

2030 Sustainability Strategy

Draft V1

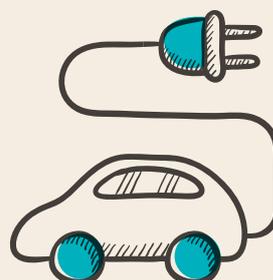
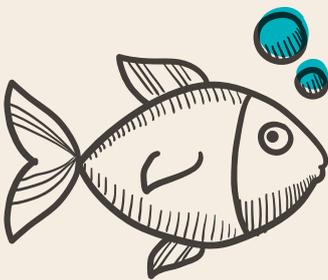
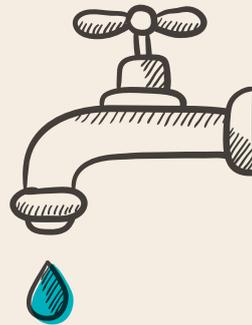
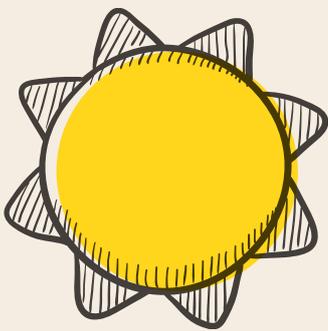


Table of Contents

Table of Contents.....	1
Acknowledgement of country.....	2
Introduction and Vision.....	2
Approach.....	3
Implementation.....	4
Principle 1 – Contributing to a sustainable society.....	5
Principle 2 – Taking Climate Action.....	6
Principle 3 – Whole-of-Flinders Approach.....	7
Strategic Pillar 1 – Learning, Teaching and Research.....	8
1.1 Learning and Teaching.....	8
1.2 Research and Innovation.....	9
Strategic Pillar 2 – Facilities and Operations.....	9
2.1 Energy, Buildings, and Construction.....	9
2.2 Procurement and Supply.....	10
2.3 Transport.....	11
2.4 Water.....	12
2.5 Resource Recovery.....	12
2.6 Food and Dining.....	13
2.7 Climate Risk.....	13
2.8 Landscapes and Biodiversity.....	14
Strategic Pillar 3 – Partnerships and Engagement.....	14
3.1 Student and Staff Campus Engagement.....	14
3.2 Community and Public Engagement.....	15
3.3 Business and Industry Partnerships.....	15
Strategic Pillar 4 – Leadership and Governance.....	16
4.1 Participatory Governance and Strategic Integration.....	16
4.2 Driving Responsible Investment.....	17
4.3 Reporting.....	17
Appendix: 2030 Sustainability Strategy – Summary Objectives, Actions and Measuring Impact...18	

Acknowledgement of country

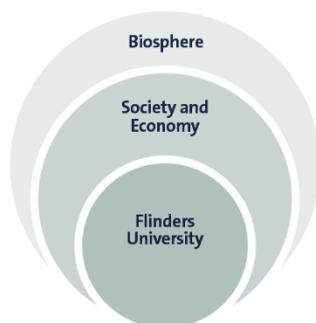
Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located. These are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people.

We honour their Elders past, present and emerging.

Introduction and Vision

As we embark on our bold new 2030 Sustainability Strategy, and build on our previous efforts, we are commencing a sustainability journey that will propel us forward to the end of this decade and beyond.

Embracing a holistic understanding of sustainability, we will remain dedicated to solving environmental problems, and promoting economic and social justice, as a world in which poverty and inequity are endemic will always be prone to ecological and social crises. Against this backdrop, we recognise our societal role as we sit within a larger societal context and biosphere. Our commitment to sustainability is part of supporting positive change to build a brighter tomorrow.



Flinders University societal and biosphere context

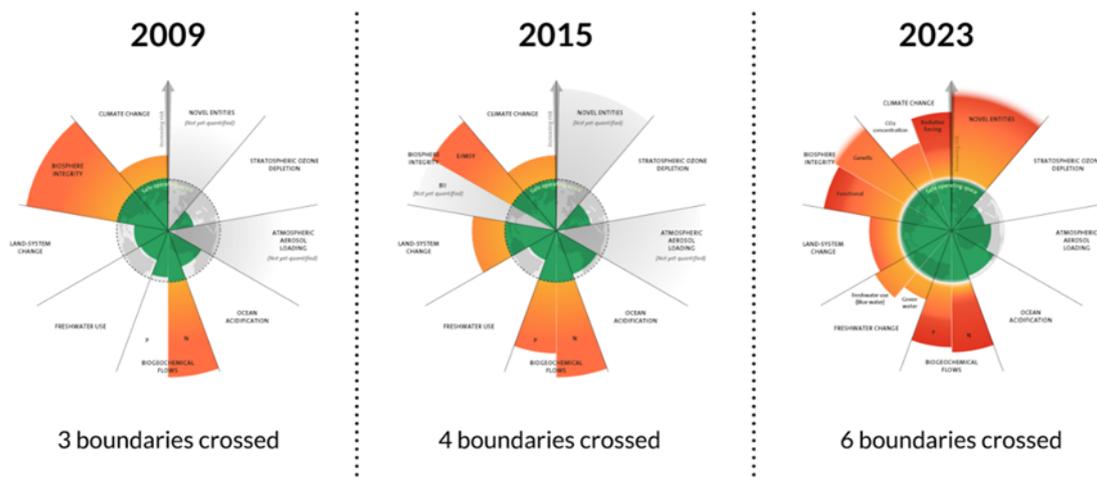
In our pursuit of sustainability, we recognise the wisdom and knowledge embedded within Aboriginal and Torres Strait Islander peoples' practices, which long preceded the modern concept of sustainability. First Nations and local knowledge, shaped by centuries of harmonious co-existence with nature, holds invaluable insights that can guide us in addressing the challenges of sustainability.

Our Sustainability Vision:

Flinders University is committed to sustainability, inclusivity, and global responsibility, we will confront challenges such as climate change, biodiversity loss, and social inequalities and lead society towards a brighter future. By integrating these pressing issues into our strategic agenda, conducting research, offering sustainability-focused and inclusive educational programs, implementing sustainable practices across all functions, and engaging with external networks, we will actively contribute to addressing societal needs and advancing sustainability on a local, national, and global scale.

