



# Sustainability Plan

*Leading Innovations, Transforming Lives*



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## I. INTRODUCTION

Since 2014, the University has been undertaking strategic initiatives, programs and projects which are geared towards institutional sustainability through supporting collaboration, innovation and engagement across the BatStateU community. It considers governance and management, teaching and learning, research, and extension services.

Over the years, there are gains and successes that can be attributed to some of our sustainability practices. Sustainability is one of the six pillars (BASICS) in the BatStateU Strategic Plan 2019-2029 that represent the university goals. As articulated in the strategic plan:

*“The University shall ensure sound resource management in order to effectively and efficiently carry out its mandates and to guarantee continuity of its programs. It shall observe accountability, transparency and efficiency in all its operations. The University shall explore public and private partnerships in its investment initiatives as well as global funding in order to widen streams of resources. It shall consider environmental sustainability in the planning and implementation of its programs, projects and activities.”*

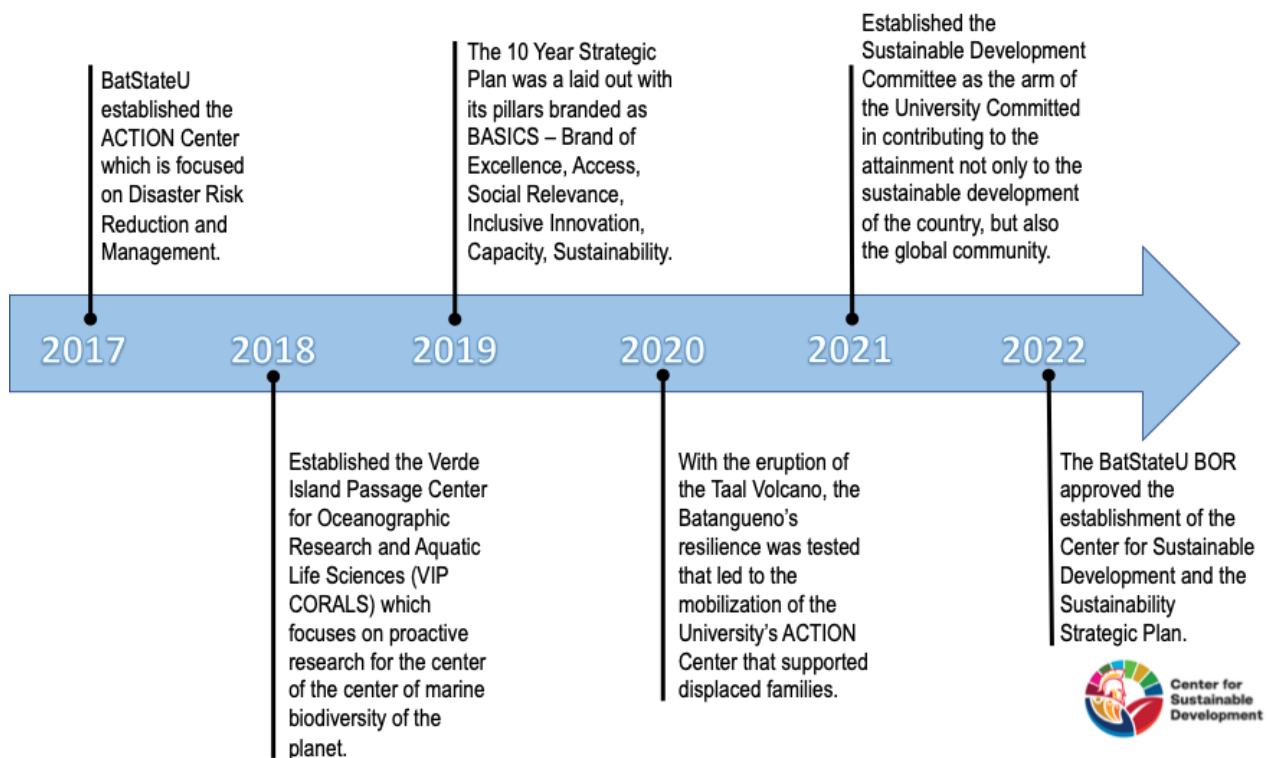


Figure 1 Sustainability Timeline

We felt the need, however, to put together a Sustainability Policy that will help the university focus on what we can do to reach the highest possible standards of sustainability on our campuses and in our day-to-day activities related to academics and research, student and staff engagement, operations, and community engagement. A sustainability Policy is operationalized through the preparation of the Sustainability Plan.

## II. PLANNING PROCESS

To better organize, prioritize and facilitate university sustainability efforts, the University adopted a Sustainability Planning Framework. The purpose of the framework is to provide a common language campuses stakeholders can use to describe the important elements of the sustainability plan. Organizing campus sustainability efforts around this framework will also allow performance to be measured, managed, and monitored with consistency and meticulousness.

