



CSR Report 2021



Czech University
of Life Sciences Prague

University full of life



University full of life

CZU.CZ

Table of contents

Table of contents	5
1 / Introduction	7
2 / CSR at CZU in numbers for 2021	8
3 / Strategic Management	10
4 / Educational Activities	12
5 / Creative Activities	14
6 / University Operations	16
6.1 / Waste	16
6.2 / Energy and emissions	17
6.3 / Water management	17
6.4 / Biodiversity	20
6.5 / Circularity	20
6.6 / Well-being of staff and students	21
7 / Activities of Faculties and other Parts of CZU	26
8 / External Relations	28
9 / Evaluation of the Current Position of CZU and Recommendations for Further Development of CSR Activities	30

1 / Introduction

The Czech University of Life Sciences Prague (hereinafter CZU) is a **leader in the field of sustainability among Czech universities**. The university has repeatedly defended its position in official international comparisons and is continuously developing its potential. CZU fulfils the goals of sustainable development primarily through its educational, research and creative activities, but also through its sustainable operations. The path to achieving the sustainable development goals forces CZU to overcome many barriers, yet these enable lasting positive changes not only in the internal environment of the university but also in terms of professional community and practice.

CZU's mission is to **be an excellent university**, particularly in its profile areas of education and creative activities (agriculture, food, forestry and woodworking, earth sciences, biology, ecology and the environment, economics, computer science and engineering, technology and materials) and at the same time develop its activities in other areas forming an integral part of its functioning, such as architecture and urban planning, veterinary medicine, social aspects of human life or cyber security and other challenges to which CZU can contribute through its activities.

CZU is moving closer to achieving its vision of becoming a **leader in the evolution and promotion of sustainable development solutions** by 2030. Research projects are underway across faculties with the common goal of finding effective solutions to global problems and challenges. These topics are not just a trend for CZU but have long been part of all CZU activities and campus operations. The CZU management systematically eliminates the negative impacts of the university on the environment and society and seeks to set an example for other institutions, employees, students and other stakeholders.

2 / CSR at CZU in numbers for 2021

At the beginning of 2021, the **National Award of the Czech Republic for Corporate Social Responsibility (CSR)**, which CZU had won the previous year, was presented. The award confirmed that the principles of sustainability and social responsibility at CZU are firmly rooted in the management system. CZU also received objective feedback from an independent expert panel of judges, which served as a stimulus for areas of further development in 2021. In the same year, the Czech University of Life Sciences addressed all thematic areas of corporate social responsibility – economic, environmental and social aspects.

The 2021 calendar year at CZU brought the following



winner of the HR Excellence in Research award;



commencement of the Smart Digital Campus 2021 project;



winner of the award from Adaptterra Awards 2021;



CSR Conference CZU 2021;



membership in the Platform for Responsible Public Procurement;



62nd place in the international UI Green Metric University Ranking (1st place in the Czech Republic);



2000 newly installed energy-saving LED bulbs on the CZU campus.



160 tonnes of composted bio-waste;





3 / Strategic Management

With regard to the focus of individual faculties, CZU has identified priority objectives of sustainable development in its **2030 Sustainability Strategy**, which are given priority. CZU also focuses on individual sub-objectives, to ensure quality education for sustainable development, reducing water pollution, increasing the share of renewable energy, reducing the adverse environmental impact of cities on their inhabitants and increasing resilience and adaptive capacity to climate change.

CZU priority objectives in relation to SDGs:



Ensure equal access to inclusive and quality education and promote lifelong learning for all.



Ensure the availability and sustainable management of water and sanitation facilities for all.



Ensure access to affordable, reliable, sustainable and modern energy sources for all.



Create inclusive, safe, resilient and sustainable cities and communities.



Take urgent measures to combat climate change and manage its impacts.

It is evident from the 2021 CSR Report that CZU is linked to all the UN Sustainable Development Goals and actively contributes to their implementation. The individual activities mentioned in this CSR report are based on the 2030 Sustainability Strategy.

CZU is repeatedly the top-ranked university in the Czech Republic in terms of sustainability and social responsibility. In this year's edition of the international **UI Green Metric University Ranking**, which evaluates the sustainability of universities, **CZU ranked 62nd out of 956 universities (1st place in the Czech Republic).**

The Czech University of Life Sciences also did well in the **University Impact Ranking**. This ranking evaluates universities according to their implementation of the Sustainable Development Goals, and CZU's overall ranking was in the 401st to 600th group out of 1,122 universities from around the world. CZU's best rankings were in UN Sustainable Development Goals 2 (Zero Hunger), 8 (Decent Work and Economic Growth), 12 (Responsible Consumption and Production), and 17 (Partnerships for the Goals).