Approach

We are in the critical decade to respond and adapt to climate change, it is more important than ever for aspiring universities like Flinders to lead the way, as articulated by the Brundtland Commission in their influential report, *Our Common Future* (1987), "...to ensure that humanity meets the needs of the present without compromising the ability of future generations to meet their own needs." The current reality is daunting, with mankind pushing beyond the ecological limits, whether it's dealing with environmental pollution, freshwater scarcity, climate change, the integrity of the biosphere, land-use changes, or grappling with the consequences of "novel entities" such as plastics.



The evolution of the planetary boundaries framework. Licenced under CC BY-NC-ND 3.0 (Credit: Azote for Stockholm Resilience Centre, Stockholm University. Based on Richardson et al. 2023, Steffen et al. 2015, and Rockström et al. 2009)

We have implemented numerous projects to reduce our environmental impact over the years and there is much more to do.

Some highlights:

Our Past

- 2019: Sustainability Plan to 2025
- 2019: 2.2 MW solar car park and rooftop solar on campus
- 2019: Campus-wide composting program
- 2020: Flinders rail extension and train station (DIT)
- 2020: Electric Vehicle (EV) fleet transition and chargers (44 installed by end of 2023)
- 2021: 100% renewable electricity for SA operations (wind and solar)
- 2022: Vehicle-to-grid electric vehicle and fleet project (10 installed to date)
- 2023: Agreement signed with the City of Marion for recycled water pipeline extension
- 2024: 2030 Sustainability Strategy

Our Future

- 2024: Phase out gas in projects
- 2024: Health and Research Medical Building (built to Gold WELL and LEED certifications)
- 2024: Reduce mains water usage by 20% via recycled stormwater pipeline
- 2025: Formally designate sustainability courses across Colleges
- 2025: Implement 100% compostable food packaging and ban single-use plastics

- 2025: Inclusion of sustainability at the highest level for Flinders University Strategic Agenda
- 2026: Electrify small vehicle fleet and campus loop buses
- 2027: Fully divest investment portfolio from fossil fuels industry
- 2028: Audit and embed sustainability in the graduate outcomes, courses and programs
- 2029: Energy efficiency improved by 20% and replacement of 80% HFCs refrigerants
- 2029: Reduce business travel by 30% per FTE staff
- 2029: Employee vehicle commute reduced by 15%
- 2030: Climate positive (e.g. net negative 25% GHG emissions profile)

We will scrutinise every opportunity to reduce resource consumption, address greenhouse gas emissions, and pave the way for a climate positive future. Our day-to-day campus operations form a large part of our impact on the environment. How we invest in sustainable initiatives for the ongoing management of waste, energy, transport, physical spaces, natural assets and water will be critical to our future.

We will continue to discover new opportunities to partner and collaborate with business, industry, government, and communities to find solutions to sustainability challenges on local and global scales.

Implementation

The 2030 Sustainability Strategy is a living document, brought to life by all functional areas to inspire, guide and articulate our ambitions.

With a timeline extending to 2030, this strategy outlines our priorities and objectives to be achieved. Some objectives include specific targets where data is readily available, while others highlight the need for developing frameworks and business processes. This will require continuous monitoring of achievements and benchmarking as an integral part of our regular business processes.

To effectively measure our sustainability progress and challenges, we will employ The Sustainability Tracking, Assessment & Rating System (STARS®), an international best-practice framework tool designed for the tertiary sector. Additionally, we actively participate in ranking schemes to assess and demonstrate our performance, enabling us to benchmark ourselves within the local and international higher education sector.

To support and operationalise our objectives, initiatives will be refined, reviewed, funded, and developed on an annual basis for incorporation into business plans. These plans will outline the individual tasks and projects that contribute to our sustainability goals. The ideas and visions collected during the engagement process will inform and shape these detailed plans.

To ensure transparency and accountability, we will report annually on our commitments and measures of success. This annual review will track our progress and provide an opportunity to adapt to changing needs and opportunities.

Principle 1 – Contributing to a sustainable society

Flinders University's definition of sustainability is defined and highlighted by its acknowledgement and alignment with the United Nations' Sustainable Development Goals (SDGs). In 2015, the United Nations published Transforming Our World: The 2030 Agenda for Sustainable Development – a “plan of action for people, planet and prosperity”. The publication outlines 17 Sustainable Development Goals and seeks to build on an agenda that balances, “the three dimensions of sustainable development: the economic, social and environmental”.



Flinders University proudly embraces the holistic approach of these goals, which adeptly weave together environmental, economic, and sociocultural dimensions into a unified vision for sustainable development.

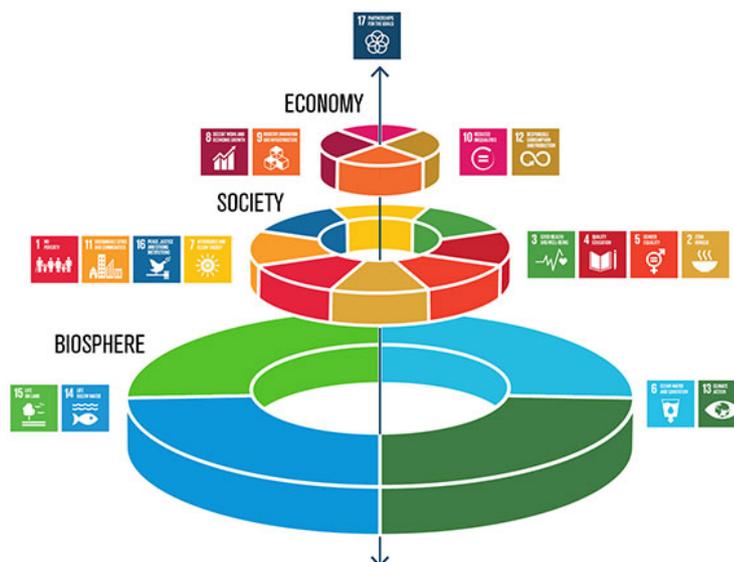


Illustration by Rockström and Sukhdev (Credit: Azote Images for Stockholm Resilience Centre)