Table 1 Sustainability Plan Framework

Concept	Definition	Example
Category	Broad areas of concern/responsibility	Governance and Management
Aspect	Specific area of concern within the mandate	Sustainability Policies and Procedures
Goal	Result or achievement toward which sustainability effort is directed	To embed principles of sustainability that support the University's goals and strategies
Objective	Specific actions and measurable steps that need to be taken to achieve a goal	Integrate and imbed principles of sustainability into university plans, policies, processes and procedures
Key Performance Indicators (KPI)	Metrics in monitoring progress towards the desired goals	Appropriate policies and procedures in place to support the University's sustainability commitment

Target	How much you want to get done during a specific period to attain the goal	Number of policies and procedures revised/developed
Strategy	Method to achieve an objective	Identify gaps in current policy and procedures; develop new policies and procedures
Responsibility	Person/office responsible for the action/strategy to be taken to achieve a goal	VPs, PAC, Sustainable Development Committee (SDC)
Timeline/When	Specific period to perform/conduct/report	2022, 2022 onwards, ongoing

The responsibility for developing the Plan has been undertaken by the Vice Presidents for Administration and Finance, Academic Affairs, Research Development and Extension Services, and Development and External Affairs in consultation with their respective constituents, while awaiting for the approval by the BOR of the proposed creation of the Center for Sustainable Development (CSD). Its implementation, once approved, will be under the direction of the Chancellors for their respective campuses, with the Sustainable Development Committee providing overall direction and support.

The Vice Presidents prepared this document based on existing policy directions of the University. The process includes work sessions and discussions with the Presidential Advisory Committee (PAC) and stakeholders in coordination with offices concerned. The work sessions and discussions were guided by the following three questions:

1. Does it help the University fulfill its vision, academic mission and purpose?
2. Do sustainability initiatives meet the needs of people at the University, in the community and in the country?
3. Will those efforts support the University's sustainability agenda and sustain national efforts in localizing the UN SDGs?

### III. DEFINITIONS

1. Employee - Refers to both faculty and staff.
2. Green building - An integrated framework of design, construction, and operations practices that encompasses the environmental, economic, and social impacts of buildings. Green building practices recognize the interdependence of the natural and built environments and seek to minimize the use of energy, water, and other natural resources and provide a healthy, productive indoor environment.
3. Recycled - Content Products - Products made from materials that would otherwise have been discarded. Items in this category are made totally or partially from material destined for disposal or recovered from industrial activities.
4. Recycling - Any process by which solid waste materials are transformed into new products in such a manner that the original products may lose their identity.
5. Sustainable Development- It is the overarching paradigm of the United Nations. The concept of sustainable development was described by the 1987 Brundtland Commission Report as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”
6. Sustainable Development Goals (SDGs) - It is a universal call to action set by the United Nations in 2015 with the goal of ending poverty, protecting the planet and ensuring all people enjoy peace and prosperity, where government, private sector, civil society, and citizens are enjoined in the localization of the 17 goals.
7. Sustainability - It is a holistic approach that considers ecological, social, and economic dimensions, recognizing that all must be considered together to find lasting prosperity.
  - a. Sustainability as used here is the manner by which the university operates within the limits of available human, financial, physical, and natural resources in ways that allow the University to thrive in perpetuity.
8. University – It means the Batangas State University and all its constituent and extension campuses.

## **IV. SUSTAINABILITY AT BATSTATEU**

Sustainability encompasses environmental, social and economic dimensions. A widely accepted definition of sustainability is *“Meeting the needs of the present without compromising the ability of future generations to meet their own needs.”* (Brundtland Report, 1987).

The commitment to sustainability has been advanced by the University President since 2014. The enduring university motto: “Leading Innovations, Transforming Lives” is predicated on a strong commitment to play a leading role in creating a better and sustainable tomorrow for our people and the citizens of the world even.

In 2021, the University President convened the Presidential Advisory Committee (PAC) to formally announce the adoption and advancement of SDGs at the University. He articulated the need to explore and determine the full breadth of sustainable development and its interconnectedness to university operations. It was emphasized that a whole-of university approach is essential to deepen its engagement with sustainable development, specifically SDGs. Thus, the creation of the Center for Sustainable Development (CSD) was proposed and the Sustainability Policy formulated.

In the same year, the University Administrative Council endorsed them to the BOR. When presented, the BOR deemed it more appropriate to prepare the Sustainability Plan to rationalize the creation of the CSD and the conduct of activities pertinent to sustainability.

### **A. Sustainability Policy**

The Sustainability Policy underpins the University's commitment to sustainability in human, financial, and environmental context, and is integral to the Sustainability Plan. The policy focuses on environmental sustainability, especially on operational practices, but acknowledges that sustainability encompasses social and economic dimensions, which are the foci of other University policies. The policy includes prudent management of resources through an appropriate balance of resources and activity when setting goals and targets, considering its impact on our human, financial, and environmental resources.

## **B. Guiding Principle**

The University's Sustainability Plan is guided by its vision for sustainability where:

1. research, teaching and action for sustainability are actively encouraged and supported
2. faculty members are attracted to the University to research, teach and practice sustainability
3. students are attracted to the University to learn, research and contribute to sustainability
4. risks are minimized by providing a safe and healthy environment for faculty, staff and students in accordance with the University's policies
5. collaborative approach to sustainable management of university resources is adopted
6. ideas and concepts around sustainability are germinated in the university and taken in a broader community.