At the end of 2021, CZU was awarded the prestigious HR Excellence in Research Award, also known as the HR Award. It has thus joined the community of organisations that guarantee the European standard of employee care and has demonstrated that it is amongst the universities that meet the parameters of a transparent educational and scientific research institution of the 21st century. As part of the challenging process of meeting the conditions leading to receiving the prestigious HR Excellence in Research award, CZU has committed itself to the principles of the **European Charter for Researchers** and the **Code of Conduct for the Recruitment of Researchers**. The subsequent steps consisted of a questionnaire survey among employees, the creation of a GAP analysis, and finally, an action plan. The process of changes in the internal environment in the strategic setting of quality rules in the management of human resources in science and research, which is a standard in the international environment, is in line with the strategic plans of CZU. By winning this important award, CZU has joined other universities and renowned research institutions in the Czech Republic and abroad for which the HR AWARD logo is both prestigious, and an international standard.

The **Czech University of Life Sciences became a member of the Platform for Responsible Procurement**. Following the measures set out in the 2030 Sustainability Strategy, CZU has started to comprehensively take into account responsible procurement with regard to public procurement according to the Socially Responsible Public Procurement methodology. This strategic approach to public

procurement has been developed in recent years both in the Czech Republic and elsewhere in the European Union and other countries. By becoming a member of the Platform for Responsible Procurement associated under the Ministry of Labour and Social Affairs, CZU has subscribed to the strategic approach to public purchasing and the implementation of responsible public procurement in its practice. Responsible procurement has major potential for utilizing and promoting values perceived as socially important. At the same time, responsible procurement can meet objectives that CZU addresses through other policies using other means. Such issues are, for example, the promotion of social entrepreneurship, support for small and local enterprises, ensuring fair conditions in the supply chain, employment of people disadvantaged in the labour market, enabling students to gain work experience, ethical purchasing and others.

In 2021, CZU was a member of the **V4 Green Universities** consortium, whose purpose was to shape attitudes and create educational and research facilities for universities that are environmentally conscious, socially responsible and permanently sustainable. One of the activities was the organisation of a Video Competition to encourage CZU staff and students to take their own initiatives in climate protection. The videos motivate others to adopt a greener and healthier lifestyle that is environmentally friendly. An expert panel of judges selected ten winning videos produced by CZU students, who were rewarded for their activities with various sustainable gifts.

4 / Educational Activities

CZU's mission is to be a **leading representative of the academic world** in the field of education, science and research and in its social activities, i.e., an entity in promoting the principles of sustainability defined in the vision of CZU. This mission means that using the results of the excellent research and development activities generated at CZU, the university prepares competent graduates who, in a regional, national and international environment, respond skilfully to and solve current and future problems.

The **Czech University of Life Sciences provides comprehensive university education** and various forms of lifelong learning for citizens, holds habilitation proceedings and proposes the appointment of professors. Based on the innovative diversified, flexible and accessible study programmes and other educational components offered by CZU (e.g. lifelong learning, virtual courses, developed internationalisation), and based on highly developed forms of strategically-managed research linked to high-quality and effective doctoral studies, with a unique campus and with an emphasis on its social responsibility, the University educates its graduates so that together they contribute to the sustainability and quality of life in the Czech Republic and abroad.

The Czech University of Life Sciences focuses on sustainable education not only for the students of the university itself but to a certain extent also ensures the availability of information to a wide range of the population. The availability of appropriate information enables society to prepare and adapt to new trends and challenges in a non-coercive way. It creates the conditions for the development of so-called interest courses for lifelong learning, which are intended to satisfy the public's interest in knowledge and skills in the areas of CZU's activities related to sustainability issues.