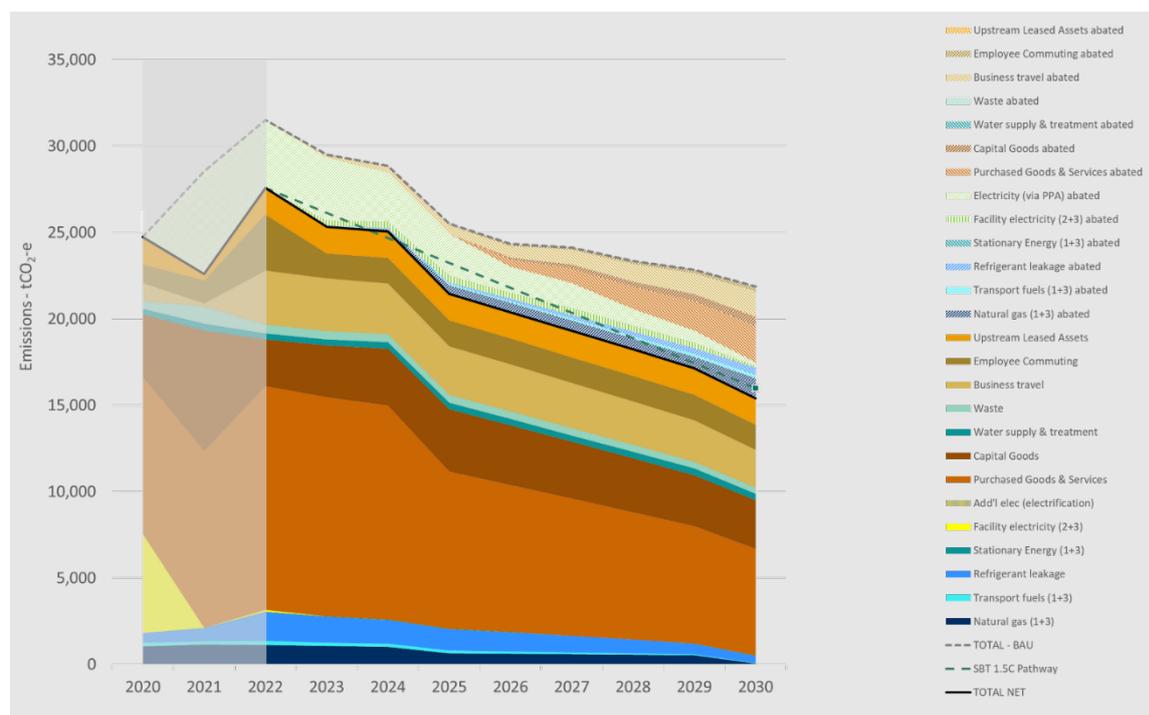
With an understanding that society and the economy are embedded and reliant on the biosphere, we will integrate the SDGs into the University curriculum and research themes.

Principle 2 – Taking Climate Action

Despite having already transitioned to 100% renewable electricity, we continue to prioritise reducing our greenhouse gas (GHG) emissions. Our decarbonisation roadmap sets forth an ambitious plan to further lower our direct GHG emissions by at least 42% by the year 2030. We'll measure this reduction using our 2022 emission levels as a baseline. Our roadmap is aligned to the Paris Agreement's target of limiting global warming to 1.5°C, as outlined by the Intergovernmental Panel on Climate Change (IPCC). Our commitment not only represents a decrease in our own emissions but contributes to this larger, global objective.

As such, Flinders University's greenhouse gas emissions targets are to:

- Identify, develop and implement ambitious and achievable opportunities towards emissions reductions for scope 1 and 2 emissions aligned with 1.5°C Paris target
- Engage our operations and value chain to address indirect emissions
- Achieve a net-negative 25% emissions profile for scope 1-3 emissions by 2030.



Flinders University 1.5°C Emissions Pathway to 2030

Our decarbonisation roadmap to 2030 is informed by a variety of opportunities, including:

Scope 1 direct emissions from owned or controlled sources. This would include addressing emissions from fleet vehicles, refrigerants, and gas boilers.

- Improving energy efficiency by 20% and reducing stationary energy by 30%.
- Phasing out the use of new gas by 2024 and transitioning to natural gas electrification.

- Replacing 80% of hydrofluorocarbon (HFC) refrigerants with low-global warming potential (GWP) alternatives.
- Electrification of 90% of the Flinders vehicle fleet by 2030 and electrifying our campus bus services.

Scope 2 indirect emissions from the generation of purchased energy.

- Maintaining a 100% renewable electricity supply.

Scope 3 indirect emissions that occur in the value chain, including both upstream and downstream emissions.

- Through our procurement of goods and services, ensure our supply chain decarbonises in line with our overall emissions reductions, ensuring that at least 42% of the supply chain consists of carbon-neutral or science-based target initiative (SBTi) aligned products and services.
- Reducing business travel by 30% by 2030 and employee vehicle commuting emissions by 15%.
- Reducing the emissions intensity of capital goods (including construction) by 25%.
- Reducing total waste by 30% and recovering high-value deposit recycling materials.
- Reducing mains water usage by 20% by connecting to an integrated water recycling system.

Principle 3 – Whole-of-Flinders Approach

The 2030 Sustainability Strategy harnesses the collective efforts from across the University community. It documents a renewed and enhanced focus on sustainability, with University-wide objectives that include defined initiatives and measurable targets. The strategy will focus on the key strategic pillars of:

- Learning and Teaching, and Research
- Facilities and Operations
- Partnerships and Engagement
- Leadership and Governance.

It will apply to all Flinders University campuses and business units. Co-location partners, on-site vendors and key suppliers will be encouraged to partner with us to achieve these goals.

Learning and Teaching: graduates are sustainability literate and prepared to lead transformational change.



Research: helping society solve complex sustainability challenges.

