

Sustainability Strategy

Annual report 2020–21



THE UNIVERSITY OF
SYDNEY

The University of Sydney's campuses and facilities sit on the ancestral lands of many of Australia's First Peoples, who have exchanged knowledges for the benefit of all for thousands of generations.

These include the Gadigal, Gamaraygal, Dharug, Wangal, Tharawal, Deerabbin, Darkinyung, Guringgai, Gamilaraay, Barkindji, Bundjalung, Wiradjuri, Wiljali, Ngunawal, Gureng Gureng and Gagudju Peoples.

In respectfully acknowledging the ancient learning cultures and traditions of Aboriginal and Torres Strait Islander peoples, the University of Sydney declares its commitment to the continuation of this sharing through the agency of our work.

There is no place in Australia that has not been known, nurtured and loved by Australia's First Peoples, who's profound understanding of sustainability has been applied for many tens of thousands of years.

Cover: The University's Wollemi Pine on Botany Lawns, located at -33.885069, 151.189094

Inside front cover: Gadi have been planted at the front entrance of the University from City Road, located at -33.889390, 151.190040. Also known as the Xanthorrea or grass tree, the Gadi are unique to this continent and not too long ago, Sydney's landscape was defined by their presence.

A plain text version of this document is available on our Sustainability website.

This document has been designed to be viewed online, please consider before printing.

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Foreword from the Vice-Chancellor and the Provost

As part of our commitment to communicate transparently on our progress in relation to the University's Sustainability Strategy, we are pleased to present this first implementation report.

The University's Senate endorsed the Sustainability Strategy in mid-2020, towards the end of the first wave of the COVID-19 pandemic in Sydney. Early implementation of the strategy in 2021 had to contend with another COVID-induced lockdown that saw our University community studying and working remotely once again.

Despite these challenges, and our strangely quiet campuses, since launching the Sustainability Strategy we have notched up early successes in achieving our targets and laid strong foundations for future work, reflecting the University's deep commitment to a more sustainable future.

We have introduced new approaches to waste management, prepared to switch to sourcing 100 percent renewable electricity for our campuses, and developed an enhanced approach to sustainability in our financial investments. We have designed new academic opportunities for our students, and launched 'living lab' projects on our campus to progress the work of our researchers. In our academic community more broadly, we have seen our people, projects and partnerships continue to demonstrate their commitment to tackling climate change and creating a healthier tomorrow. The Association for the Advancement of Sustainability in Higher Education has recognised our efforts so far with a 'silver' rating under its Sustainability Tracking and Reporting System (STARS), one of several accolades our work under the strategy has received.

As we prepared this report in early 2022, much of Australia's eastern coast battled unprecedented levels of rain and flooding. In Sydney, just a few months into the year, we have already received more than the average annual rainfall. Events such as these—and the increased domestic and international focus on the climate crisis—continue to underscore our moral imperative to lead progress towards more sustainable outcomes.

It has been wonderful to welcome our students and staff back to campus in early 2022 and we are excited to work with them towards a more sustainable future. We look forward to reporting on the progress we make in next year's report.

Professor Mark Scott AO
(BA '84 DipEd '84 MA '93 HonDLitt '15)
Vice-Chancellor and President

Professor Annamarie Jagose FAHA FRSN
(BA '85 MA Hons '87 PhD '91)
Provost and Deputy Vice-Chancellor

HIGHLIGHTS OF 2020-21

1st

in Australia and second globally in the **2021 Times Higher Education Impact Rankings**



Rated silver in our inaugural submission to **STARS**




Awarded the inaugural Australian Financial Review **Higher Education Award for Sustainability**



Award winning pilot of **Green Impact** engagement program



Introduced Sustainability Award as a part of the Vice-Chancellor's **Awards for Excellence**

18%  2020

Generated 1,249MWh of **solar electricity** on campus in 2020-21.



Developed roadmap for campuses becoming **Single-use plastic free**



Installed organics waste **biodigester**



Developed new **Undergraduate major** in Sustainability for launch in 2023



Agreed the University's first **Power Purchase Agreement (PPA)** for renewable electricity



Developed enhanced approach to sustainability in our **Investments Strategy**



Established new Curriculum Garden with more than **1000 native plants**



Planted more than **140,000** trees and shrubs across our campuses



Smart irrigation system on our Camperdown campus, with 50% coverage achieved by end-2021



Developed **Sustainability projects** within capstones and ICPU units, and student mentoring opportunities



SUSTAINABILITY AT SYDNEY

FIRST YEAR OF IMPLEMENTATION

Since the launch of our Sustainability Strategy from August 2020 through to December 2021, staff and students across the University have worked together to embed and enhance sustainable practices in our research, education and operations.

Our strategy aims to use our University's strengths to accelerate our efforts to become more sustainable while being mindful of the footprint our campuses make on the planet. It also aims to find creative ways to enable our 70,000+ students and staff to increase their positive handprint in a disrupted world.

STRATEGIC VISION AND HOW WE MEASURE PROGRESS

Our Sustainability Strategy addresses our key priorities through 16 strategic areas under three pillars, guided by our foundation of Caring for Country. We have identified commitments and targets which will guide our actions and initiatives to support and realise our strategic intent in each strategic area.

Pillar 1

Enriching lives through research and education

The University will be a place that drives social and environmental change and where sustainability is integrated into our campus life by implementing world-leading research and education in our everyday lives on campus.

Pillar 2

Enabling resilient places and a responsible footprint

We acknowledge our significant impact on the Country where our campuses reside, and accept the moral and social obligation to leave a responsible footprint where we tread.

Pillar 3

Empowering good governance and coordination

Lessons from our peers show that institutional support for sustainability is crucial. An enduring commitment to incorporating sustainability through our research, education and operations to enact change will be critical to its success.

Foundation: Caring for Country

Caring for Country underpins the strategy, framing our intent and actions. Our work to become a more sustainable university must observe multiple knowledge systems – including those of our First Nations communities – that will continue to build long-term sustainability.

- Completed
- Progressed/On track
- Commenced
- ▲ Not on track
- ◆ Not started

Overall status of the 16 strategic areas have been captured using UN Sustainability Development Goals (SDGs) and progress symbols, marking the progress made towards commitments and initiatives to meet targets.



Our Sustainability Strategy is guided by the values and commitments set out in the University's *One Sydney, Many People Strategy* and includes Caring for Country at its core. These intersecting strategies provide opportunities for meaningful engagement and a way to embed Aboriginal and Torres Strait Islander ways of knowing, doing and being across our core business. This intersection has been identified in this report with the 'Pemulian' icon, representing environment and sense of place for us all.

STRATEGY FOUNDATION: CARING FOR COUNTRY

Through our strategy, we want everyone to understand that, no matter where we are in Australia, we are on Country.

We must appreciate the complexity of the natural environment as it shifts and emerges over time and minimise negative human impact on it.

Our Commitment

Caring for Country is the foundation of the Sustainability Strategy, which guides the work we do on land shaped for thousands of years by the knowledge and practice of our First Peoples' cultures and environmental practices.

At the heart of our sustainability vision is the University's dedication to progress our Indigenous strategies – these offer great opportunities to enable a deeply grounded sustainability identity, operating through powerful mechanisms of recognising cultural knowledge, engaging in enquiry and mutual accountability to community and place, and growing and deepening a sense of belonging and social and emotional wellbeing.

Our University's commitment to growing Aboriginal and Torres Strait Islander peoples' voices, culture, knowledge and experience into our research, education and operations is vital to embedding an ethos of Caring for Country into everything we do for the benefit of all Australians and generations to come.

2020-21 Highlights

In June 2020, the Indigenous Strategy and Services portfolio (DVC ISS) established a Professor of Practice in Environmental Wellbeing to facilitate the integration of Indigenous perspectives into the Sustainability Strategy, and conversely the inclusion of University-wide actions for sustainability into all four *One Sydney, Many People Strategy* pillars.

