and related fields published by the IEC in 2020.

8 / External relations

The Czech University of Life Sciences is a member of a number of professional associations, organizations and cooperatives operating in the Czech Republic, many of which are involved in sustainable development. In 2020, CZU concluded **14 new memoranda** of understanding with partner universities from abroad. CZU has a total of 308 such memoranda, as well as another **342 bilateral agreements** as part of the Erasmus+ programme.

Last year, the **External Relations Office (ERO)** applied the principles of sustainability in several areas. The first major change is that all printed matter is printed on paper without a carbon footprint. All presentation materials provided by the department are prepared in this form. All printed materials are also created online in order to reduce the number of printed versions. Another responsible activity of the department was the selection and purchase of a booth for the Gaudeamus University Exhibition, which consists entirely of recycled materials.



ERO's priority is responsible, transparent and regular communication with all CZU stakeholders. Internal and external communication is done via CZU web portals, a newsletter, the Life University journal and on social networks Instagram, Facebook, Twitter and LinkedIn. In 2020, ERO carried out a cluster analysis of CZU's social networks, which found that **sustainability is one of the main topics of interest to the social network followers**. The department therefore responded with an increased number of contributions on this topic.

Last year, the number of followers on Instagram and Facebook increased by 7,383 people.

In 2020, the **International Relations Office (IRO)** intensively implemented the tools of the Erasmus Without Paper initiative, the goal of which is to digitize and reduce the administrative burdens associated with the Erasmus programme.

Since 2020, the Czech University of Life Sciences has been chairing the **Euroleague for Life Sciences** university network, which brings together prestigious European universities dedicated to Life Sciences – the environment, bioeconomics, sustainable agriculture, renewable resources, etc. This network brings together academics and students in the thematic areas of education. The network's activities include regular conferences, summer schools, joint degree programmes, student competitions and other projects. Thanks to this strategic cooperation, knowledge is transferred and good practice

in sustainability is shared between partners. This year's conference **The World of Tomorrow: A Green and Sustainable Society**, was held online for the first time and CZU held a workshop on the **Role of Universities in the Transformation Process**.

The Czech University of Life Sciences is a member of the Study in Prague consortium, which promotes studies at Prague's public universities abroad. The association also used environmentally friendly promotional items in 2020, such as reusable water bottles or cork items.

As part of internationalization in the Czech Republic, emphasis was placed on translating the university's public documents into English, and English language teaching for employees was initiated.

In cooperation with the CZU International Relations Office, ESN CZU Prague coordinates the university's Buddy programme, which connects local CZU students with students arriving from abroad. This programme aims to make life easier for new foreign students in the Czech Republic, in Prague and at CZU. However, the Buddy programme also helps improve the language skills of the involved students, increase mutual cultural understanding and often refute negative national stereotypes. Since 2017, more than 3,000 foreign and just under 1,000 local "buddies" registered and subsequently connected to the Broaddy web application used by the university for this purpose. This has enabled many foreign students to not only better integrate into the CZU environment, but it has also established lasting friendships with Czech students.

The **Career Centre (CC)** provides students and graduates with the opportunity to take part in activities that significantly improve their position on the job market, and it also enables participation in development workshops and personal consultations and meetings with employers. The Career Centre's main goal is to help students create networks of contacts and purposefully improve their employment skills and their courage to ask employers relevant questions. In the recent past, the Career Centre has moved all of its activities to the online environment, including personal consultations and programmes with employers. More than 2,200 students took part in the Career Centre's programmes. The center also offered its services to CZU graduates. During the first wave of the pandemic, in cooperation with FAFNR, the Career Centre created the agroprace.cz job portal, thereby reacting to the Rector's call for students to help Czech farmers with the lack of foreign seasonal workers. The website has simplified communication between students and farmers.



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

The Czech University of Life Sciences Prague is a living and socially responsible university respecting the principles of sustainable living. CZU's vision is "To become a leader in the development and promotion of solutions for sustainable development by 2030", which the university is actively pursuing. Given this fact, for the first time this year the university entered the National Award of the Czech Republic for CSR.

In 2020, the Czech University of Life Sciences fulfilled the objectives set out in the 2030 Sustainability Strategy in all of the defined areas. As part of strategic management, CZU prepared the CSR report 2020, implemented the CZU Campus Sustainability Challenge 2020, organized the CSR Third Role of Universities and their Responsibility to Society 2020 conference, and communicated the topics of sustainable development at the university and to the public. In terms of educational activities, CZU primarily emphasized the connection between teaching and various sustainability and CSR topics. In terms of creative activities, many articles about CSR were published in a number of world-renowned periodicals, and many projects were worked on that have contributed to sustainable solutions in bioeconomy, food safety, biotechnology, smart circular economy, climate change management, or resilience of rural areas. The results of science and research relevant to the topics of sustainable development were popularized, for example, through the publication of the book CZU from 77 sides. Through the activities of CITT, knowledge was transferred to the socio-economic and civic spheres. As part of the university's operations, CZU currently provides records of energy flows on the premises, and cost-effective solutions will be proposed on the basis thereof. This will be followed by the preparation of an implementation plan that will lead to a reduction in energy intensity at CZU. As part of support for electromobility, which is one of the partial aims of the Energy and Emissions chapter, a charging station for electric vehicles was installed in the new FTA building. New green roofs, solar panels, green facades and a rainwater retention tank were built on campus. Approximately 80 percent of the biowaste produced at CZU was composted. CZU is also presently preparing records of waste flows, on the basis of which the university will propose suitable solutions for optimizing waste generation. In order to support employee well-being, CZU is preparing a guide for new employees, and has also undertaken to prepare a gender equality

plan and is preparing a new platform for internal communication. In accordance with the external relations strategy, CZU has expanded its collaboration with foreign universities and general practice.

It will be CZU's task to determine in the upcoming period specific and measurable goals that the university will gradually fulfil. The supplementation of certain social responsibility indicators and their monitoring over time will help with further development. In the subsequent period, CZU should deepen the debate with its supply chain and find new and increasingly responsible solutions in fulfilling its own needs. According to the 2030 Sustainability Strategy, when taking part in public tenders, CZU should begin to take into account responsible procurement according to the Socially Responsible Public Procurement methodology, and to more actively involve not only students and employees, but also other stakeholders in the operations of the university.



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