Operations: Flinders campuses are low carbon, efficient and healthy environments.

Partnerships and Engagement: engagement with our communities is central to improve lives and address the needs of society.

Leadership: guide, resource and embed sustainability across the university.

The scope of sustainability intersects across Flinders' strategies, action plans, policies and guidelines, and while we address the provision of quality education and facilities for various types of students, knowledge dissemination and scholarship, the 2030 Sustainability Strategy further aligns Flinders University academic, research and operational focus areas, rankings and reporting frameworks such as the Sustainability Tracking, Assessment & Rating System (STARS®). We will regularly report on our progress, achievements, and priorities.

Strategic Pillar 1 – Learning, Teaching and Research

At its core, Flinders University is a leading education and research institution that brings knowledge and research into the world in impactful ways.

1.1 Learning and Teaching

Objective: Flinders graduates are sustainability literate and prepared to lead transformational change within their organisations and communities

Through our topics and courses, we address sustainability and offer courses that help equip students to lead society to a sustainable future. We will continually review our curriculum with an aim to embed sustainability teaching across Flinders and explore the further development of cross-disciplinary postgraduate sustainability courses.

Initiatives and actions:

- Review sustainability in the graduate outcomes, topics and courses across the University (Deputy Vice-Chancellor – Students and Learning and Teaching Innovation Committee), date TBD (AC1, AC2)
- Assess and offer sustainability-focused and inclusive undergraduate and graduate-level degree courses (Deputy Vice-Chancellor – Students), 2025 (AC3, AC4)
- Develop a sustainability teaching and research grant that targets interdisciplinary approaches to achieve campus sustainability outcomes, (Deputy Vice-Chancellor – Students), 2025 (AC7)
- Assess and track the sustainability literacy and competencies of students (AC 6)
- Formally designate sustainability topics across Colleges in the form of an identifying symbol or code (to help students distinguish sustainability courses from other courses (Deputy Vice-Chancellor – Students), 2025 (e.g. a sustainability filter) (IN-Sustainability Course Designation)
- Vice Presidents Education accountable to APAC for implementing the Sustainability Strategy across Colleges (Deputy Vice-Chancellor – Students), date 2025 (PA2).

Measuring impact:

- Number of graduates in sustainability-focused undergraduate and graduate-level degree courses
- Number of topics and degree courses offering sustainability focused and inclusive content
- Number of student-completions for sustainability-focused and inclusive topics
- Increased levels of sustainability knowledge, literacy and involvement amongst students.

1.2 Research and Innovation

Objective: Flinders' research activities are helping society solve complex sustainability challenges

Through research, we are looking to understand sustainable approaches, develop new technologies and approaches to address local and global challenges. We have mapped research outputs against SDGs to assess our own strengths as we grow our research outcomes and seek to align and highlight the impact of sustainability-oriented research.

Initiatives and actions:

- Map research strengths, grants, impacts and partnerships aligned to the UN SDGs (Deputy Vice-Chancellor – Research), date TBD (AC9)
- Promote, publicly communicate and support sustainability-related research (Deputy Vice-Chancellor – Research), date TBD (AC10)
- Utilise the campus life, infrastructure and operations as a living laboratory for applied student learning and research for sustainability (Deputy Vice-Chancellor –Students), date 2030 (AC8).

Measuring sustainability impact:

- Quantity of sustainability-related research projects aligned to SDGs
- Quantity of sustainability-related research publications aligned to SDGs
- Increase in levels of funding secured by research units in the areas of environmental and social research.

Strategic Pillar 2 – Facilities and Operations

Operating a university requires a wide array of supporting functions that have significant environmental impacts to manage and mitigate. These range from building and maintaining healthy and efficient buildings, developing a climate-resilient campus to electrifying our fleet and infrastructure.

2.1 Energy, Buildings, and Construction

Objective: Develop low carbon, efficient and healthy campus infrastructure

Flinders will make significant investments over the coming decade, including embarking on a major targeted refurbishment of its existing building stock. This presents an opportunity to develop infrastructure that uses less fossil fuel-based energy and natural resources, and to

improve indoor air quality and comfort levels for students and staff. Through operations and capital development, we will take direct action on climate change addressing our own GHG emissions reductions. We will maintain, verify and publicly report GHG emissions and begin offsetting difficult-to-abate emissions such as aviation. We will also work across Flinders to scale up and embed sustainability into design guidelines and certification, prohibit new gas infrastructure, implement energy efficiency improvements, and maintain 100% renewable electricity.

Initiatives and actions:

- Maintain 100% renewable electricity supply (PFD through 2030) (OP6)
- Major projects minimum rating of 5 Star Green Star and/or Gold WELL Certification (PFD by 2024), reducing the emissions intensity of capital goods (including construction) by 25% (OP3)
- Embed and refine sustainability considerations through Design Guidelines and Standards (PFD by 2024) (OP3)
- No new gas (from 2024) and natural gas electrification (PFD by 2030) * (OP5, OP6)
- Replacement of 80% hydrofluorocarbon (HFC) refrigerants (PFD by 2030) * (OP4)
- Energy efficiency improved by 20% and reduction of stationary diesel fuel (generator) emissions by 30% (PFD by 2030) (OP5)
- Ensure the effective and efficient use, planning, and allocation of University space, buildings and infrastructure (PFD by 2024) (OP3)
- Develop energy storage to support electrification within demand constraints (PFD by 2030) (OP5)
- Develop, implement NABERS energy rating system focused on operations, building tuning and maintenance of existing buildings (OP4).

Measuring sustainability impact:

- Minimum 5-Star Green Star and/or Gold WELL rating achieved and life-cycle-assessment for new major builds
- Organisational GHG emissions (CO₂e) and emissions per full-time student
- Renewable energy generation and consumption (as % of demand).

2.2 Procurement and Supply

Objective: Develop a low environmental impact responsible supply chain

Universities have significant purchasing power and can collectively influence supply chains by choosing environmentally and socially preferable products, as such we will procure low and carbon neutral products and services.