Highlights across teaching, research and operations included extensive collaborative work and development on:

- The new undergraduate major in sustainability, to be offered in 2023.
- The University's Biodiversity Management Plan (BMP), launched on National Tree Day 2021.
- Release of the second edition of the Wingara Mura Design Principles, developed to guide architects and campus planning teams to respectfully engage and co-design places and spaces with Aboriginal and Torres Strait Islander people and communities to reflect and embed Indigenous culture, histories and perspectives.
- The new Curriculum Garden and native tree planting on Camperdown campus.
- Climate resilience and sustainability focused partnerships and projects within the Service Learning in Indigenous Communities program.
- The University's new Sustainable Investment Strategy including Indigenous rights and heritage protection considerations.
- Best practice review led by Procurement Services to increase opportunities with Indigenous enterprises and to develop the University's first Indigenous Procurement Strategy in partnership with Supply Nation and NSW Indigenous Chamber of Commerce.
- Research grants and report contributions, including a report to assist 2021 UN biodiversity and climate change conferences to engage with the rights of Indigenous peoples and local communities worldwide.
- 2021 'Heal Country' NAIDOC week events, including the launch of the Heal Country podcast series by Sydney Environment Institute, highlighting Indigenous research and researchers to explore First Nations knowledges and philosophies to heal and protect Country.



Above: The Indigenous Garden on Transient lawns, Camperdown Campus.

Previous page: SLIC students at Torres Strait Islands, working with Torres Strait Island Regional Council representing 15 unique island communities.

Case study: Service learning in Indigenous Communities (SLIC)



2020 and 2021 saw the successful delivery of the hallmark Service Learning in Indigenous Communities (SLIC) unit of study, led by the Indigenous Strategy and Services portfolio. The program seeks to grow partnerships with communities in urban, rural and regional Australia to engage in co-created projects to deliver long-term sustainable benefits.

Through this work, students worked with Community Services Managers within the Torres Strait Island Regional Council (TSIRC) to seek ways to enhance climate resilience and sustainability of their Islands. Other students travelled to Palm Island to evaluate the social, economic and wellbeing benefits accruing from their partnership with Tribal Warrior Aboriginal Corporation, with a focus on retracing ancient cultural sea journeys and reclaiming custodianship of Land and Sea.

With travel to interstate paused due to COVID-19 restrictions in 2020, the program pivoted to a hybrid model and focused on engagement with local community groups, connecting students with community partners based in Redfern, including Tribal Warrior and Gamarada.



Above: Semester 1 2021 students meeting with Palm Island Councillors Kyle-Sailor and Geia; students at Kirirri (Hammond Island) in the Torres Strait Islands discussing Child and Aged Care strengths and challenges with Torres Strait Island Regional Council Manager Mary Gela.
Right: SLIC staff and students working with Tribal Warrior Aboriginal Corporation at their head quarters in Redfern.



Since 2020, seven project reports have been co-authored and reviewed by students, academics and Community partners, with in-depth translation activities to assist with the application of report findings. These reports also form the foundation for the next iteration of projects which future cohorts of SLIC will work on.

To build on the intersection between sustainability and Caring for Country, the collaboration between TSIRC and the University of Sydney was established and activated in 2020 through two initiatives: scoping the Visitor Management Systems in the Central Islands (one of the five areas managed by the Regional Council's Community Services), and a collaborative project on Sector Adaptation Planning on Climate Change and Health (SAP+ Sharing for Solutions).

The successful outcomes with SLIC in 2020 led to requests from Community Services for further projects, requesting support to prepare operational plans for all five Community Services Managers working on specific programs in environmental health, housing, health and wellbeing, child and aged care, and disaster preparedness.

Building on this work completed in 2020-21, Semester 1 2022 will engage 45 students with three Torres Strait Island partner organisations (GBK Sea and Land Council, Torres Strait Island Regional Council and Torres Strait Regional Authority) in conducting community life surveys with residents and interviews with service providers to inform Island-level Climate Adaptation plans.

Graduates of the SLIC program since 2020 have remained in touch with the program, presenting at Reimagining Climate Adaptation Summit in April 2021, and continuing the work and projects initiated by SLIC through Honours projects and fellowships.



Case study: New Curriculum Garden



Both the One Sydney, Many People and Sustainability Strategies are dedicated to revealing and embedding our values within the physical environment of our campuses. Colleagues from across the university were involved in the development of the new Biodiversity Management Plan (BMP), released on National Tree Day on 30 July 2021.

Dovetailing Indigenous knowledges and practice within its guiding principles and procedures, in 2021 we designed and planted a new Curriculum Garden in partnership with local Aboriginal business IndigiGrow. Over 1000 native plants and trees were planted, with garden signage including names of plants in Sydney-basin language. Traditional usage and cultural connections to plants will also feature in the CampusFlora app and associated campus trails to be used by students as part of their experiential learning and by the community to increase their botany literacy.

The garden also supports other targets within the Sustainability Strategy, including increasing our canopy cover by 30% across Camperdown/Darlington campus.

The garden also utilised sandstone blocks destined to landfill to create spaces for yarning circles, and includes seating made from 98 percent recycled plastic, showing recycled plastic furniture can be used on the campus and not detract from heritage design principles.

The garden will provide living lab opportunities for students taking units of study in the School of Life and Environmental Sciences, particularly botany and ecology. The link between the operational work on our campuses and our research and education integration is a focus of the Sustainability Strategy and provides a model for other areas of the University's to develop their own living lab-type activity. Due to the project's integrated commitment to sustainability through operational, research and education action, the garden won a highly commended at the 2021 Green Gown awards.



Planting of native plants at the University's new Curriculum Garden, located at the University's Veterinary Science precinct on Camperdown Campus. Planting day captured and filmed by the Indigenous Strategy and Services media team.

PILLAR 1: ENRICHING LIVES THROUGH RESEARCH AND EDUCATION

As part of our strategy, we are working to support our researchers, students and professional staff to collaborate and intersect research, education, and operations – to be a unique driver and demonstration of our sustainability work and, ultimately, contribute to a positive long-term sustainable future for our nation.

Our Commitment

Pillar 1 of our Sustainability Strategy challenges us to be a place that drives social and environmental change and where sustainability is integrated into our campus life. We will achieve this by growing a strong sense of belonging and responsibility to our campuses and implementing world-leading research and education in our everyday practice.

In 2021 the University of Sydney was named as one of the world's leading institutions making a positive impact on society, placing second in the world and first in Australia in the 2021 Times Higher Education Impact rankings for the second year running.

The Impact rankings measure how an institution's research, outreach and stewardship delivers against the United Nations' Sustainable Development Goals (SDGs) – a blueprint to achieving a better and more sustainable future for all.

Our ranking recognises the work by our academics and students in all our faculties and schools across the broad field of sustainability.

In the early months of our Sustainability Strategy, we have taken steps to build on this – increasing 'living lab' activity on campus to test University research, developing a new undergraduate major in sustainability, renewing the sustainability focus in our multidisciplinary research centres, and providing new opportunities for students within their degrees and co-curricular experience.



Above: The cross-disciplinary Indigenous Grasslands for Grain project at Narrabri, led by Dr Angela Pattison from the Faculty of Science, aims to regenerate the Australian native system for the modern food environment. It is a concept that brings together cultural and scientific knowledge, regional and urban centres, and sustainability with economic viability.

Previous page: Gelion solar smart benches at work, trialling on campus new zinc bromide battery technology developed by Professor Thomas Maschmeyer as part of the Strategy's Living Lab initiative.

Strategy 1: Put research excellence into practice through living labs on our campuses

Since our strategy was launched, living lab projects have helped progress innovations developed at the University. Six solar power light benches on campus have trialled new zinc bromide battery technology, which led to an award in the Australian Financial Review's higher education awards.

Other trials have been testing concrete technology that locks different wastes, along with carbon dioxide into 'eco pavements' without sacrificing strength. See [case study on page 16](#).



Strategy 3: Develop global and local partnerships and practice

Our local and global partnerships with other universities, industries and networks have opened opportunities for innovation.

