

# **USU ESG strategy 2025–2028**

Vision: **Strengthen USU through ESG leadership.**



Becoming more sustainable



Membership and student engagement



High performance team culture



Creating exceptional experiences



## Environment

Recycling and waste management

Sustainability and waste education

**Champion efficient and innovative waste solutions to minimise campus impact.**

**Empower students and staff with knowledge to drive sustainable practices.**

- Identify organisation-wide initiatives and targets for recycling and waste
- Eliminate single use plastics from Food and Beverage outlets to strive for a 'single use plastics free' campus
- Work towards state government's Food Organics and Garden Organics (FOGO) mandates
- Develop a waste reduction roadmap for events
- Work with partners and sponsors on waste reduction initiatives

- Build knowledge, awareness and capacity of staff and students through sustainability education and guidance initiatives
- Review waste infrastructure and communication on waste disposal (e.g. signage, guidance, etc.)



## Social

Student experience

Employee experience

**Integrate sustainability into every aspect of student life.**

**Foster an inclusive, supportive workplace where staff thrive and grow.**

- Explore ways to measure and communicate USU's social impact more effectively
- Co-design opportunities for students and clubs to play a role in the ESG strategy
- Introduce additional personal and professional development opportunities for students to support the development of student leaders
- Further develop sustainability guidance for clubs
- Ensure student health, safety and wellbeing when enjoying USU venues, programs and services

- Integrate ESG considerations into employee-related policies
- Adopt a policy that supports employees to minimise their environmental impacts at work
- Explore adding ESG responsibilities to employee position descriptions
- Implement measures to support a diverse and inclusive workforce across backgrounds, abilities and perspectives
- Deliver key action plans, including the Disability Inclusion Action Plan and Reconciliation Action Plan, for students, directors, employees and partners
- Be an employer and partner of choice that demonstrates leading practice in compliance, wellbeing and experience



## Governance

Ethical and sustainable procurement and partnerships

Collaboration and communication with USYD and campus community

**Lead with integrity to build sustainable, impactful collaborations.**

**Strengthen partnerships and dialogue to unite the university, campus community and union in driving sustainability on campus.**

- Develop an ethical and sustainable procurement and partnerships policy(s) including minimum acceptable standards or criteria
- Prioritise procurement of locally sourced goods and services to support local businesses and economy
- Assess current procurement and partnerships against the policy and criteria to identify future opportunities
- Undertake a modern slavery risk assessment of USU's supply chain and establish a modern slavery policy applicable to USU and all partners and suppliers

- Develop mechanisms for ongoing collaboration with USYD and campus community on ESG goals, initiatives and targets
- Leverage USYD training and resources to build USU staff's ESG capability
- Contribute to USYD's sustainability strategy and align USU's ESG plan where appropriate
- Explore USU's role in supporting USYD's climate and emissions initiatives
- Build partnerships with local communities to drive meaningful collaboration and positive impact

### FOUNDATIONAL ELEMENTS:

1. Establish roles and accountabilities
2. Baseline and benchmark current performance

3. Develop an action plan
4. Identify metrics and targets

5. Establish an ESG reporting program
6. Establish systems and processes for implementation and monitoring

7. Establish a systematic approach to assess and prioritise sustainability issues