Initiatives and actions:

- Through the procurement processes and assessment criteria of goods and services, ensure our supply chain decarbonises in line with our overall emissions reductions (Procurement Services, by 2030)* (P11)
- Prioritise the purchase of environmentally and socially preferable electronic products with take back schemes, environmentally friendly cleaning/products, and post-consumer recycled office paper and/or Forest Stewardship Council (FSC) certified content (P12, OP13, OP14)

- Spend analysis to assess major supply chain categories and prioritise opportunities for improvement based on GHG emissions (IN-Spend Analysis).

Measuring sustainability impact:

- Sustainability principles are embedded in the University's tendering and procurement processes
- Number of partnerships with suppliers that demonstrate sustainable and ethical practices (e.g. carbon-neutral, repurposed, reused, recycled, take back scheme, local, socially ethical, Indigenous and slave-free suppliers)
- GHG (CO₂e) emissions of supply chain (goods and services).

2.3 Transport

Objective: Move towards sustainable transport

Transport is another a major source of emissions and is crucial to integrating and connecting Flinders to the local community. We can reap benefits from developing sustainable transportation systems to activate our campuses and reduce dependence on fossil fuels. Specific actions include an integrated transport plan, fully electrifying our fleet and loop buses, reducing individual vehicle commuting and business travel.

Initiatives and actions:

- Electrification of the small vehicle fleet (by 2026) and 90% of the entire fleet (PFD by 2030)* (OP15)
- Electrify campus loop bus services (PFD by 2025)* (OP15)
- Enhance and integrate cycling and walking infrastructure to ensure safety and accessibility from various entryways to both Bedford Park and Sturt campuses. Additionally, amplify the amenities across locations to further promote and facilitate active transportation methods (OP17)
- EV Fleet Pledge Program and continue leadership to undertake and transform fleets to zero emission electric vehicles (IN-Fleet Certification)
- Participate in Climate Action Barometer for International Education™, a tool to help international offices track, measure, and report on their climate action
- Reduce business travel by 30% by 2030* (International, Colleges and Finance, from 2025) (OP17)
- Offset business travel emissions (by 2025) with reputable Australian offset or on-campus projects (by 2030)* (PFD and Finance, from 2025)
- Integrated Transport Plan by 2025 and reduce GHG emissions from employee vehicle commute by 15% (PFD by 2030)* (OP17)
- Conduct a survey every 3 years to gather and track Flinders commuting behaviour (OP16).

Measuring sustainability impact:

- Increase in the use of public transport, the loop bus, walking and cycling (from baseline)
- Reduction in transport related GHG (CO₂e) emissions
- Decrease in air travel kilometres per FTE staff
- EV vehicles as % of fleet.

2.4 Water

Objective: Cultivate water-wise campuses

With South Australia being one of the driest parts of the globe, water conservation and reuse are crucial in maintaining and protecting finite water supplies. Innovation opportunities exist to utilise stormwater in new ways at Bedford Park, incorporating productive elements into the landscape. Specific actions are to reduce mains water usage by connecting to an integrated water recycling system and design all new buildings to integrate dual reticulation.

Initiatives and actions:

- Reduce mains water usage by 20% connecting to an integrated water recycling system (PFD by 2025) (OP21)
- All new buildings to have dual recycled water reticulation and water efficiency (PFD by 2024) (OP22)
- Use green infrastructure and low impact development (LID) practices to help mitigate stormwater run-off impacts and treat rainwater as a resource rather than as a waste product (OP22).

Measuring sustainability impact:

- Water use on campus and % recycled water
- Improved water efficiency in landscape maintenance and increased utilisation of stormwater (from baseline).

2.5 Resource Recovery

Objective: Maximise resource efficiency and recovery

Like small-scale cities university precincts produce significant waste streams. Resource recovery campaigns can engage the entire campus community to contribute to tangible sustainability goals.

We will address resource recovery, including high-value deposit materials and 100% compostable food packaging. We will scale up this ambition into our building materials, where waste minimisation represents a significant emissions reduction in areas such as recycled and reused materials, with an understanding that the optimal level of waste is no waste.

Initiatives and actions:

- Reduction in waste by 30% with a focus on education, infrastructure and signage (PFD by 2030) (OP18)
- Recovery of high-value deposit recycling materials (PFD by 2024) (OP18)
- Implement 100% commercially compostable food packaging (PFD by 2025) (OP18)
- Single-use disposable plastic eliminated across food services and retailers (IN-Single Use)
- Divert construction and demolition waste from landfill and/or incinerator to reuse (OP19)
- Trial reusable lunchbox kits via student body (FUSA by 2024).

Measuring sustainability impact:

- Waste to landfill (including to energy), reuse, recycling and organics (volume and %)

- Contamination rate in recycling streams and recyclables in waste streams (%)
- Retailers reuse or use 100% compostable serving ware (# of compliant retailers).

2.6 Food and Dining

Objective: Nourish people and planet

Flinders University is committed to promoting a broad range of culturally diverse, locally available, affordably priced healthy and environmentally sustainable food options. We will limit the availability and promotion of unhealthy foods and supporting individuals in adopting healthy diets by providing information in retail food outlets (e.g. through product and shelf-labelling) (by 2025).

Initiatives and actions:

- Ensure that retailers make available food and beverage products that are grown organically, locally produced and maintain animal welfare and/or plant based (OP7)
- Develop initiatives to support sustainable food systems and minimise food waste (OP8)
- Maintain and promote healthy, local food security and wellness by hosting a weekly community market and community garden for student use (IN-Community Garden).

Measuring sustainability impact:

- Food choice availability including organic, vegan, vegetarian, unprocessed, locally sourced (# of participant retailers).

2.7 Climate Risk

Objective: Adapt to a changing climate

We all need to be climate ready. Extreme weather events (such as heavy rainfall, heatwaves, bushfires, drought, stronger storms) are likely to influence all aspects of life. Here are just some areas in which Flinders University will see the effects:

- academic life in the delivery of teaching
- research and examinations
- student recruitment
- profitability of investments
- viability of campus assets
- wellbeing and safety of students, academics, and support staff.