In November 2021, CZU organized a CSR conference with the theme of Social Responsibility and Sustainability at Universities. Representatives from the Czech University of Life Sciences Prague, along with other representatives from universities, came together to discuss different approaches to the CSR and sustainability management agenda in the university environment. The presentations of the individual speakers covered the topics of the general implementation of CSR in the environment of Czech universities, measurement and indicators of sustainability, the issue of responsible public procurement and legislative adjustments to EU standards for non-financial reporting. The conference concluded with a joint walk



In 2021, 24 Czech universities applied for the Centralised Development Project – **University Leaders in SDGs (UNILEAD)**, which aims to strengthen the role of universities as “effective, accountable and inclusive” public organisations by ensuring more effective collaboration in transferring good practice in the implementation of Sustainable Development Goals as part of the operational aspects of universities (the so-called resources for change), both in terms of reflection and structure. The output should be a methodology on the topics of Waste, Prevention and Recycling, Water Management, Rainwater and Grey Water, Food and Beverage, Energy

Management, Sustainable IT Infrastructure, Electronification, Sustainable Mobility including Business Travel, Responsible Purchasing – procurement, Strategies, Strategic Partnerships and Structure for Sustainability, Biodiversity and Green Building.

CZU students are regularly motivated to be active in international and domestic challenges, which have different thematic focuses but a common goal – to find solutions to the consequences of the climate crisis. In 2021, these included the **Urban Green House Challenge**, **Climate Youth Challenge** and the **Climate Pact Youth Challenge**.



5 / Creative Activities

The conceptual development of the quality of creative activities at CZU is aimed at excellent outputs. This is evidenced, for example, by the increase of articles published in the Web of Science database (from 222 articles in 2010 to 1,138 in 2021). To promote excellence in international research, CZU aims to prepare a scheme of priority research areas supported by CZU, which will reflect CZU's vision, and furthermore, to strengthen the administrative and support facilities for research and development, including increasing the number of experts employed in international grant schemes, intellectual property protection, knowledge transfer, human resources and other key areas.

An important CZU project is the Centre for Water, Soil and Landscape. The Smart Landscape concept, which is being addressed in this project and was further developed in 2021, constitutes a way in which to comprehensively remedy the main problems of adaptation measures currently applied to landscapes.

The mission of the **Centre for Innovation and Technology Transfer (CITT)** in 2021 was also to support the transfer of knowledge and technology from CZU into practice. Through its new instruments, such as the 2030 Sustainability Strategy, the CZU Strategic Plan 2021+ and the upcoming Cross-Sectoral Cooperation Strategy, CZU aims to address a wide range of problems and societal challenges.

Through OP PPR815, it was possible, for example, to create an e-learning programme for secondary schools in the field of ICT reflecting current trends in this area and supporting computer literacy (**Creation of a comprehensive system for sharing study materials - LABYRINT**). Furthermore, the **Model for the Management and Development of Orchards as Important Urban Ecosystems** was completed. One of the main sub-objectives of this project was the creation of a feasibility study for the revitalisation of orchards in Prague, taking into account the specific microclimates of the relevant Prague districts. The project leads to the sustainability of orchards in Prague as an important element of the inhabitants' environment. If the orchards are fully functional and thus freely accessible to the inhabitants, they provide very important non-productive functions. They have great potential to become a green network in a city with over a million people, which is important for the health of the population and its informal enjoyment. Care towards the development of such important ecosystems is only possible on the basis of an appropriate and modern concept. This important urban ecosystem module offers a wide range of applications: 1. green vegetation reduces air pollution and temperature in urban areas, 2. it promotes active leisure (the mental and physical health of inhabitants), 3. it promotes socialisation of the citizens, 4. such ecosystems can

also create new jobs – regular orchard maintenance (caretaker and gardener).

The Point One (PO) business incubator was fairly successful in 2021 despite the challenging pandemic situation. Two companies with ties to Point One made a presentation in Dubai at EXPO 2020, something that no Czech university with an incubator has managed to do. The Czech University of Life Sciences participated in the creation of the **PointCast** podcast channel, where episodes with PO members and mentors are regularly published. The main topics are entrepreneurship and long-term sustainability. Point One has been involved in **NakopniPrahu** activities that promote good ideas, including the environment and smart "green" cities. PO also strengthened cooperation with universities of the Prague Innovation Ecosystem and implemented the StartupNight event before the end of the year. On one platform, start-ups, most of which were focused on the circular economy or sustainability, met with mentors and potential investors. In 2021, the ranks of PO members expanded to include an inspiring project called **Re-káva**, which helps cafes reduce their environmental impact by offering a unique waste service for coffee grounds, which are then reused for other purposes.