In partnership with the University of Copenhagen, the University co-hosted a workshop to tackle urgent global issues, focusing on themes of disasters and biodiversity conservation.

In November 2021, the University signed a Memorandum of Understanding with Zhejiang University to establish a joint lab on sustainable environment. The Sydney arm will incorporate expertise in complex systems, computer engineering and environmental data science.

Locally, the Sydney Environment Institute (SEI) in partnership with City of Sydney and NSW TAFE, has developed the FoodLab Sydney project, a not-for-profit food business incubator empowering communities to create a more equitable and sustainable food system within NSW.

Partnering with iMOVE Australia and Transport for New South Wales, academics from the Institute for Transport and Logistics Studies are researching mechanisms to activate public transport options. By understanding our students and staff commuting habits, the partnership aims to make active transport methods of commuting easier.



Strategy 2: Prioritise the development of high-quality sustainability research at the University

University researchers continued to intersect and address the complex challenges of sustainability and climate change in their work. Our new activities led by some of the University's multidisciplinary initiatives (MDIs), Centres, Faculties and Schools, are featured below.

Sustainability research led by the University:

- [Indigenous Grasslands for Grain](#) at Narrabri led by the Faculty of Science
- [Advances in solar panel technology](#) at the Sydney Nano Institute and launch of the Smart Sustainable Building Network with the School of Architecture, Design and Planning
- Understanding risks of [climate change on health](#) at the Charles Perkins Centre and [Heat and Health Research Incubator](#) at the Faculty of Medicine and Health
- [Exploring Climate distress](#) at the Faculty of Arts and Social Sciences and SEI
- Intersection of business and climate risk at the Business School, and [alignment of research to SDGs](#)
- [Designing technology across renewable energy, water and waste transformation](#) at the Faculty of Engineering
- Exploring the Earth's geological past and future at the School of Geosciences
- [Modelling for electric vehicle adoption](#) at the [Centre for Integrated Sustainability Analysis](#) in the School of Physics
- Interdisciplinary research at the Australian Centre for Climate and Environmental Law at Sydney Law School.
- University's [Koala Health Hub](#) at the School of Veterinary Science
- [Ecology, microbiology, nutrition and conservation research](#) at the School of Life and Environmental Sciences
- [Real Deal](#) project for a safe climate, secure jobs and stronger, fairer communities led by the Sydney Policy Lab

Strategy 4: Increase our capacity for sustainability education across the University

As part of our strategy, we strive to inspire and equip our graduates to embrace social responsibility – thinking critically, collaborating productively, and positively influencing the world – and recognising themselves as custodians of the future. In 2021, our Academic Board approved a new interdisciplinary undergraduate major in sustainability, planned to be offered from Semester 1 2023. This new offering will build on the many sustainability-related offerings and initiatives across our faculties and schools.

See [Sustainability in teaching, learning and the student experience on page 17](#).



Strategy 6: Support understandings of Aboriginal and Torres Strait Islander peoples' ways of living in harmony with the environment and each other

2020 and 2021 saw the successful delivery of the revised hallmark Service Learning in Indigenous Communities (SLIC) unit of study led by DVC ISS, growing partnerships with communities in urban, rural and regional Australia to engage in co-created projects to deliver long-term sustainable benefits.

Other highlights in teaching include development of a new undergraduate major in Sustainability, and the design, planting and embedding of a new Curriculum Garden. See [Caring for Country from page 10](#).



Above: A visualisation of Direct Air Capture units by the Sydney Sustainable Carbon project team – awarded US\$250,000 prize by Elon Musk's Foundation

Strategy 5: Enhance the student experience of sustainability

The Sustainability team supported delivery of a number of capstone projects in 2020-21, providing opportunities for students to contribute to implementation of the strategy through their studies. These included a new Industry and Community Project Unit (ICPU) on developing a culture of sustainability that empowers students to take part in sustainable actions on our campuses and at home. Outputs will inform future program being developed with the Student Life team in the Education Portfolio.

We piloted Green Impact – a staff and student engagement program originally developed by the National Union of Students in the UK. See [case study on page 34](#). The University participated in the USU's second 'Enviro Week' in April 2021, using it as a platform to launch pilots of new recycling streams.



Case study: Living labs

University Infrastructure is working closely with researchers to solve infrastructure-related issues across our campuses – otherwise known as a ‘living lab’. Researchers have the opportunity to test and evaluate the durability or function of their sustainability research on campus, cutting short the time for an idea to move from the laboratory into real-world and market applications.

Circular economy concrete

The University has also tested a concrete and crushed glass pavement on Gadigal Green to help Professor Ali Abbas progress plans to commercialise his cutting-edge research. The work he leads in our Waste Transformation Hub is guiding local authorities on how to use recycled materials to make safe and durable roads and pavements.

Local councils are now joining forces to recycle nearly 100 million glass containers for use in paving local roads.



Gelion solar smart benches

Since late 2020, six solar power light benches on campus have been trialling new zinc bromide battery technology developed by Professor Thomas Maschmeyer in a real-life application. The benches have collected, stored, and discharged more than 1,240kWh of power since they were installed – enough to power 88.6K smart phones.

The project won the inaugural ‘sustainability’ category in the Australian Financial Review’s 2020 Higher Education Awards, and parent company Gelion, part owned by the University, listed on the London Stock Exchange in late 2021.



“Partnerships like these, that encourage the translation of research from the laboratory into commercial applications, are one of the important elements that help drive innovation.”

– Professor Thomas Maschmeyer



Professor Thomas Maschmeyer presenting how the Gelion solar smart benches work, with four of the six prototypes installed on Gadigal Green, Darlington Campus.

Sustainability in teaching, learning and the student experience



Throughout 2020 and 2021, the Sustainability team have worked with students across the University, mentoring and providing guidance and expertise in units of study, internships and capstone projects.

Embedding a range of sustainability projects provided valuable opportunities for students to explore their campus as a living lab and be directly engaged with strategy, increasing their knowledge, skills and agency seeing their ideas come to fruition. Through the co-design and mentorship process, sustainability partners across the University were also able to work closely with different student cohorts, gaining new perspectives and understanding of the needs and priorities of our diverse student community.

Students across disciplines and graduate levels explored and developed numerous sustainability ideas, including:

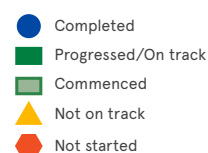
- Master of Sustainability students investigating the cycling habits of staff and students, advising the Operations team on what adaptations could be made to campus design and facilities to encourage our community out of their cars and on to bikes or other active transport.
- Students in ENGD1000, a Dalryell unit in the Faculty of Engineering, tackling wicked problems linked to SDGs, linking them to real work solutions to be applied both on and off our campuses.
- The Sustainability and Operations teams posing Sustainability Strategy related problems to students in the Jacaranda Flame Consulting program to work alongside us to answer questions such as: how can we reduce our waste to landfill? Where do our community live and how can we encourage sustainable travel to and from campus?
- In October 2021, students from disciplines across the University partnering with the Culture Strategy and Sustainability teams brought the ‘Let’s Talk Sustainability’ festival to life. The festival featured a Climate Action expert panel, ‘how-to’ recycling lessons from Inner West Council and zero waste cooking class led by refugees from Culinary Tales sharing their personal stories.