We are focused on understanding and adapting to the multifaceted impacts of climate change. Our efforts will centre on addressing risks and adapting to changing conditions, while preserving and regenerating campus landscapes and biodiversity.

Initiatives and actions:

- Conduct climate risk assessment (PFD by 2025)
- Ensure sustainability and climate adaptation principles (including bushfire prevention) are integrated into the master planning process (PFD by 2024).

Measuring sustainability impact:

- Reduction, or at least mitigation, of climate risks assessed as high or extreme.

2.8 Landscapes and Biodiversity

Objective: Preserve and increase biodiverse, ecologically appropriate and productive campus landscapes

In the face of the changing climate, we have a renewed focus on landscapes and biodiversity. Our Bedford Park campus offers 122 hectares of beautiful natural environment and we have an opportunity and responsibility to caretake, re-introduce native flora and manage invasive species. Flinders will demonstrate environmental stewardship of the campus natural environment, preserving and enhancing biodiversity assets. We recognise the unique and specialist knowledge Aboriginal and Torres Strait Islander people can offer in this area. In consultation with the University community, campus landscapes will be designed and maintained as usable, functional spaces, but ones which require low inputs of non-renewable resources and potable water.

Initiatives and actions:

- Conduct an assessment, to identify endangered and vulnerable species and/or areas of biodiversity importance on land owned or managed by Flinders, and re-introduce native flora currently absent in key campus revegetation areas (PFD by 2024) (OP10)
- Through an integrated pest management plan, actively manage, monitor invasive species as well as the use of herbicide, pesticide and fertilisers (PFD by 2025) (OP10).

Measuring sustainability impact:

- Upward trends in campus biodiversity indicators (plant species by type, endemic, non-endemic)
- Reduction in herbicide, pesticide and fertiliser use on campus
- Number of significant trees registered.

Strategic Pillar 3 – Partnerships and Engagement

Flinders University's engagement with business, industry, government, wider society and our own Flinders community is central to improve lives and address the needs of society.

3.1 Student and Staff Campus Engagement

Objective: Sustainable behaviours are embedded into the culture of Flinders University

We will integrate sustainability into the campus culture, with learning experiences outside the formal workflows and curriculum through outreach that sets a positive tone for our University. Through employee engagement, training and development programs we can model behaviour and share knowledge with and for students to expand the sustainability influence. We will equip employees with the tools, knowledge, and motivation to adopt behaviour changes that promote sustainability through staff development and inductions.

Initiatives and actions:

- Include sustainability in student orientation and outreach campaigns (DVC Students and PFD, 2025) (EN2, EN3, EN4, EN5)
- Coordinate an ongoing peer-to-peer sustainability outreach and education program for students (EN1)
- Include sustainability in staff professional development and inductions (People and Culture, date TBD) (EN7, EN8, EN9)
- Identify and align relevant sustainability initiatives and activities with the Flinders University Wellbeing Plan (People and Culture, Deans of People and Resources, Academic and Student leaders from each college, Health Counselling and Disability Services (HCD), Flinders University Student Association (FUSA) 2025) (PA14)
- Champion diversity, equal opportunity and respect for people from all nations, cultures and backgrounds (PA5, PA6, PA7)
- Identify and align relevant sustainability initiatives and activities with Flinders' Reconciliation Action Plan
- Assess campus sustainability culture with focus on sustainability values, behaviours and beliefs (EN 6).

Measuring sustainability impact:

- Increased levels of knowledge, responsibility and engagement amongst staff and students as measured in a survey every 2 years
- Increase in the number of student-led sustainability projects and initiatives.

3.2 Community and Public Engagement

Objective: Grow community engagement for sustainable impact

In addition to our on-campus efforts, we will contribute toward sustainability broadly through engagement with local communities.

Initiatives and actions:

- Advocate for public policies that support campus sustainability or advance sustainability (through 2030) (EN14)
- Support improvement of the sustainability performance of affiliated hospitals such as South Adelaide Local Health Network, Rural and Remote Health and Flinders Medical Centre, via membership in Global Green and Healthy Hospitals Network or equivalent green health care network (IN-Hospital Network).

Measuring sustainability impact:

- Increased collaborative local and regional sustainability project and formal network involvement.

3.3 Business and Industry Partnerships

Objective: Strengthen collaboration with business, government and industry

Through partnerships and engagements with community in the governmental, not-for-profit and business, we harness political, financial, social, and technological resources to address societal

needs. We will engage with the community, government, industry and other universities to advance sustainability and advocate for public policies where gaps are identified.

Initiatives and actions:

- Maintain partnerships across community, industry and between universities to advance sustainability (Corporate Services, through 2030) (EN10, EN11)
- Work with partners to investigate the development of an innovative carbon offset project or project that follows an existing carbon reduction protocol (IN-Carbon Mitigation Project Development).

Measuring sustainability impact:

- At least one partnership in each sector – community, industry, inter-university.

Strategic Pillar 4 – Leadership and Governance

We acknowledge that we must urgently confront significant challenges, such as climate change, biodiversity loss, and social inequalities. Consequently, we intend to integrate these pressing issues into our strategic agenda. We are steadfast in our commitment to aligning our activities with the decarbonisation roadmap, responsible investment and sustainable procurement, and believe in a participatory approach to decision-making, involving all relevant stakeholders in our processes. Alongside this, we pledge to uphold the highest standards in our external reporting practices.

4.1 Participatory Governance and Strategic Integration

Objective: Lead sustainability across Flinders

We are committed to taking practical action, and we recognise that our leadership and governance must embody fundamental commitments to sustainability. Our leadership and governance, reflects our commitment to excellence and our dedication to sustainability, inclusivity, and global responsibility.

Initiatives and actions:

- Inclusion of sustainability vision and values at the highest level for the Flinders University Strategic Agenda (Council and SET, 2025) (PA2)
- Climate positive approach through achieving 1.5°C science-based emission reduction targets (scope 1 and 2 emissions), and net negative 25% emissions by 2030 (scope 1, 2 and 3 emissions) (Council and SET, 2030) (PA2)
- Maintain Sustainability Committee with senior-level executive, student and staff membership and representation from all Colleges, with open and ongoing invitation to Aboriginal and Torres Strait Islander representation (Corporate Services, through 2030) (PA1).