The **CZU Campus Sustainability Challenge** is a student competition aimed at spreading the principles of sustainable development among CZU staff and students. An expert panel of judges selects the best innovative projects that will increase campus sustainability or spread responsible behaviour among CZU staff and students. The submitters of the winning projects receive support for the implementation of their projects and a financial grant. In 2021, students were invited to design a project that also fulfills one of the UN Sustainable Development Goals. The students designed a set of stickers and posters that encourage CZU students and staff to be more responsible towards the environment and themselves. Themes such as waste prevention, reducing consumption, circular economy, prevention of health issues and avoiding the purchase of single-use plastics became the theme. Another supported project was the placement of 3 insect hotels on the CZU campus.



-1,50 cal
-1,40 cal
-1,30 cal
-1,20 cal
-1,10 cal
-1,00 cal
-0,90 cal
-0,80 cal
-0,70 cal
-0,60 cal
-0,50 cal
-0,40 cal
-0,30 cal
-0,20 cal
-0,10 cal

6 / University Operations

In line with the goals of the 2030 Strategy, in 2021 the Czech University of Life Sciences focused on reducing the negative impact on the environment, improving the working environment of employees, increasing safety and employee training.

As part of the unique **Smart Digital Campus 2021** project, CZU has begun extensive digitization of its campus and is building a state-of-the-art 5G Stand Alone campus network together with T-Mobile. The project introduces infrastructure network interoperability, smart use case and portal solutions aimed at simplifying the lives of students, academics and CZU staff. The digital campus offers the perfect tool for managing university buildings and structuring costs. The university will thus be able to monitor and optimise the capacity of important resources such as water, electricity, waste and data. The campus will also be equipped with technologies to capture safety and health risks. Last year, CZU began testing so-called smart parking, which allows incoming drivers to determine the occupancy of individual parking lots, making it easier to find available parking spaces.

In addition to the digital campus, CZU focuses on research and development of modern technologies for precision landscape care. Particular attention will be paid to the use of technology in landscape adaptation to climate change. Therefore, in addition to the 5G campus network, T-Mobile will also implement a new Internet of Things (IoT) network in the CZU agricultural polygon. This can transmit small amounts of data from a large number of devices over a large terrain, all with minimal power consumption. The sensors, which T-Mobile will place over an area of 800 hectares, will thus provide more accurate data for operational models in, for example, water management. Other joint projects will focus on dendrology, the exchange of gases between soil and air, or Agrovoltatics.

The Czech University of Life Sciences has also embarked on a **transport infrastructure** solution that favours alternative modes of transport. As part of the Uniqway inter-university carsharing cooperation, CZU employees can now use the latest models of Škoda Auto vehicles that meet strict emission standards. Another upcoming change is the integration of employee cards into mobile devices, which will reduce the use of plastic cards.

6.1 / Waste

There are **22 container sites** at CZU, including in the outskirts. The Operational and Technical Department of the Rector's Office is responsible for keeping records of sorted waste. Plastic, glass, paper, electrical waste and, at selected locations, metal, bio-waste, toners, light bulbs and textiles are sorted in all campus buildings.

TABLE 1 IN 2021, THE FOLLOWING WAS PRODUCED ON THE CZU PREMISES:

mixed municipal waste	77,6 t
paper and cardboard packaging	41,3 t
plastic containers	31,7 t
glass containers	83,1 t
metal containers	0,3 t
composite packaging:	1,1 t
bulky waste	38,5 t
biodegradable waste	58,7 t
composted bio-waste	cca 160 t
biodegradable waste from kitchens and canteens	0,57 t

In 2021, all of the **university's composters**, which can be used by CZU students and staff, **were revised**. Dormitory A has a Green Good electric composter, dormitory BCD operates a durable SIVA DUO composter and dormitory EFG has a JORA rotary composter. The same composter is also located on the green terrace of the FES. The CZU Mensa houses a large Green Good electric composter that heats its contents and can process up to 80 kilograms of food scraps within 24 hours. Another source of bio-waste is the care of the greenery on campus. Grass clippings and dead plants are composted in the CZU Department of Horticulture, which composts grass clippings, dead plants or scraps from its own operations or from students working in the greenhouses. Smaller branch trimmings are chipped here and used for mulch within the campus. The CZU Department of Horticulture processed and returned **160 tonnes of biowaste** to the campus in 2021.

CZU students are aware of the importance of **protecting the environment** and therefore decided to organize a clean-up as part of the **Let's Clean Up The Czech Republic** campaign **on the CZU campus** on Earth Day 2021, during which this theme is promoted globally. Despite the ongoing measures against the COVID-19 pandemic, they provided everything necessary for the event to run smoothly. Rubbish was picked up around the athletic oval and near the JIH dormitories.