Sustainability education units, awards and initiatives led by the University:

- A collaborative ‘negative emissions’ student project team won a US\$250,000 prize, awarded by Elon Musk’s Foundation and announced at COP26. With industry partners and an academic supervisor, they developed [a solar-powered unit that removes CO2 from the atmosphere](#)
- Master of Architectural Science students tackled decarbonisation in new pilot program with leading architecture firms to champion sustainable practice
- The Master of Commerce program introduced a new core unit [BUSS5220: Responsible Business Mindset](#), interconnecting society and environment within business theory and practice
- The [Rural and Remote Enterprise \(RARE\) program](#) pivoted online to enable students to collaborate with remote, rural and Indigenous social enterprises such as Bruce Pascoe’s Black Duck Foods
- Two teams of undergraduate students from Arts, Engineering, Business, Law, and Science faculties were among the finalists in the global [IBM Call for Code competition](#), presenting ethical purchasing and food waste solutions
- Master of Commerce students collaborated with Mercularis – a circular economy start-up, to work toward [solving waste and recycling problems](#) in Australia
- The 2021 winners of the Summer Innovation Program – an initiative which brings together students from across the University to explore innovative solutions, are developing an [Offset October app](#) to encourage and reward users for taking less emissions heavy transport routes
- In December 2021, the Sydney Environment Institute announced a new [Honours Research Fellowship](#), focusing on the intersection of environmental themes and Chau Chak Wing Museum collections
- INCUBATE – Australia’s first university-based accelerator program, supported start-ups in 2021 including [water capture technology](#) and [sustainable products](#).

PILLAR I PROGRESS AT A GLANCE



Pillar 1 commitments

2020-21
Status

1	Put research excellence into practice through living labs on our campuses	
1.1	Develop new opportunities to facilitate the use of our campuses as living labs, including establishing clear protocols for living lab projects and how they scale across our footprint	■
2	Prioritise the development of high-quality sustainability research at Sydney	
2.1	Directly support sustainability as one of the core foci in the research strategy of faculties and MDIs and as one of the core foci in all Research Portfolio-led funding schemes	■
2.2	Incorporate a sustainability focus into internal funding schemes and supplemental support for external grant schemes	●
2.3	Explore using the UN Sustainable Development Goals as a common language and framework to map research and inform the development of new external partnerships	■
3	Develop global and local partnerships and practice	
3.1	Retain our best scholars in sustainability and recruit emerging leaders in a range of fields to support new ways of exploring and addressing the challenges faced by humanity	●
3.2	Support researchers to build strong links with communities, industry, NGOs, other universities and governments to develop leading sustainability research into real-world application	■
3.3	Provide research support to University contributions to global efforts	●
4	Increase our capacity for sustainability education across the University	
4.1	Embed sustainability themes and practices into curricula and learning activities across all disciplines, based on a range of cultural and social perspectives	■
4.2	Integrate cross-disciplinary sustainability knowledges and practice within graduate attributes	●
4.3	Broaden the range of Industry and Community Project Units (ICPUs) and Open Learning Environment (OLE) units that engage and explore sustainability themes and ideas	■
4.4	Establish new opportunities for undergraduate students to embark on a rich sustainability education through a multidisciplinary major and minor in sustainability	■
4.5	Determine the viability of micro-credentialing and other specialised postgraduate and executive training in sustainability	●
4.6	Support innovation and excellence in sustainability education and increase opportunities to share these ideas and experiences among University staff	●
4.7	Draw on global best practice to develop how we reward and recognise sustainability-related teaching, exploring areas such as education fellowships and grants, awards and exchanges	■
4.8	Enable students' ability to learn across different dimensions of sustainability through greater transparency of sustainability-related units, majors, degrees, and other opportunities	■
4.9	Make teaching opportunities available to Higher Degree by Research students and early-career researchers in sustainability research roles	●
5	Enhance the student experience of sustainability	
5.1	Develop mechanisms to support sustainability leadership for students, such as sustainability internships and placements, development of student sustainability leadership programs, and publicising student sustainability research	■
5.2	Work with the USU and other partners to enable a holistic campus experience of sustainability	■
6	Support understandings of Aboriginal and Torres Strait Islander peoples' ways of living in harmony with the environment and each other	
6.1	Coordinate sustainability activities within the <i>One Sydney, Many People Strategy</i>	■



PILLAR 2: ENABLING RESILIENT PLACES AND A RESPONSIBLE FOOTPRINT

Through this strategy, the University is nurturing more sustainable and resilient campuses, and develop a culture of shared responsibility in our approach to sustainability.

Our Commitment

Our community of more than 70,000 staff and students is the size of the population of a small city, and our campuses spread from the metropolitan to the remote. We acknowledge our significant impact on the Country where our campuses reside, and accept the moral and social obligation to leave a responsible footprint where we tread. We will engender a culture of a positive handprint – actions that not only reduce negative impact, but are positive for the health of our environment.

As we developed this strategy, our staff and students told us they expect to see the sustainability practices they aspire to at home reflected in their place of study or work –

tackling questions such as how we manage our waste, how we reduce consumption and emissions associated with our energy use, and what goods and services we buy (and from whom).

Areas such as these are often the 'visible' aspects of sustainability on campus, and as such are the areas where our people are most interested in understanding our progress.

Throughout implementation of this strategy, the University will nurture more sustainable and resilient campuses, and develop a culture of shared responsibility in our approach to sustainability. This includes making the campuses resilient to the impacts of climate change, and ensuring they are places for humans and ecosystems to flourish.



Above: Drone footage of Eastern Avenue solar panels on Camperdown Campus, part of our effort to generate 3 megawatts of on-site renewable electricity by 2025.
Previous page: Organics Waste Trailer in front of the Michael Spence Building on Camperdown Campus, awaiting activation of "Chester the Biodigester"

WASTE

Strategy 7: Demonstrate leadership in waste reduction and management

When we developed the Sustainability Strategy, waste and energy were the areas where our students and staff wanted to see us prioritise, revealing a strong correlation between what is important to us as individuals and where we think the University should focus its efforts.

While the COVID lockdown of 2020 and 2021 disrupted many facets of campus life, we were able to progress significant work in these critical areas.

In mid-2021, we installed an onsite 'Hot Rot' Organics Composting Machine. Cheerfully nicknamed "Chester the Biodigester", the project was supported by a grant of more than \$375,000 from the NSW Environmental Trust. As campus activity increases in 2022, the University will partner with the USU, campus food outlets and office kitchens to collect food scraps to feed the biodigester, producing compost that can be used on campus. New bins will be available to encourage students to dispose of compostable waste.

Sydney became the first university chosen to participate in the EPA-funded Bin Trim program, which assists enterprises in reducing waste and increasing recycling.

As part of this initiative, we have piloted two new recycling streams, recycling polystyrene and new pallet collection service. By end-2021, we reused or recycled 151 pallets that were used in deliveries to our campuses, saving 4.1 tonnes from landfill and sent 6 cubic meters of polystyrene for recycling.

We're also contributing to the circular economy by recycling cladding that is being removed from some of our buildings, in line with amended Government requirements. This cladding once separated into raw materials returns into the economy through other manufacturing materials, and by the end of the program we estimate more than 15,000m2 of cladding will be recycled.

The Sustainability Steering Committee endorsed a roadmap to our campuses becoming free from single-use plastics. This is a collaboration across the Operations Portfolio including colleagues from Science, and initiatives are rolling out in 2022 across three areas: Food and Beverage/Retail, Laboratories/Medical, and Operations.