## **C. Values**

Upholding the highest standards of governance and ethics, and fully subscribe to the key principles of sustainable development, namely, inclusivity, integrity, stewardship, and transparency

## **D. Purpose**

The Sustainability Plan is a strategic framework to guide and support delivery of the University's sustainability agenda.

## **E. Scope**

The Sustainability Plan covers the period 2022-2029 and is aligned with the University's Strategic Plan to ensure integration across the University. It includes relevant goals, indicators, targets, strategies, and responsibilities that will be reviewed annually for the following:

1. Teaching and learning
2. Research
3. Community Engagement
4. Operational Practices
5. Reporting and Monitoring
6. Communication and Engagement

## **F. Responsible Offices**



F. 1. The General Services and Facility Management Office shall:

- 1.1 review building maintenance contracts, new building construction proposals, and internal work plans. Revise as appropriate to ensure the University conserves resources and uses non-toxic materials;
- 1.2 assist with the development of sustainable operations;
- 1.3 promote the use of sustainable modes of transport;
- 1.4 provide all departments with collection service of recyclable and reusable items; and
- 1.5 provide appropriate disposal services for special and hazardous wastes.

F.2. The Environment Management Unit shall:

- 2.1 identify opportunities to reduce water consumption, implement water conservation measures where possible and establish programs that promote the efficient use of water and identify opportunities to reduce energy consumption;
- 2.2 implement energy conservation measures where possible and establish programs that promote the efficient use of energy among faculty, staff and students; and
- 2.3 maintain the records pertinent to the recycling collection activities of the University.

F.3. The Records Management Office shall:

- 3.1 implement state-of-the-art electronic document management technologies, using electronic forms processing, and promoting electronic capture and maintenance of records resulting in the reduction of paper consumption and storage requirements;
- 3.2 educate and monitor University staff in the use of these technologies; and
- 3.3 determine the applicability and legality of electronic signatures that would promote a reduction in hardcopy generation of files and forms.

F.4. The Information and Communication Technology (ICT) shall:

- 4.1 coordinate and implement state-of-the-art electronic document management technologies using electronic forms processing, and promoting electronic capture and maintenance of records that result in the reduction of paper consumption and storage requirements; and

- 4.2 educate and monitor university staff in the use of these technologies.

F.5. The Medical and Health Services Office shall:

- 5.1 promote and integrate sustainable food systems within campus operations by supporting local, organic, and healthy options;
- 5.2 educate employees and students for healthy living and sustainable and affordable food choices;
- 5.3 implement programs to enhance the general health and well-being of faculty and staff, including a smoke-free policy, mental health support for employees and students, etc; and
- 5.4 participate in community services programs to improve and promote health and well-being.

F.6. Human Resource Management Office shall:

- 6.1 take a greater role in the planning and creation of strategic sustainability programs;
- 6.2 promote engagement of faculty and staff on sustainable w practices, including workplace flexibility;
- 6.3 develop sustainability champions; and
- 6.4 leverage sustainability to attract, retain and develop employee

F.7. All Employees/Colleges/Divisions/Units shall:

- 7.1 cooperate with the Center for Sustainable Development by providing information and assistance necessary to meet the goals and objectives of this policy and the annual plans;
- 7.2 implement the recommendations necessary to meet the goals and objectives of is policy and the Sustainability Plan
- 7.3 continue to draw on knowledge and experience within and beyond the University to fully understand and embrace the sustainable development goals; and
- 7.4 value sustainability as a way of being.

F.8. The Center for Sustainable Development shall:

- 8.1 convene the Sustainable Development Committee at least quarterly or more frequently as needed;
- 8.2 coordinate and monitor the annual plan to meet the goals and objectives established for the selected policy areas;
- 8.3 inform each department about the annual plan and their involvement in meeting the goals and objectives of the plan

- 8.4 create an annual report in partnership with the Sustainable Development Committee.

## V. GOVERNANCE

The University’s Sustainability Plan has been developed and to be implemented through a framework that is supported through university governance and management, cooperation and dedication of faculty, staff, students, partners and the wider community working collaboratively with each other.

To reinforce the University’s commitment to sustainability, it shall strengthen its engagement with stakeholders that include the alumni, service providers/ contractors, business and industry, local and national government, funding agencies, media, and the general public.