6.2 / Energy and emissions

Last year, the campus's electricity consumption was 9,770,000 kWh (see Table 1). The increase in consumption from 2020 can be attributed to the re-energization of the campus by students and full-time teaching towards the end of the year (in 2020, pandemic restrictions were in place on campus and the campus was without students and many staff for many months). In 2021, the **solar power plants on campus produced almost 28,000 kWh**, thereby saving CZK 75,000. There was also a **massive replacement of conventional or energy saving light bulbs** in the dormitories and in the Department of Physical Education gyms with LED bulbs, numbering approximately 2,000, and saving approximately CZK 540,000 worth of energy. Until now, LED bulbs have only been replaced when replacing cracked bulbs. The gradual replacement with LED technology is also upgrading the campus lighting network, where about 20 energy-saving luminaires were added last year.

TABLE 2 ENERGY CONSUMED AT CZU IN 2021

Energy consumption	9 770 000 kWh
Of which renewable energy is from own sources	28 000 kWh

Renewable energy on the CZU campus is obtained from solar radiation or geothermal heat. Photovoltaic panels, which convert light energy into electrical energy, are located on the MCEV II, Faculty of Engineering and Tropical Agriculture Pavilion buildings, as well as on the solar bench in front of the FAFNR building or on the solar

pergola in front of the F dormitory. The Tropical Agriculture Pavilion building is heated using a powerful heat pump, the installation of which is already standard in the construction of buildings on the CZU campus. By installing green roofs, external blinds and attics (window shades), CZU prevents overheating of the buildings and the associated consumption for air conditioning. In addition, the first **outdoor charger** for two electric vehicles (EVs) was installed in 2021 in the P1 parking lot and will soon be integrated into the CZU card system for use by staff and students. In 2022, two more outdoor EV chargers will be built, including one DC fast charger (fast charging stations provide DC power that delivers up to 150 kW).

6.3 / Water management

Water management is an important topic for CZU to which intense attention is devoted. The Czech University of Life Sciences optimizes water consumption mainly by using grey water. Green roofs are installed on six buildings on campus, which channel rainwater into storage or retention tanks, where it is reused as watering or for flushing toilets. Excess water is gradually absorbed into the groundwater and does not burden the treatment plant. Not only do green roofs help with water conservation, cool the surroundings, improve air quality, and increase biodiversity, but they also protect the roof surface from external influences, thus extending their lifetime. Another measure is the storage tanks installed near the car parks and the CEMS2 building. The volumes of water retained or absorbed are not measured and estimates are only theoretical, as shown in Table 2. Other technologies in use are the default setting of a small amount of water when urinals are automatically flushed, or water-saving faucets.





TABLE 3 WATER RETENTION METHODS ON THE CZU CAMPUS

Location on the campus	Type of measure	Seepage volume (m³)	Accumulation volume (m³)	Theoretical volume of retained water (m³/year)	Green roof area (m²)	Total rood area (m²)	Percentage of total roof coverage (%)	Method of water retention and use
Parking lot P1	seepage	342	0	2052				
Parking lot P8	seepage	252	0	1512				
PEF (CEMS2)	accumulation for watering	42	8,8	252	/	862	/	water retention in the irrigation tank
FES (MCEV II)	green roof / water catchment	15	41	90	371	1793	21	capture in a fire tank with overflow to the wetland and retention tank, then to the storm sewer (part of the rainwater from the roof is seeped outside the equipment mentioned here)
FTA	green roof, accumulation for toilet flushing, watering, seepage	92	58	552	644	2099	31	
Energocentrum	green roof, seepage	15	0	90	192	216	89	green roof captures and uses water, overflow into seepage
Auditorium	green roof, accumulation for toilet flushing, watering, seepage	42	29	252	401	1264	32	water is stored in an underground tank from where it is pumped for flushing and watering the green roof
HT pavilion FFWS	green roof, seepage	22		132	826	862	96	water is retained and used by the green roof; excess water drains into the underground
Warehouse near FFWS 2021	green roof, seepage, accumulation	10	8	60	237	237	100	water is retained and used by the green roof, excess to accumulation, overflow from accumulation to seepage

6.4 / Biodiversity

CZU's operational horticulture ensures the continued development of biodiversity on the CZU campus. In 2020, approximately **500 new perennials, 300 new shrubs and 10 new trees** were planted. There is not much space left on the campus to plant new trees, and thereby new tree plantings tend to be mostly replacements for dead trees. At the same time, over 300 m2 of new lawn has been planted on the campus. A total of **160 tonnes of bio-waste** was also treated and returned to the campus.