Measuring sustainability impact:

- Inclusion of Sustainability Principles in University Strategic Plan
- Maintenance of Sustainability Committee or Advisory Group.

4.2 Driving Responsible Investment

Objective: Realise and demonstrate responsible Investment

Sustainable finance is an increasingly influential force in business and is defined as investment decisions that consider the environmental, social, and governance (ESG) factors of an economic activity or project. Flinders University is committed to responsible investment and understands the importance of accountability, disclosure and transparency. We are also committed to maintaining ongoing funding to realise the 2030 Sustainability Strategy and corresponding initiatives.

Initiatives and actions:

- Maintain and disclose an investment portfolio that considers environmental, social and governance factors, the 6 UN Principles for Responsible Investment, and screens out potential and existing investments based on responsible investment factors (Finance and Investment Committee, 2024) (PA10)
- Maintain dedicated funding for campus sustainability projects (PDF, 2026) (IN-Sustainability Projects Fund).

Measuring sustainability impact:

- Operation of a revolving sustainability fund.

4.3 Reporting

Objective: Advance sustainability reporting and recognition

As a trusted public organisation, reporting is of paramount importance. Sustainability reporting through comprehensive data quality and assurance enhances stakeholder confidence, minimises reputational risks, and increases the overall value of sustainability activities. By prioritising accurate and reliable reporting, we will strengthen our commitment to sustainability and drive positive change within our campus communities and beyond.

Initiatives and actions:

- Maintain verifiable greenhouse gas inventory, track progress, identify and develop opportunities (PFD to 2030) (OP1)
- Sustainability Tracking, Assessment & Rating System (STARS®) Reporting (PFD, 2024) (PA4)
- Sustainability Ranking Submissions (Strategy and Performance & PFD, 2023) (PA2).

Measuring sustainability impact:

- Annual GHG reporting, STARS® (3-yearly)
- Improved sustainability rankings.

Appendix: 2030 Sustainability Strategy – Summary Objectives, Actions and Measuring Impact

Flinders University's Sustainability Vision	
Principle 1 – Empowering a Sustainable Society	
Principle 2 – Taking Climate Action	
Principle 3 – Whole-of-Flinders Approach	
Strategic Pillar 1 – Learning, Teaching, and Research	
Objective 1.1 Learning and Teaching	
Flinders graduates are sustainability literate and prepared to lead transformational change within their organisations and communities	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Review sustainability in the graduate outcomes, courses and programs across the University • Assess and offer sustainability-focused and integrated undergraduate and graduate-level degree courses • Develop a sustainability teaching and research grant that targets interdisciplinary approaches to achieve campus sustainability • Assess and track the sustainability literacy and competencies of students • Formally designate sustainability topics across Colleges in the form of an identifying symbol or code (to help students distinguish (e.g. a sustainability filter) (IN-Sustainability Course Designation) 	<ul style="list-style-type: none"> • Number of graduates in sustainability-focused undergraduate and graduate-level degree courses. • Number of student-completions for sustainability-focused and inclusive topics. • Number of topics and degree courses offering sustainability-focused and inclusive content. • Increased levels of knowledge, literacy and involvement amongst students.
Objective 1.2 Research and Innovation	
Flinders research activities are helping society solve complex sustainability challenges	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Map research strengths, grants, impacts and partnerships aligned to the UN Sustainable Development Goals • Promote, publicly communicate and support sustainability-related research • Utilise campus life, infrastructure and operations as a living laboratory for applied research and student learning for sustainability 	<ul style="list-style-type: none"> • Quantity of sustainability-related research projects and publications aligned to SDGs • Increased levels of funding secured by research units in the areas of environmental and social research • Number of demonstration research projects applied on campus

Strategic Pillar 2 – Facilities and Operations

Objective 2.1 Energy, Buildings, and Construction

Develop low carbon, efficient and healthy campus infrastructure

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Maintain 100% renewable electricity supply • Major projects minimum rating of 5 Star Green Star and/or Gold WELL Certification (by 2024), reducing the emissions intensity of capital goods (including construction) by 25% • Embed and refine sustainability considerations through Design Guidelines and Standards (by 2024) • No new gas from 2024, and natural gas electrification • Replacement of 80% hydrofluorocarbon (HFC) refrigerants by 2030 • Energy efficiency improved by 20%, reduction of stationary diesel fuel (generator) emissions by 30% (by 2030) • Develop energy storage to support electrification within demand constraints (by 2030) • Develop, implement NABERS energy rating system focused on the operations, building tuning and maintenance of existing buildings 	<ul style="list-style-type: none"> • Minimum 5-Star Green Star rating and/or Gold WELL Certification achieved and lifecycle-assessment for new major builds • Organisational GHG emissions (CO₂e) and per full-time student • Renewable energy generation and consumption (as % of demand)

Objective 2.2 Procurement and Supply

Develop a low environmental impact responsible supply chain

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Through the procurement processes of goods and services, ensure our supply chain decarbonises • Prioritise the purchase of environmentally and socially preferable electronic products • Spend analysis to assess major supply chain categories and prioritise opportunities for improvement based on GHG emissions 	<ul style="list-style-type: none"> • Sustainability principles are embedded in the University’s tendering and procurement processes • Number of contracts with suppliers that demonstrate sustainable and ethical practices • Supply chain (goods and services) GHG (CO₂e) emissions

Objective 2.3 Transport

Transition towards sustainable transport

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Electrification of the small vehicle fleet (by 2026) and 90% of the entire fleet by 2030 • Enhance and integrate cycling and walking infrastructure to ensure safety and accessibility from various entryways to both Bedford Park and Sturt campuses. Additionally, amplify the amenities across locations to further promote and facilitate active transportation methods • Electrify Campus Loop Bus • Reduce business travel by 30% • Offset business travel emissions with reputable Australian or on-campus offset projects • Integrated Transport Plan by 2025 and employee vehicle commute GHG emissions reduced by 15% 	<ul style="list-style-type: none"> • Increase in the use of public transport, the loop bus, walking and cycling (from baseline) • Transport related GHG (CO₂e) emissions • Decrease in air travel kilometres per FTE staff