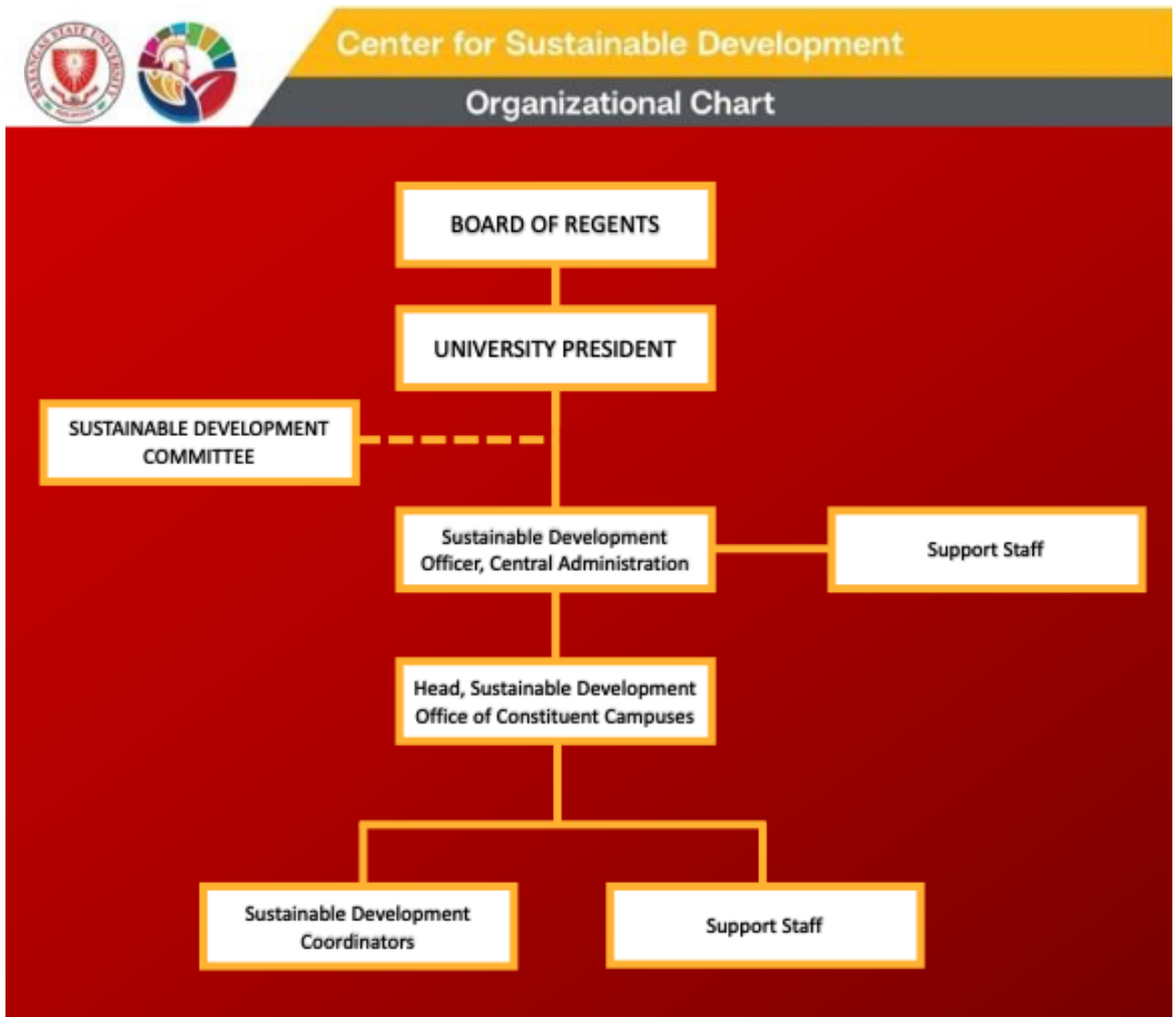


Figure 2 Governance Framework

## **VI. STRATEGIC PRIORITIES**

Sustainability is one of the six pillars (BASICS) in the BatStateU Strategic Plan 2019-2029. The following priorities support the goal on sustainability:

- a. Mapping what the University is already doing; connecting University teaching, research, extension, management and operations to sustainable development
- b. Identify gaps in current policies and procedures; formulate a Sustainability Policy
- c. Building internal capacity and ownership of the sustainable development advocacies and programs
- d. Incorporate sustainability principles into program delivery and teaching practice
- e. Establish a research portfolio for sustainability
- f. Minimize energy consumption while providing best practice facilities for teaching and research and community engagement
- g. Apply effective waste minimization strategies in line with waste hierarchy (avoid, reduce, reuse, recycle, disposal) and circular economy
- h. All planning and development considers the environmental sensitivities of our campuses and incorporates principles of sustainability
- i. Integrate principles of sustainability into the University's procurement processes and other operating practices
- j. Strengthen stakeholders engagement and participation in addressing the University's sustainable agenda
- k. Develop a reporting capacity to monitor performance

## **VII. GOALS, OBJECTIVES, INDICATORS, TARGETS, STRATEGIES**

The University recognizes that we cannot deprive the future in order to pay for the present and is committed to ensuring that we have a sustainable organization that will endure. As articulated in the BatStateU Strategic Plan 2019-2029, we will continue to build a strong and sustainable university operation, high quality infrastructure, and a healthy environment. It will adopt sustainable practices involving all of our staff and students in on-going improvement in our performance.

### **A. GOVERNANCE AND MANAGEMENT**

#### **Overview**

The University values its reputation and makes every effort to achieve sustainability. It recognizes the critical importance of the attainment of the UN SDGs and its important role in addressing and localizing these and other issues. Financial sustainability is a key related principle.