Outside the campus this year, the CZU Horticulture Department helped the Partnership Foundation with the planting of the **Freedom Avenue in Pířbram**. The avenue is meant to symbolize the effort to atone for the injustices committed against the former opponents of the communist regime. CZU also participated in the installation of an **exhibition on mitigating the effects of climate change** in Florence in Prague, created for the Prague City Hall by the Faculty of Environmental Sciences in cooperation with Dekonta and the Hybernská Campus. The project aims to show how, for example, vertical gardens can be used to reduce the temperature in urban space.

The Czech University of Life Sciences is aligned with the principles of sustainable consumption and supports the principles of the circular economy, which is why the CZU Horticulture Department lent floral arrangements free of charge to the SDGs 2021 Awards Gala organised by the Association for Social Responsibility.

6.5 / Circularity

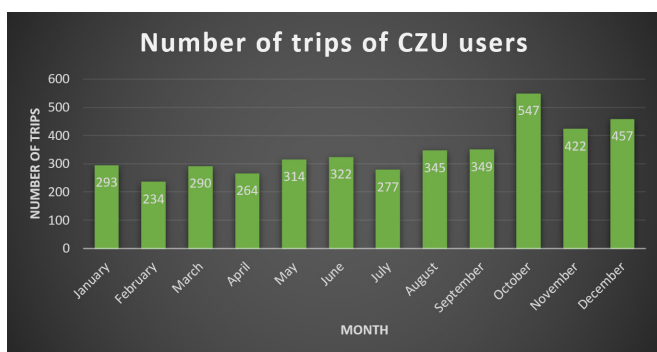
The Czech University of Life Sciences supports the circular economy and offers its students and employees preferential tariffs for using **Uniqway carsharing services** in cooperation with řkoda Auto. The total number of kilometres driven for CZU in 2021 was 137,340 km. The average monthly number of trips made by CZU users was 343 trips (see Graph 1).

Since November 2021, the **CZU Free Shop** has been in operation again, accepting functional items that are no longer useful to someone, but would otherwise end up as waste, and donating them free of charge to new owners who will be able to put them to good use. The students' goal for the future is to strengthen the promotion

of the Free Shop and to organize swaps or other cultural events. So-called **re-use points** are used similarly at the CZU Library and the dormitories.

In connection with the 2030 Sustainability Strategy, CZU had discussions with the operators of the restaurants on campus and agreed to reduce single-use plastics as much as possible. In some restaurants on campus, it is possible to purchase **returnable thermo-cups** for coffee or **RE-boxes** for food. In the CZU Shop in the Mensa, in addition to CZU merch, a large number of packaging-free

GRAPH 1 MONTHLY NUMBER OF TRIPS – CARSHARING SERVICES



drugstore products can be purchased, including fairtrade and organic products.

The so-called **central printing system** is in operation at the Rector's Offices and at some faculties. By replacing smaller office printers and converting to central printing services, the amount of different hardware and the number of service interventions is reduced. Central printing is both more economical and more environmentally friendly than printing on small local printers. Printers are also set for double-sided printing by default.

To prevent plastic waste on its campus, CZU uses four permanent and one mobile filtration devices to provide an alternative to bottled water. Filtermac allows filtered, chilled, sparkling and still water to be bottled in-house, saving thousands of plastic bottles per year. **In 2021, CZU saved 4,912 kg of plastic and avoided the purchase of 196,466 plastic bottles.**

6.6 / Well-being of staff and students

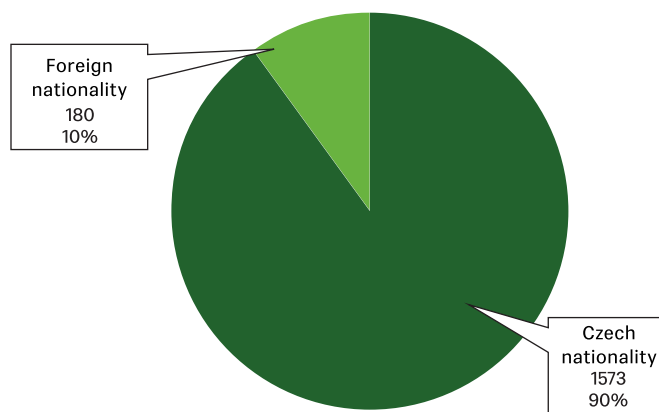
The Czech University of Life Sciences prides itself on equal **opportunities, fair treatment and fair relations** with all staff. CZU respects the aspects of diversity and constantly increases the tools of work flexibility that staff can use. Last year, the proportion of foreign staff was 10 per cent (see graphs 2 and 3).