"Chester the Biodigester" installed near the Curriculum Garden, located at the University's Veterinary Science precinct on Camperdown Campus

Waste targets spotlight

Waste targets	2018-19 baseline ¹	2020-21 totals	%	Notes
7.1 Send zero waste to landfill ² by 2030	1,910 tonnes to landfill	858 tonnes to landfill	55% reduction	The data for 7.1 and 7.2 note these targets as surpassed or significant progressed, however this outcome is predominantly due to COVID-19 restrictions in place from 2020. As the community returns to campus, this result will fluctuate in future reporting.
7.2 Achieve a 20% reduction in waste generated per person (aligned to FTE/EFTSL ³) by 2030	32.6kg per person	12.9kg per person	Target surpassed 55.1% reduction in waste per person	
7.3 Recover 80% of organics waste on campus by 2025	Organics waste total baseline: TBC 0 tonnes recovered	0 tonnes recovered	0% towards target	Baseline organics waste data will be established through a waste audit conducted in 2022. Organics waste recovery to also commence in 2022.
7.4 Achieve 60% recycling by 2025	518 tonnes of recycling= 21% of total waste recycled	287.72 tonnes of recycling= 25% of total waste recycled	19% increase from 2018	Total waste (including recycling and landfill), has decreased by 53% from 2018. Future reporting will see an increase in recycling with introduction of new recycling streams.
7.5 Enable 'single use plastics free' campuses by 2025	No roadmap No ban/restrictions in place for single use plastics	Roadmap completed Projects identified	Progress on track	Single-use plastics roadmap completed and endorsed in 2021. Waste audits to commence in 2022 as part of roadmap.
7.6 Compost 80% of food waste by 2025	Food waste total baseline: TBC 0 tonnes composted	0 tonnes composted	0% towards target	Waste audits to commence in 2022 to establish baseline. Food waste recovery Biodigester set to switch on in 2022.
7.7 Ensure 100% of food/beverage packaging on campus is compostable or recyclable by 2025	0 out of 20 University owned or leased outlets use compostable packaging Recyclable/landfill only packaging totals baseline: TBC	13 out of 20 outlets use compostable packaging	Progress on track	Recyclable and landfill only packaging baselines will be established through implementation of single-use plastics roadmap.

¹ Baseline and 2020-21 data by financial year, derived from The National Greenhouse and Energy Reporting (NGER) and Tertiary Education Facilities Management Association (TEFMA) reporting. 2018-19 baseline data used to better reflect 'business as usual' figures prior to impacts of COVID-19 restrictions.

² Total landfill waste encompasses all campuses with a waste contract.

³ FTE: Full-time equivalent (Staff), EFTSL: Equivalent Full-Time Student Load. EFTSL calculated at census date – end of week 4 each semester (March and August).

ENERGY

Strategy 8: Reduce our energy emissions

Since we started developing the Sustainability Strategy, we've installed rooftop solar photovoltaic systems totalling 204kW on the Susan Wakil Health Building, Chau Chak Wing Museum and the Engineering Precinct Technology (ETP) building at Camperdown/Darlington, as well as on the New Teaching Building at Dubbo.

In the 2020–21 financial year, we generated 1,249MWh of solar electricity on our campuses, up 18% from a year earlier. This is equivalent to offsetting 1,011 tonnes of carbon emissions, or 258 homes for a year. The University now has a total rooftop solar capacity of 1.13MW across 25 University and student accommodation buildings on our campuses, reaching over a third our target of 3 megawatts of on-site renewable electricity by 2025.

In order to reduce our consumption of energy, we have also piloted energy efficiency measures including push buttons for out-of-hours air conditioning and lighting, and investigated hibernating buildings which do not require 24 hour access.

Just before the end of 2021, the University approved a Power Purchase Agreement (PPA), which locks in renewable energy provision at fixed rates for a defined period. When it comes into effect in mid-2022, the PPA will take the University significantly towards its targets for sourcing 100% of electricity from renewable sources.



Energy targets spotlight

Energy targets	2018–19 baseline ¹	2020–21 totals	%	Notes
8.1 Achieve Net Zero Emissions from Scope 1 and 2 sources by 2030	102,993 tonnes CO2-e	94,813 tonnes CO2-e	0.08% reduction	Emissions reduction predominantly due to COVID-19 restrictions in place from 2020, and ongoing hybrid working and learning mode.
8.2 Source 100% of electricity from renewable sources by 2025	0% of additional renewable energy sourced	0%	0%	The University's PPA will come into effect from July 2022, to reach our target to source 100% of electricity from renewable sources.
8.3 Have 3 megawatts on-site renewable electricity by 2025	0.87MW	1.13MW	29.89% increase	Additional solar projects on hold or delayed due to COVID-19 restrictions to recommence from 2022.

¹ Baseline and 2020–21 data by financial year, derived from The National Greenhouse and Energy Reporting (NGER) and Tertiary Education Facilities Management Association (TEFMA) reporting. 2018–19 baseline data used to better reflect 'business as usual' figures prior to impacts of COVID-19 restrictions.



Strategy 9: Sustainably develop and manage the built and natural environment on our campuses to support people, plants, animals and the planet



Our physical campuses play a critical role in our University community – combining specialist research and teaching facilities in both the built and natural environment with unique heritage architecture and beautiful grounds.

The Sustainability Steering Committee approved a Biodiversity Management Plan (BMP) for our University campuses. Early work has included design and planting of a new Curriculum Garden – a living lab and education initiative with 1000 native plants from IndigiGrow for students in botany and ecology subjects to use as part of their studies. See [case study on page 11](#).

As part of a national project to plant 25 million trees across Australia, one of the nation's largest-ever privately funded tree restoration projects, University staff planted 20,000 trees at the University's Arthursleigh Farm in the NSW Southern Highlands. The work of Arthursleigh team to support the biodiversity of this property were among the winners of the inaugural sustainability category in the annual VC's Awards for Excellence.



Strategy 10: Require responsible procurement practices to enable ethically and sustainably sourced products at all stages of our supply chains



The University achieved a silver rating for EcoVadis – a ratings platform to assess corporate social responsibility, human rights, ethics and sustainable procurement. We received an overall score of 57, placing the University in the top 25% of the 75,000+ organisations assessed worldwide.

Our overall performance score is expected to increase in the upcoming assessment with inclusions of modern slavery, Indigenous and supply chain due diligence initiatives introduced in 2021. See Indigenous procurement initiatives on [page 9](#).

Modern slavery

In 2021, the University's Modern Slavery team focused its efforts on embedding its due diligence framework across our strategic, policy and legal settings – updating contract templates, amending key policies and establishing key roles and responsibilities across our senior executive team.

Procurement Services continued to mature the modern slavery due diligence process within University's supply chains. This initiative included implementing modern slavery tools and processes across the procurement lifecycle, performing assessments for 89 high-risk suppliers, and providing dedicated training for supplier representatives and over 200 staff.

The University launched a Modern Slavery Incident Reporting Form, providing our stakeholders and community with a mechanism to report incidents or concerns. Following success in 2020, collaboration with the Cleaning Accountability Framework pilot program, Australian Universities Procurement Network on supply chains, and partnership on staff and student training with Anti-Slavery Australia was continued in 2021.

See more on our [Modern Slavery webpage](#).



Strategy 11: Reduce our water use

Through our strategy, we will continue raise the awareness and literacy of our community around responsible water use, and investigate ways of using infrastructure, technology and research to make our campuses and operations more drought-resilient and less reliant on potable water use.

We started to install a smart irrigation system on our Camperdown/Darlington Campus, with 50% coverage achieved by end-2021. We connected rain tanks that harvest water from the Law School lawns to the irrigation system, removing the need for potable water to be used on the Quadrangle and Botany Garden lawns.



Strategy 12: Provide affordable, healthy and culturally acceptable food and beverages that are accessible to all and aligned with recognised sustainable procurement practices

Over the past two years, USU outlets and the University owned Forum café have increased their vegetarian and vegan options, including the opening of "Love BUDS Grill", selling exclusively plant-based burgers.

Forum Café have also sourced native and locally sourced ingredients for their seasonal and catering menus, topped up with produce and herbs growing in their planter boxes. See also the FoodLab Sydney project under strategy 3 on [page 14](#).



Strategy 13: Reduce impacts associated with unsustainable travel to, from and around our campuses

The global response to the COVID-19 pandemic has shown that significant cultural change is possible, especially in regards to our travel which has shown a significant reduction in air travel over the last two years.

Since 2020, we commenced development of our next Sustainable Travel and Mobility Plan (STAMP), drawing on academic expertise from the Institute for Transport and Logistics and a 'living lab' project with Engineering students.



INVESTMENTS

Strategy 14: Improve environmentally, socially and financially responsible investment practices

In 2021, the University announced an enhanced approach to sustainability in its \$2.1bn endowment, building on action it has taken over the past decade to respond to environmental, social and governance (ESG) factors.

Under the new approach, we will continue to engage with our fund managers on ESG issues, increase investment in sustainable solutions and exclude fossil fuel companies with inadequate transition plans from our investments.

