

# ▶ All aspects of sustainability interlinked within the University's DNA



## PLANET

30% CO<sub>2</sub> reduction in 2026 (compared to 2019) and the UG CO<sub>2</sub> neutral in 2035



### Biodiversity

- ▶ Realize an ecologically valuable campus and UG city centre locations by 2026



### Energy

- ▶ Gas-free Zernike by 2026
- ▶ 2% energy saving per year
- ▶ In 2026 25% energy from own renewable sources (2,5% from solar panels and 22,5% ATEs, realized and new)
- ▶ Implement VSNU Roadmap



### Waste

- ▶ 15% reduction of the total waste in 2026 compared to 2019
- ▶ 95% of the total waste will be separated by 2026
- ▶ All residual waste circular by 2026



### Water

- ▶ 10% reduction of water use by 2026



### Buildings

- ▶ All newly constructed buildings and alterations in accordance with BENG and BREEAM (ambition)
- ▶ All offices (buildings) to energy label C by 2023 and to label A by 2030



### Food

- ▶ 95% of the meat has the Better Life label ☆☆☆
- ▶ 60-95% of food offer vegetarian or plant-based
- ▶ Interdisciplinary Food Living Lab



## PERFORMANCE

More involvement in sustainability from students, staff and external parties



### Education

- ▶ Expand the number of sustainable study options (course units, living labs)
- ▶ *Train the trainers*, establish a sustainable teaching course for lecturers
- ▶ Explore possibilities for sustainability in curricula, together with UG faculties



### Research

- ▶ Encourage interdisciplinary research on sustainability



### Purchasing

- ▶ From 2021, realize 100% sustainable purchasing for 80% of the new European tenders
- ▶ From 2021, ask about suppliers' sustainable operational management



### Participation

- ▶ Over 100% increase in active participation in 'green initiatives' by students and staff:
- ▶ 10 Living Lab projects from various faculties every year
- ▶ 60 student organizations involved in subsidies or Label programmes
- ▶ 250 active *Green Ambassadors*



### Communication

- ▶ Establish an internal sustainability communication network (departments and faculties)
- ▶ Improve and update online information (partly with a view to international rankings)
- ▶ Plan communication campaigns based on scientific insights
- ▶ Encourage sustainable behaviour among staff and students and, in doing so, contribute to sustainable ambitions
- ▶ Communicate more about the Integrated Sustainability programme internally



## PEOPLE

Sustainable HR policy for a dynamic and vital organization



### Mobility (staff)

- ▶ Staff who are skilled, motivated and fit (physically and mentally)
- ▶ A culture focused on development among staff and managers



### Diversity & inclusion

- ▶ Encouraging diversity and inclusion within the organization