The University's sustainability values are reinforced through its management approach. It has strategically invested in teaching and research directed at achieving excellence, as well as applying environmentally sensitive practices to reduce our impact on the environment and reduce costs.

**Goal:** To embed the University's sustainability agenda that support the University's Strategic Plan 2019-2029

**Objectives:**

- Integrate principles of sustainability into university plans, policies, processes and procedures
- Develop a reporting process to monitor performance
- Recognize staff for positive contributions to the University's sustainability agenda

**Strategies and Responsibilities**

Indicator	Targets	Strategies	Responsible Unit	Timeline
Appropriate policies and procedures in place to support the University's sustainability Commitment	students, faculty and employees participating in programs focused on sustainability	Identify gaps in current policies and procedures; formulate a Sustainability Policy, including appropriate monitoring and reporting protocols	Presidential Advisory Committee (PAC), Sustainable Development Committee (SDC)	January to June, 2022
Adoption by constituent campuses (CCs), central		CCs to identify and incorporate	Chancellors, Vice Chancellors, VPs, Directors	2022 onwards

<p>administration of the core elements of this Plan</p> <p>Regular reporting on sustainability to the University President through the the SDC</p>		<p>sustainability KPIs in their operational plans</p> <p>The SDC to oversee the University-wide sustainability reporting process; the process will encompass sustainability performance from relevant areas of the University operations</p>	<p>SDC, Chancellor, VPs,</p>	<p>End-of-year (EOY) 2022 onwards</p>
<p>Sustainability Award for staff established</p>		<p>Establish a Sustainability Award for staff to recognise innovation and effective approaches to leading sustainable practice. Incorporate four categories: sustainability in teaching, sustainability in research, sustainability in</p>	<p>SDC, PAC</p>	<p>2022 onwards</p>

		community engagement and partnership and sustainability in operational practices		
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## B. TEACHING AND LEARNING FOR SUSTAINABILITY

### Overview

The University recognizes that the most significant impact we have on society results from the enhanced capabilities of our graduates. We must ensure that we are teaching the students the wide spectrum of social, economic and environmental global challenges the world is currently facing. We must develop among them the knowledge and skills necessary to contribute towards sustainable societies. We must educate students for social impact.

**Goal:** To produce graduates who are conscious of sustainable development for social impact

### Objectives:

- Ensure that all academic programs are sustainability-focused;
- Raise sustainability awareness among faculty, staff and students about the University's environmental impact, activities and performance at the individual, university, and community levels;
- Encourage faculty to become champions of sustainability by recognizing campus-wide leadership and visibility in sustainability in education and research.
- Identify and pursue opportunities to incorporate the principles of sustainability, disaster preparedness, and environmental literacy into curriculum or course syllabus ;
- Establish an academic support system in the form of policies and operational guidelines that addresses the needs of special student groups, equality and equity.

### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Course learning outcomes addressing sustainability principles.	All course syllabus contain at least one learning outcome addressing sustainability principles.	Integrate the principle of sustainability into all undergraduate and graduate courses.	VPAA, VCAA, Deans, Programs Chairs and Faculty Members	2022 Onwards
Sustainability related events and activities of students club/organization	One sustainability related events or activities per student club/organization.	Require student club and societies to set up network to mobilize the campus and students group through sustainability related events and activities	OSAS, Head of SOA, SSC	2022 Onwards
Increased participation in sustainability - focused programs	No. of students, faculty and employees participating in programs focused on sustainability	Engage students, faculty and employees to participate in sustainability-focused programs.	PAC, SDC, SSC	2022 Onwards
Increased participation of students in volunteering activities.	No. of students engaged volunteering activities	Promote student volunteering activities that addresses sustainability	PAC, SDC, OSAS, SSC	2022 Onwards
Developed policies and guidelines that address the needs of special student groups.	Implemented policies and guidelines	Develop policies and operational guidelines that address the needs of special student	PAC, VPAA, OSAS	2022 Onwards



		groups.		
Mandatory disaster preparedness training course integrated into the first-year curriculum.	Number of disaster training courses implemented.	Strengthen academic programs related to health and emergency preparedness;	VPAA, VCAA, Deans, Programs Chairs and Faculty Members	2022 Onwards
Developed sustainability champion program	Number of identified faculty sustainability champion	Develop Sustainability Champion programs that promote faculty innovation and encourage research and teaching in sustainability.	PAC, SDC	2022 Onwards

## C. RESEARCH TOWARDS A SUSTAINABLE FUTURE

### Overview

While the University recognizes the intrinsic value of high-quality research across all disciplines, it also recognizes the critical and urgent need to find solutions to the challenges faced in pursuit of sustainability.