Our ESG efforts previously focused on listed equities (~35% of the portfolio), but we are now taking a whole-of-portfolio approach, committing the endowment of our goals across all asset classes:

- Be aligned with and supportive of the UN SDGs by 2030
- Be net zero by 2050 and aligned with the Paris Agreement goals by 2030
- Be free from known modern slavery by 2030
- Be free from known human rights abuses, with a focus on indigenous rights, by 2030.

Below are highlights demonstrating how the portfolio, as at 30 September 2021, is performing against these new forward goals and targets.

- 50% of all managers have made investments that are aligned with the SDGs.
- 71% of all managers have a process for integrating climate change risk and opportunity into their core investment decision-making framework.
- Carbon intensity of the listed equity portfolio is 64% lower, and absolute emissions are 75% lower than their 2014 baselines respectively.
- 57% of all managers have a policy to manage modern slavery risk, up from 49% in 2020.
- 48% of all managers take into account a company's impacts on Indigenous people when incorporating ESG into investment decisions, similar to 2020 (47%).

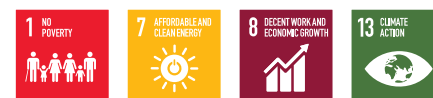
Exclusions

Throughout the decade prior to launching the Sustainability Strategy, the University increasingly built ESG factors into its investment principles and practice, including a carbon footprint target for the listed equity portfolio, inclusion of considerations around the rights and interests of indigenous peoples, and mandating exclusions of tobacco and companies directly involved in the manufacture of cluster munitions.

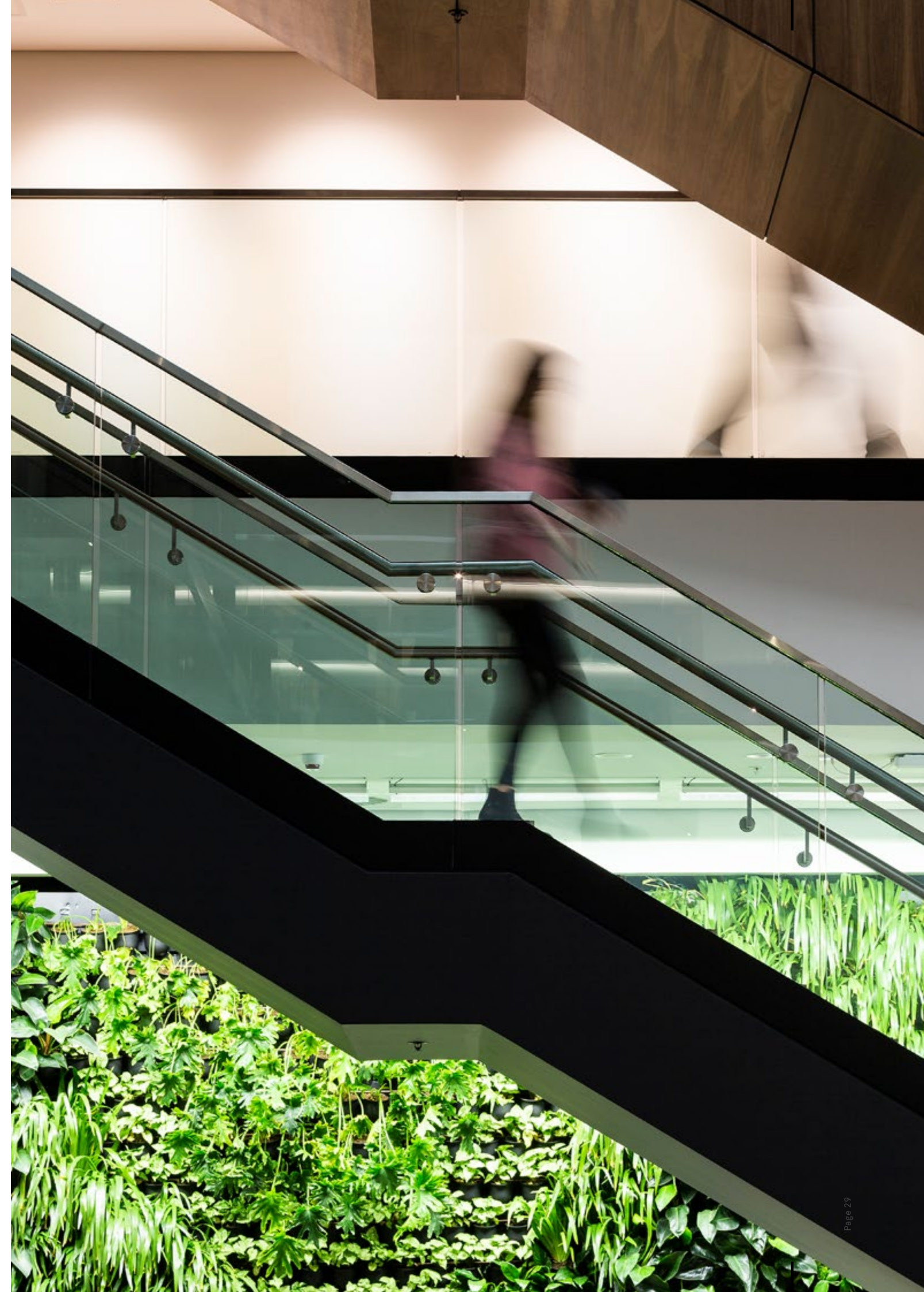
As a consequence of the new approach, the University has committed to also exclude publicly listed equity investments that are significantly involved in fossil fuels¹, unless companies or investment managers can demonstrate their genuine alignment with a low carbon transition. This approach to exclusions is guided by two metrics developed by the Transition Pathway Initiative: 'Management Quality' and 'Carbon Performance'².

- Where it invests in pooled funds in listed equity markets, the University has committed to exclude such investments by end-2025.
- Where the University directly holds listed equities (which for reasons of practicality are typically Australian-listed companies rather than international stocks), it committed to divest by end-2021. In accordance with the new approach, the University directed its investment managers to divest from four directly held stocks by end-2021.

To inform these commitments, the University annually completes an assessment of coal, oil, natural gas and utility companies determined to be uninvestable based on TPI's annual assessments (regardless of if they are currently held by the University). The University has also committed not to allocate any new capital to any fossil fuel-focused private market investment strategies.



¹ Defined as companies that generate 20% or more of their revenue from the extraction of, or generation of power from, fossil fuels
² <https://www.transitionpathwayinitiative.org>



PILLAR 2 PROGRESS AT A GLANCE

- Completed
- Progressed/On track
- Commenced
- Not on track
- Not started

Pillar 2 targets and commitments		2020-21 Status ¹
7	Demonstrate leadership in waste reduction and management	
7.1	Send zero waste to landfill by 2030	
7.2	Achieve a 20% reduction in waste generated per person (aligned to FTE/EFTSL) by 2030	
7.3	Recover 80% of organics waste on campus by 2025	
7.4	Achieve 60% recycling by 2025	
7.5	Enable 'single use plastics free' campuses by 2025	
7.6	Compost 80% of food waste by 2025	
7.7	Ensure 100% of food/beverage packaging on campus is compostable or recyclable by 2025	
8	Reduce our energy emissions	
8.1	Achieve Net Zero Emissions from Scope 1 and 2 sources by 2030	
8.2	Source 100% of electricity from renewable sources by 2025	
8.3	Have 3 megawatts on-site renewable electricity by 2025	
9	Sustainably develop and manage the built and natural environment on our campuses	
9.1	Ensure a minimum 5 Star Green Star rating for all new buildings and 4 Star Green Star for major refurbishment projects in current buildings by 2025	
9.2	Assess 100% of eligible buildings and core infrastructure for climate resilience by 2025, including sustainability standards in the University's asset management planning	
9.3	Establish a Biodiversity Management Plan and baselines to set biodiversity targets by 2025	
9.4	Enable 30% canopy cover by 2030	
10	Require responsible procurement practices to enable ethically and sustainably sourced products	
10.1	Ensure 100% of Unibuy catalogue content adheres to ethical buying guidelines by 2025	
10.2	Include appropriate consideration of sustainability during the sourcing process or in contract delivery for 100% of contracts with a total contract value over \$250,000 (excl GST) by 2025	
11	Reduce our water use	
11.1	Reduce our reliance on potable water per person (aligned to FTE/EFTSL) by 30% by 2030	
12	Enable affordable, healthy and culturally acceptable food and beverages accessible to all	
12.1	Have 100% of food and beverage items sold in University owned or leased outlets to be ethically and sustainably sourced by 2025	
12.2	Reassign 100% of safe, unsold food from non-composting and landfill sources by 2025	
13	Reduce impacts associated with unsustainable travel to, from and around our campuses	
13.1	Reiterate and implement a Sustainable Transport Action and Mobility Plan (STAMP)	
13.2	Reduce to 10% of staff and 5% of students travel to campus by private motor vehicle by 2025	
13.3	Reduce the number of kilometres flown on University business by 20% by 2025	
14	Improve environmentally, socially and financially responsible investment practices	
14.1	Review the University's existing investment portfolio principles and strategy, and present a recommendation to the University's Senate by 2021	