<ul style="list-style-type: none"> • Conduct a survey every 3 years to track student and employee commuting 	
Objective 2.4 Water Cultivating water-wise campuses	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Reduce mains water usage by 20% connecting to an integrated water recycling system • All new buildings to have dual recycled water reticulation and water efficiency • Use green infrastructure and low impact development (LID) practices to help mitigate stormwater run-off impacts and treat rainwater as a resource rather than as a waste product 	<ul style="list-style-type: none"> • Water-use on campus • Improved water efficiency in landscape and increased utilisation of stormwater (from baseline)
Objective 2.5 Resource Recovery Maximising resource efficiency and recovery	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Reduction in waste by 30% with a focus on education, infrastructure and signage • Recovery of high-value deposit recycling materials • Implement 100% commercially compostable food packaging • Single-use disposable plastic eliminated across food services and retailers • Divert construction and demolition waste from the landfill and/or incinerator to reuse • Trial reusable lunchbox kits via student body 	<ul style="list-style-type: none"> • Waste to landfill (including to energy), reuse, recycling and organics (volume and %) • Contamination rate in recycling streams and recyclables in waste streams (%) • Retailers reuse or use 100% compostable serving ware (# of compliant retailers)
Objective 2.6 Food and Dining Nourish people and planet	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Ensure that catering and retailers make available food and beverage products that are grown organically, locally produced and maintain animal welfare and/or plant based • Develop initiatives to support sustainable food systems and minimise food waste • Maintain and promote healthy, local food security and wellness by hosting a weekly community market and community garden for use by Flinders University Students Environmental Club 	<ul style="list-style-type: none"> • Food choice availability including organic, vegan, vegetarian, unprocessed, locally sourced (# of participant retailers)
Objective 2.7 Climate Risk Adapting to climate change	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Conduct climate risk assessment • Ensure sustainability and climate adaptation principles (including bushfire prevention) are integrated into the master planning process 	<ul style="list-style-type: none"> • Climate risks (assessed as high or extreme) are reduced or mitigated

Objective 2.8 Landscapes and Biodiversity Preserve and increase biodiverse landscapes	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Conduct an assessment, to identify endangered and vulnerable species and/or areas of biodiversity importance on land owned or managed by Flinders and re-introduce native flora currently absent in key campus revegetation areas • Through an integrated pest management plan, actively manage, monitor invasive species, as well as the use of herbicide, pesticide and fertilisers 	<ul style="list-style-type: none"> • Upward trends in campus biodiversity indicators (plant species by type, endemic, non-endemic) • Reduction in herbicide, pesticide and fertiliser use on campus • Significant trees registered
Strategic Pillar 3 – Partnerships and Engagement	
Objective 3.1 Student and Staff Campus Engagement Sustainable behaviours are embedded into the culture of Flinders University	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Include sustainability in student orientation and outreach campaigns • Coordinate an ongoing peer-to-peer sustainability outreach and education program for students • Identify and align relevant sustainability initiatives and activities with Flinders University Wellbeing Plan • Champion diversity and equal opportunity and respect people from all nations, cultures and backgrounds • Identify and align relevant sustainability initiatives and activities with Flinders' Reconciliation Action Plan • Assess campus sustainability culture with focus on sustainability values, behaviours and beliefs • Include sustainability in staff professional development and inductions 	<ul style="list-style-type: none"> • Increased levels of knowledge, responsibility and engagement amongst staff and students as measured in a survey every 2 years • Increase in the number of student-led sustainability projects and initiatives
Objective 3.2 Community and Public Engagement Grow community engagement for sustainable impact	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Advocate for public policies that support campus sustainability or advance sustainability • Support improvement of the sustainability performance of affiliated hospitals via membership in Global Green and Healthy Hospitals Network 	<ul style="list-style-type: none"> • Increased collaborative local and regional sustainability project and formal network involvement
Objective 3.3 Business and Industry Partnerships Strengthening collaboration with business and industry	
Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Maintain partnerships across community, industry and between universities to advance sustainability • Work with partners to investigate development of an innovative carbon offset project or project that follows an existing carbon reduction protocol 	<ul style="list-style-type: none"> • At least one partnership in each sector – community, industry, inter-university

Strategic Pillar 4 – Leadership and Governance

Objective 4.1 Participatory Governance and Strategic Integration

Leading sustainability across Flinders

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Inclusion of sustainability vision and values at the highest level for Flinders University Strategic Agenda • Climate Positive approach through achieving 1.5°C science-based emission reduction targets (scope 1 and 2 emissions), and net negative 25% emissions by 2030 (scope 1, 2 and 3 emissions) • Maintain a Sustainability Committee with senior-level executive, student and staff membership and representation from all colleges, and an open and ongoing invitation to Aboriginal and Torres Strait Islander representation 	<ul style="list-style-type: none"> • Inclusion of Sustainability Principles in University Strategic Agenda • Maintenance of Sustainability Committee or Advisory Group

Objective 4.2 Driving Responsible Investment

Realise and demonstrate responsible investment

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Maintain and disclose investment portfolio that considers ESG, and screens out potential and existing investments based on responsible investment factors • Maintain dedicated funding for campus sustainability projects 	<ul style="list-style-type: none"> • Operation of a revolving sustainability fund

Objective 4.3 Reporting

Advancing sustainability reporting and recognition

Proposed Initiatives and Actions	Measuring Impact
<ul style="list-style-type: none"> • Maintain verifiable greenhouse gas inventory, track progress, identify and develop opportunities • Sustainability Tracking, Assessment & Rating System Reporting • Sustainability Ranking Submissions 	<ul style="list-style-type: none"> • Annual GHG reporting, STARS® (3-yearly) and rankings submission • Increased sustainability rankings



General enquiries
sustainability@flinders.edu.au

CRICOS 00114A