**Goal:** Lead innovation through conduct of high - impact and sustainability - focused research

### Objectives

- To create a pool of researchers who collaborate across disciplines and institutions to generate and disseminate the knowledge necessary to achieve sustainability;
- To demonstrate sound sustainable development practices and policies based on research and monitoring;
- To expand existing researches related to sustainability, and those that can contribute to the body of knowledge around and the attainment of SDGs;

- To promote innovative, high-visibility research projects focused on sustainability and resources efficiency that is transformed into campus operations as a whole as well as the broader community;
- To research products and practices to be used in the new normal and promote unique programs of the University that can be used to further sustainability goals;
- To reshape incentives within the university to support faculty research that responds to real-life challenges, and community concerns;
- To spearhead research and innovation programs that would encourage greater participation of its faculty, students, personnel, public and private entities, community organizations and industry, and supplement university resources for greater productivity; and
- To further efforts to generate private and public research funds/grants.

### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Increase in the number of research productivity that strives to attain Sustainable Development Goals.	No. of research projects implemented and papers published which are sustainability - focused	Conduct thematic call for proposals which are sustainability focused; Give premium to collaborative research proposals and output which addresses attainment of SDGs	Research Council, Research Center Heads, Colleges	2022 onwards
Increased participation in high impact research and innovation that are sustainability-focused.	No. of faculty members, students and personnel engaged in sustainability - focused research and innovation programs	Conduct of capacity building programs for faculty, students and students on research and innovation that is focused on sustainability	PAC, VCRDES, Director for Research, Research Center Heads, Colleges, HRMO	2022 onwards

Enhancement of existing and development of new sustainability research initiatives.	Inclusion of specific sustainability clauses in the research agenda of the university	Conduct of FGD and research agenda review	Research Council, Stakeholders	Every 3 years starting 2023
Growth in the number of sustainability-related start up enterprises launched and start up competitions held.	No. of faculty, alumni and student led startups which are sustainability - focused	Spearhead Incubation Program to support startups which are sustainability - focused	Research Council, Center for Technopreneurship and Innovation, Colleges	2022 onwards

#### **D. SUSTAINABLE OPERATIONAL PRACTICES AND STRATEGIC PLAN**

**Goal:** Integrate, implement, and embed the principles of circular economy and SDGs within university strategies, policies and plans.

**Objectives:**

- To implement the principles of sustainability through governance structures and operational policies and decisions, such as those relating to employment, finance, campus services, support services, facilities, procurement, human resources, and student administration;
- To continuously improve process that seeks to meet the operational performance targets, goals, and objectives designed to achieve sustainability and environmental improvements;
- To manage the risks and opportunities associated with its activities to prevent harm to people, assets and the environment;
- To optimize the use of University’s financial resources in support of the academic, research, and extension services goals through responsible and accountable financial management;
- To ensure compliance with current legal requirements, as well as those others that the organization subscribes to;
- To formulate and implementing policies and guidelines, and establishing targets to help achieve those established in the SDGs;
- To develop a culture of sustainability and transferring such culture to the entire value chain: clients, partners, suppliers, and other stakeholders; and

- To create an office of sustainability and make sustainability a priority in the university operation.

### D.1 On Environment

**Goal:** Reduce the greenhouse gas emissions of the campuses of the university to 25 percent below 2022 levels by 2029

**Objectives:**

- Avoid environmental harm of workplace practices, procedures, and material use while providing excellent facilities to meet the operational demands of the University
- Ensure that relevant university plans, policies and procedures consider best practices on environmental protection and conservation
- Apply measures and practices that will increase energy efficiency
- Apply appropriate technology to reduce power consumption
- Maintain a water-saving program on all campuses
- Improve waste management processes

### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Reduced energy consumption across all campuses	In line with average consumption per capita/facility	Monthly Reporting of energy consumption	Chancellors, Vice Chancellors, Directors, Energy Conservation Focal Person	2022 onwards
	Policies developed and implemented	Develop policies aimed at reducing energy consumption		2022 onwards
	Sub-meter installed to buildings and	Metering programs for building and		2022 onwards

	other facilities	other facilities		2022 onwards
	Annual energy audit	Schedule energy audits and implement identified projects		
	Energy reduction awareness program conducted in each CCs and the Central Administration	Develop and implement an energy reduction awareness program		
Reduced waste to landfill and increased haul of recyclable materials	5% reduction in waste to landfill per annum	Develop policies aimed at reducing waste	Chancellors, Vice Chancellors, Directors, Asst. Director EMU	2022 onwards
	Programs and policies implemented	Develop programs and policies that minimize resource and material demands of university activities		2022 onwards
Coordinated solid waste, recycling and reuse program within university facilities and service areas	5% decrease of solid waste generated	Monthly Reporting of waste to landfill and haul of recyclable materials		2022 onwards
Reduced amount of		Find other uses of		2022 onwards

<p>solid waste generated,</p> <p>Record of reused material for its original purpose, and recycled material not suited for reuse.</p>		<p>material before disposal</p>		
<p>Minimized used of products requiring specialized waste handling; hazardous or biological waste handled in accordance with existing regulations</p>	<p>Zero injury due to exposure to hazardous/ toxic waste</p>	<p>Eliminate, whenever practicable, the use of hazardous/ toxic materials and products requiring specialized waste handling.</p>		<p>2022 onwards</p>
<p>Reduced water consumption</p> <p>Water Efficiency Management Plan</p>	<p>Maintain water consumption below average; continues observance of water conservation practices;</p>	<p>Prepare a Water Efficiency Management Plan and monitor its implementation</p> <p>Continue to collect water consumption data to identify leaks and other water</p>		<p>2022 onwards</p> <p>2022 onwards</p>