¹ Status marks the progress of initiatives developed to reach strategy targets. For example, 2020-21 data of target 8.2 currently shows 0% towards target, but is noted as 'On track' as significant progress has been made on a Power Purchase Agreement which will enable us to reach our target from July 2022.





PILLAR 3: EMPOWERING GOOD GOVERNANCE AND COORDINATION

Through transparent and open communication, the University commits to be transparent in our progress and demonstrate an enduring commitment to sustainability at all levels.

Our Commitment

Lessons from our peers show that institutional support for sustainability is crucial. Such support is inherent in the implementation of this strategy; an enduring commitment to incorporating sustainability through our research, education and operations to enact change will be critical to its success.

This inaugural Sustainability Annual Report is part of our commitment under Pillar 3 to transparency and open communication. In these early years of the strategy, we have worked with senior members of the University to set the Sustainability Strategy on a firm footing for rollout in future years, and started to build engagement opportunities for our staff and students as a platform for deeper coordination.

Since our launch in 2020, we have established a Sustainability team charged with ensuring the coordination of sustainability actions under the strategy, including integration with the University's broader governance structures.

Our efforts to date have also been recognised with a silver rating in our inaugural submission to 'STARS' – the international Sustainability Tracking and Reporting System overseen by the Association for the Advancement of Sustainability in Higher Education (AASHE). The University's Sustainability Strategy sets a target to be rated 'gold' by 2025.

We also like to recognise the dedication and efforts made by our colleagues and peers from around the University, who have embraced this strategy from inception, and have sort to carry out its vision for a better future during a truely extraordinary time.

To formally recognise and celebrate staff achievements in this space, the University established an new Vice-Chancellor Award in 2021, recognising 'Outstanding Contributions to Sustainability' within its suite of Excellence awards.

Awards and recognition

1st in Australia and 2nd Globally

Times Higher Education
Impact Rankings for both
2020 and 2021

Australian Financial Review Winner

Sustainability category –
2020 AFR Higher Education
Awards

Silver STARS rating

Inaugural submission in 2021
to the Sustainability Tracking
and Reporting System to
measure sustainability
performance

EcoVadis Silver

EcoVadis Silver awarded
in 2021 – with University
in top 25% of over 75,000
companies assessed globally

Strategy 15: Establish effective governance

We established a Steering Committee of senior leaders to oversee strategy rollout, chaired until end-2021 by the Senior Deputy Vice-Chancellor, with the Provost and Deputy Vice-Chancellor assuming executive sponsorship of the strategy from the start of 2022.

We commenced work to rescind the existing Environmental Sustainability Policy 2015 and to develop a new policy supporting the strategy.



Strategy 16: Be transparent about our progress

We were rated 'silver' in our inaugural submission to 'STARS' – the international Sustainability Tracking and Reporting System designed and overseen by the Association for the Advancement of Sustainability in Higher Education (AASHE).

We also completed our first pilot of Green Impact, helping to raise awareness of the University's sustainability ambitions – See case study below.

We developed the University website to raise awareness of the University's Sustainability Strategy, reporting and related initiatives:
<http://sydney.edu.au/sustainability>

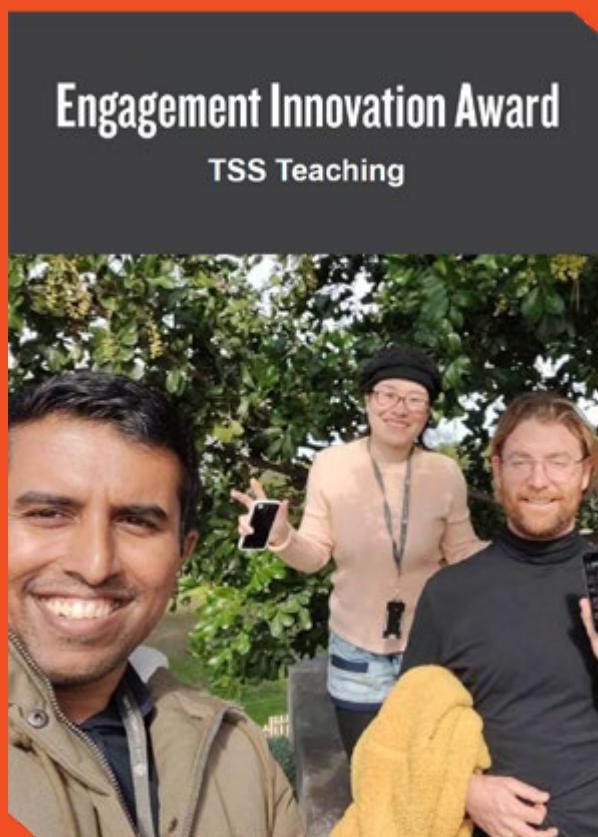


Case study: Engagement – Green Impact

In 2021, we piloted Green Impact – a staff and student engagement program originally developed by the National Union of Students in the UK. Green Impact is a team-based competition where staff and students collaborate in local areas to make our campuses more sustainable.

Fifteen teams involving more than 80 staff and students completed the program – a great outcome in face of the COVID-enforced lockdown, which meant the pilot had to shift online. Together they completed 415 sustainable actions, with the teams achieving three Gold awards, one Silver, and two Bronze.

One team, from the Faculty of Medicine and Health, took out the Engagement Innovation award at the 2021 Green Impact Australasian Awards. The team was nationally recognised for their program of educational workshops for sustainability practices in teaching laboratories. Sydney teams also collectively placed third in the inaugural Green Impact Cup, with Northern Clinical School named Best Newcomer.