		<p>saving opportunities</p> <p>Continue sustainable water extraction on university grounds, water usage, and conservation</p>		2022 onwards
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## D.2 On Procurement

**Goal:** Integrate principles of sustainability into the University’s procurement policies, processes, and procedures

**Objectives:**

- Progressively identify and give priority where possible to expenditure on goods and services that demonstrate improved sustainability outcomes
- Adopt “green procurement” standards and other cost-efficient measures

### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Green Procurement Policy	Fully implemented by 2024	Develop and implement a “Green Procurement Policy”	Chancellors, Vice Chancellors, Directors, Procurement Officer, Supply Officer, BAC	2022 onwards
Reduction in university-wide paper usage	10% reduction by 2023	Fully implement the e-procurement guidelines for efficient electronic		2023 onwards

Sustainable procurement practices consistently observed	All procurement officers adopt sustainable procurement practices	procurement processes, with the ultimate goal of eliminating hardcopy generation of forms and files		2023 onwards
		Purchase products with a lower environmental impact		
		Use of technology to reduce paper usage; Implement state-of-the-art electronic document management technologies, using electronic forms processing, and promoting electronic capture and maintenance of records resulting in the reduction of paper consumption and storage requirements	Records Management office	2023 onwards
		Educate and monitor		2023 onwards



		university staff in the use of sustainable purchasing/procurement procedures		
	All suppliers as far as practicable follow responsible practices	Write procurement specifications and contract language ensuring contractors, suppliers and university departments use resources in the most sustainable manner		2023 onwards
		Deal with producers and suppliers who follow environmentally responsible practices		2023 onwards
Increased awareness on sustainable procurement practices	All personnel aware of the sustainable procurement practices	Develop and implement a sustainable procurement awareness program		2023 onwards

### D.3 On Risk Management

**Goal:** Ensure sustainability and a more effective decision-making process

**Objective:**

- Adopt risk management methodology
- Progressively identify financial, operational, and environmental risk that could inhibit the University's ability to achieve its sustainability commitment

### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Presence of a Risk Management Team	Created upon approval of the plan	Create a risk management team	University President, SDC	2022
Risk Identified and mitigated	All risk are identified and mitigating measures implemented	Conduct Risk Identification and assessment, and determine extent of exposure	VPs, Chancellor, Vice Chancellors, Directors, DRRM, QAM	2022 onwards
	Effectiveness of actions taken measured	Identify actions to address the risks, and measure the effectiveness of actions taken		2023 onwards
	Reassessment done annually	Conduct reassessment of risk annually		2023 onwards
Presence of the Academic Continuity Plan	Prepared, implemented, and monitored	Prepare and adopt an academic continuity plan		2022 onwards

Active presence of DRRM in every CCs and extension campuses as well as in BatStateU Central	Established by 2022 and strengthened every year	Establish a disaster response unit in every constituent and extension campuses		2022 onwards
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#### D.4 On Human Resource Management

**Goal:** Foster understanding of, and commitment to the principles of Sustainability in the workplace

**Objectives:**

- All existing and newly hired personnel be made aware of the University’s sustainability commitment
- Sustainability principle to be incorporated into relevant staff training and development programs

#### Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Sustainability incorporated into new personnel orientation program	New orientation materials developed and utilized	Develop and prepare orientation materials that incorporates sustainability; Include links to the Sustainability Policy and Plan, and the CSD website in the personnel	Chancellors, Vice Chancellors, Directors, Asst. Directors and Heads of HRMO of Central and CCs	2022 onwards

Development of Faculty and Staff Training Programs that incorporate sustainability	At least one sustainability training module annually	orientation program Conduct an analysis of current faculty and staff training programs		2023 onwards
	At least one training annually	Identify key themes and incorporate principles of sustainability into the training and development as well as in the preparation of the training module		
Presence of sustainability champions	At least one sustainability champion per office	Develop sustainability champions		2023 onwards
Observance of workplace flexibility	Work flexibility arrangement implemented	Engage faculty and staff on sustainable work practices, including workplace flexibility		2023 onwards

#### D.5 On Infrastructure

**Goal:** All infrastructure development programs consider the environmental sensitivities of our campuses and incorporates principles of sustainability

**Objectives:**

- Apply sustainability principles to the design, building, refurbishment and operation of buildings, and to the management of campuses, including effective use of space and maximizing health and well-being

**Strategies and Responsibilities**

Indicator	Targets	Strategies	Responsible Unit	Timeline
New and refurbished buildings incorporate principles of sustainability	50% of buildings and facilities built and renovated in accordance with energy efficiency and sustainability principles	Build and renovate buildings and facilities in accordance with energy efficiency and sustainability principles	Chancellor, Vice Chancellors, Directors, PMO, SDC	2022 onwards
Sustainability standards for new build and other facilities	New buildings in accordance with green building standards	Use of solar power, as far as practicable Integrate sustainable features into new and existing building design and application		2022 onwards
		Adopt sustainability design standards for major projects that will enable the University to work		2023 onwards