PILLAR 3 PROGRESS AT A GLANCE

- Completed
- Progressed/On track
- Commenced
- Not on track
- Not started

Pillar 3 commitments

2020-21 Status

15 Establish effective governance		
15.1	Implement a governance and operating framework by end 2020 to support our strategic ambition for the University community to be more sustainable on campus through research, education and collective and individual action.	Progressed/On track
15.2	Develop methods to engage the University's academic expertise through a community of practice that advises on how best to pursue the targets and commitments in this strategy, and to provide opportunities for the broader University community to participate in grassroots action that contribute towards the goals of this strategy.	Commenced
15.3	Rescind the existing Environmental Sustainability Policy 2015 and develop a new policy reflect the vision, guiding principles and commitments of this strategy.	Commenced
16 Be transparent about our progress		
16.1	Report annually to the University community and broader public during the life of this strategy, transparently reflecting on progress towards our sustainability targets and commitments, showcasing achievements and presenting an action plan for the following year.	Progressed/On track
16.2	Sign up to the Sustainability Tracking, Assessment and Rating System (STARS), used by more than 1000 tertiary institutions globally, and achieve a 'gold' rating by 2025.	Progressed/On track



2022 ACTION PLAN

Strategy	What we plan to do in the next 12 months
#1 Put research excellence into practice through living labs on our campuses	We will develop funding procedures and guidelines for new seed funding to enable our researchers and students to conduct further research and living lab trials on campus.
#2 Prioritise the development of high-quality sustainability research at the University	The Net Zero Initiative will launch in early 2022, which aims to bring together the University's research into the transition to net zero greenhouse gas emissions to build a world class platform for future research and education.
#3 Develop global and local partnerships and practice	<p>We will progress discussions around sustainability-related partnerships and research in the context of the University's new strategic plan development process.</p> <p>We will also recommence mapping of research and external partnerships using the UN Sustainable Development Goals as a common language and framework.</p>
#4 Increase our capacity for sustainability education across the University	<p>The Faculty of Science will lead further development of the major in collaboration with other faculties in preparation for the first cohort of students in 2023.</p> <p>We will progress discussions around sustainability-related education in the context of the institutional strategic planning process.</p>
#5 Enhance the student experience of sustainability	<p>The Sustainability team will collaborate with the Student Life team and USU to participate in the revamped Welcome Week festival, Enviro Week, and to develop new initiatives and events to engage with students.</p> <p>'Green Impact' will run again for staff and students from April to August 2022, with our first student internship to assist with the program to commence in Semester 2.</p> <p>We will offer seed grants to students to kick-start their own sustainability projects, supporting either their own studies or broader aspects of sustainable living on campus.</p>
#6 Support understandings of Aboriginal and Torres Strait Islander peoples' ways of living in harmony with the environment and each other	<p>With the inclusion of the Protection of Indigenous Rights and Heritage within the University's new Sustainable Investment Strategy, further work will be completed to inform the rollout of the University's enhanced approach to investment.</p> <p>As part of preparations to commence the Sustainability Major in semester 1 2023, development of a Unit of Study (SUST1001) will initiate in 2022, embedding Indigenous knowledges and practices of Caring for Country.</p> <p>Delivery of SLIC will continue in 2022, continuing partnerships with Torres Strait Island Regional Council, Tribal Warrior Aboriginal Corporation and Palm Island Community partners.</p>

2022 ACTION PLAN

Strategy	What we plan to do in the next 12 months
#7 Demonstrate leadership in waste reduction and management	<p>We will commence processing on-campus organics waste in the biodigester. Once all organics collection points are rolled out (expected by mid 2022), the biodigester will take us approximately halfway to our target to recover 80% of organics waste on campus by 2025.</p> <p>We will rollout initiatives in the roadmap to our campuses becoming free from single-use plastics. These include launching Green Caffeine 'cup library' scheme to cut use of disposable coffee cups, completing an audit of single-use plastics and phasing out other items to pre-empt forthcoming NSW legislative change.</p> <p>We will introduce new waste streams across the University, commencing with pilots of organic waste collection. These include launching the polystyrene recycling stream at Camperdown/Darlington, following the successful pilot in 2021, and develop a new 'recycling wall' – providing more on-campus recycling opportunities for students and staff.</p>
#8 Reduce our energy emissions	<p>The Power Purchase Agreement (PPA) will commence from 1 July 2022, drawing from a solar farm in NSW and helping the University achieve a key target under strategy 8 – delivery of 100% renewable electricity use.</p> <p>We plan to enable an additional 0.75MW of solar energy generation through increased installation of photovoltaic systems.</p> <p>We plan to commence and continue new energy efficiency measures, including electrical and natural gas metering, mechanical efficiencies for Heating Ventilation and Air Conditioning (HVAC) systems, and 'push button' systems for after hours in high-use common areas.</p> <p>We will develop a net zero roadmap to support our aspiration for the campuses to achieve net zero emissions from Scope 1 and 2 sources by 2030.</p>
#9 Sustainably develop and manage the built and natural environment on our campuses	We plan to take forward actions under the Biodiversity Management Plan, including work to map biodiverse and sensitive areas on our campuses.
#10 Require responsible procurement practices to enable ethically and sustainably sourced products at all stages of our supply chain	Our Procurement team will introduce a new sustainability category within the Unibuy purchasing platform, to promote sustainable goods and services. This will also be supported by the continued rollout of the single use plastics free roadmap including development of sustainable buying guides, updating supplier and item catalogues, and continuation of phase 1 work with stakeholders and vendors to reduce plastic packaging. The team will also continue to mature its due diligence processes to identify and address modern slavery across the University's supply chain.

2022 ACTION PLAN

Strategy	What we plan to do in the next 12 months
#11 Reduce our water waste	We will complete the rollout of a Hydrowise smart irrigation system on Camperdown/Darlington campus, and commence other water efficiency measures including retrofitting tapware. We also plan to install 10 additional water refill stations on University campuses.
#12 Provide affordable, healthy and culturally accepted food and beverages that are accessible to all and aligned with recognised sustainable procurement practices.	<p>We will commence development of a Sustainable Events guide, which will tackle the sustainable and ethical procurement of food and beverages, and post event waste.</p> <p>We will progress discussions with the USU on increasing the accessibility of affordable food and reducing food waste.</p>
#13 Reduce impacts associated with unsustainable travel to, from and around our campuses	<p>The renewed Sustainable Transport and Mobility Plan (STAMP) will be finalised in the first half of 2022.</p> <p>We will draw together a working group of academics and professional staff to take forward how to meet our commitment to reduce flights on University business by 20% by 2025.</p> <p>We plan to launch a new scheme allowing staff to salary sacrifice e-bike purchases, and arrange for bike mechanics to perform free bike check ups for staff and students.</p>
#14 Improve environmentally, socially and financially responsible investment practices	<p>The Investments and Capital Management team is responsible for managing the University's endowment capital and is implementing the enhanced ESG approach, reporting to the Investment Subcommittee of Senate.</p> <p>In 2022 this will include updating the annual ESG reporting and survey of investment managers, and producing an updated list of stock exclusions, based on Transition Pathway Initiative analysis.</p>
#15 Establish effective governance	<p>The team overseeing implementation of the strategy will move into the Office of the Provost following commencement of a Director, Sustainability in Q2 2022.</p> <p>We will progress work to develop a new policy reflecting the vision, guiding principles and commitments of the Sustainability Strategy.</p> <p>We will pilot Carbon Literacy training, adapting the program first developed in the UK for an Australian University audience, to support professional staff in their delivery on the strategy through more informed decision-making.</p>
#16 Be transparent about our progress	<p>Completion of our first annual report to meet our commitment to report annually to the University community for the life the strategy.</p> <p>'Green Impact' will run again for staff and students from April to August 2022. An engagement specialist commenced in January 2022 to drive awareness and community involvement in strategy initiatives.</p>

UNIVERSITY SUSTAINABILITY REPORTS AND STRATEGIES REFERENCE LIST

Pillar	Document link
ALL	The University of Sydney Strategic Plan 2016-20
ALL	Sustainable Development Goals- University 2020 update
ALL	Climate Action Statement
Foundation, Strategy 6	One Sydney, Many People Strategy 2021-24
Foundation, Strategy 6	Ngarangun: 'we learn, think and listen together' Indigenous Research Strategy
Foundation, Strategy 6	Walanga Wingara Mura Design Principles 2020
Strategy 1 – 4	Principles of Responsible Management Education (PRME) – 2021 SDG report
Strategy 5	Student Mental Wellbeing Strategy 2020
Strategy 8	National Greenhouse and Energy Reporting (NGER) 2020-21
Strategy 9	Biodiversity Management Plan 2021-25
Strategy 10	Modern Slavery Statement and Policy
Strategy 12	University of Sydney Union Sustainability Events Guide
Strategy 13	Sustainable Transport & Mobility Plan (STAMP)
Strategy 14	2020 Investment Portfolio Carbon Footprint Release
Strategy 15	Sustainability Tracking, Assessment & Rating System (STARS) 2021 report

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