<p>Availability of Alternative transportation options, green and open spaces</p>	<p>Sufficient parking spaces, reduced volume of vehicles inside the campus</p>	<p>towards green building standards for new build, and introduce principles of sustainable construction, renovations and ecological landscape design</p> <p>Review parking requirements and policies in terms of volume to support and provide alternative transportation options to faculty, staff and student</p>		<p>2023 onwards</p>
<p>Availability of Safe, functional, and sustainable facilities</p>	<p>Sufficient safe, functional, and sustainable facilities</p>	<p>Provide students, faculty and staff with safe, functional, and sustainable facilities to promote a healthy and productive environment</p> <p>Review space allocation and usage to improve space</p>		<p>2023 onwards</p>

		utilization and to avoid building excess space  Use recycled and/or recyclable materials where possible		
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## E. PARTNERSHIP AND COMMUNITY ENGAGEMENT FOR SUSTAINABILITY

### Overview

The University is committed to maintaining partnerships that advances shared aims and aspirations. It also recognizes that many communities contribute to and draw upon our research, teaching and ideas and we are committed to developing and enhancing partnerships that will advance sustainability.

Capacity building and networking is necessary to advance sustainability. The University believes that we cannot achieve our aspiration of being a premier national university of global standing in isolation, and that we need to build our relationships with leading universities which share our commitment to excellence.

**Goal:** Maintain partnerships that advance shared aims and aspirations

### Objectives:

- Collaborate and cooperate with universities that are leaders in sustainability, and to learning from and sharing experiences in research, teaching and learning, as well as sustainable operating practices;
- Engage with other institutions and the wider community to share environmental best practices and to demonstrate environmental responsibility;
- Carry out our university operation in a way that is sensitive to our neighbors and interested parties;
- Develop a team program in order to build a network of sustainability-focused individuals across the University and beyond;
- Communicate with the outside community about the University's sustainability performance and activities; and

- Further partnerships with the local community and government organizations to promote awareness of sustainability issues and determine how they can be addressed.

## Strategies and Responsibilities

Indicator	Targets	Strategies	Responsible Unit	Timeline
Number and impact of participation/ involvement in collaborative activities regarding the well-being of communities around the world, and SDG policy development	Collaborative activities which have impact in the attainment of the SDGs	Establish partnership/ linkages/ network with institutions/ organizations which are considered leaders in sustainability	VPDEA, VPRDES, Chancellors, External Affairs, Research VCDEA, VCRDES, Deans	2022-onwards
	Input provided to the national government and/or NGOs in the development of SDG related policies	Prioritize collaborative activities with partners that are related to the achievement of SDGs		
	Cross-sectoral dialogue involving government and/or NGOs about SDGs initiated/ participated International			



	<p>collaboration on gathering or measuring data for SDGs</p> <p>Comparative approaches and international best practice on tackling the SDGs reviewed and developed through international collaboration and research.</p>			
Increased number of annual sustainability-related stories in BatStateU website	No. of sustainability PAPs completed and clustered according to SDGs	Mainstream sustainability in all units of the university	CSD, Offices, Colleges, Public Relations	2022-onwards
Rise in website and social media pageviews of <a href="https://sustainability.batstate-u.edu.ph/">https://sustainability.batstate-u.edu.ph/</a>	No. of PAPs which are sustainability - focused uploaded in social media	Mainstream sustainability in all units of the university and capacitate personnel in charge of public relations	CSD, Offices, Colleges, Public Relations	2022-onwards

## VIII. COMPLIANCE, REPORTING AND REVIEW

Sustainability reporting provides a synopsis of the University's performance for its stakeholders. It is the opportunity to showcase what the University has achieved and what it will continue to target.

The Center for Sustainable Development shall monitor progress and accomplishment of the Plan based on the periodic report of its implementation, subject to the review of the Sustainable Development Committee.

The Sustainability Plan 2022-2029 will be reviewed annually to reflect progress.

The SDC reviews and summarizes the performance against sustainability KPIs/Targets and will regularly report on sustainability to the President. The Sustainability Development Officer working with the SDC shall prepare an annual report that shall be provided to the President. The final report will then be presented to by the University President for information by the Board of Regents.

## **IX. COMMUNICATION AND ENGAGEMENT**

An annual Sustainability Communication Plan will be developed and implemented to raise the awareness of the University's sustainability commitment and to engage staff and students in the goals and strategies of the Sustainability Plan.

## **X. KEY RELEVANT DOCUMENTS**

1. Values, Vision, Mission and Guiding Principles
2. Academic Continuity Plan
3. Campus Master Plan /LUDIP
4. Sustainability Policy
5. BatStateU Strategic Plan 2019-2029
6. Revised Organizational Structure Management Processes and Procedures (ROSMPP)