Employees benefit from a range of benefits that working at CZU makes possible. These include a pension/life insurance allowance,

a meal allowance, sick leave, company meals and the possibility to take part in sports activities provided by the Department of Physical Education. The Czech University of Life Sciences also owns recreational facilities, which are used primarily for the recreation of employees and their families. Employees can choose from the recreation centre in Janov nad Nisou, the Strážné mountain recreation centre in the Giant Mountains or accommodation at the castle in Kostelec nad Černými lesy.

GRAPH 2 NUMBER OF FOREIGN EMPLOYEES AT CZU

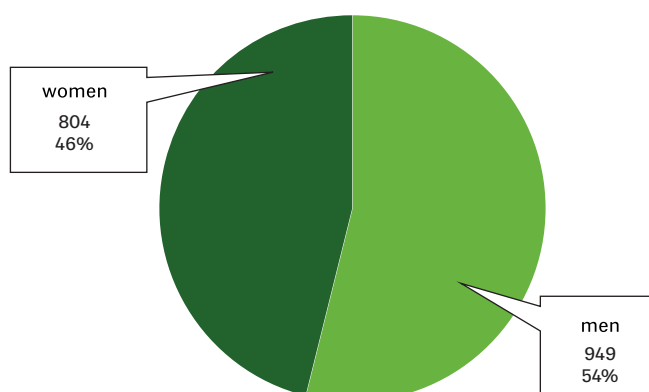
Number of foreign employees at CZU



Part-time work is also a benefit that CZU is increasingly using to include "vulnerable groups" in the labour market, such as students, people of pre-retirement age, and women or men on parental leave.

GRAPH 3 NUMBER OF CZU EMPLOYEES ACCORDING TO GENDER

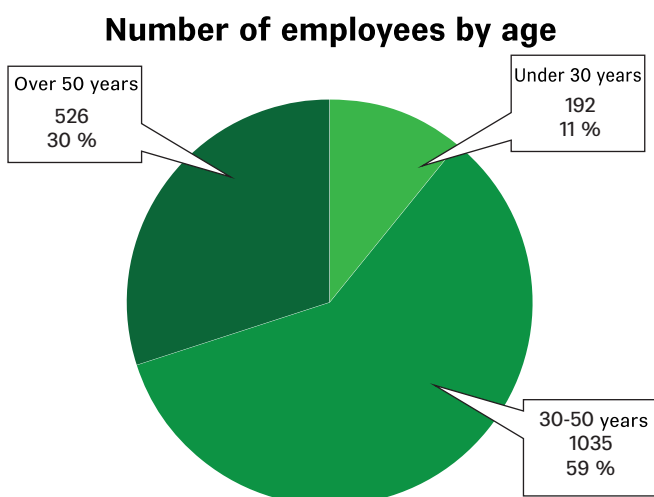
Number of employees according to gender



There are many opportunities for staff to grow personally and to get involved in scientific projects at home and abroad. International staff training is also popular, supporting the professional development of CZU teaching and non-teaching staff.)

Educational events accessible to all university employees were regularly organised in 2021 as part of the **Strategic Human Resources Setting** project at **CZU Prague** (HRA CZU). An Adoption Campaign of Microsoft 365 products took place, in which more than 500 employees took part and contributed to the acquisition and deepening of employees' competences in the use of M365 applications. Throughout the year, the project also included English language teaching, which enabled those interested to deepen their language skills, which are crucial for the optimal functioning of CZU. This was offered free of charge. In addition, soft skills courses were also launched

GRAPH 6 NUMBER OF CZU EMPLOYEES ACCORDING TO AGE



in the second half of 2021, offering employees the opportunity to expand their knowledge in many areas: management skills, communication skills, time management and others.

In 2021, the **CZU Tender Procedure Rules** were updated to reflect the principles of an open, transparent and substantive selection procedure in accordance with the Code of Conduct for the Recruitment of Researchers as recommended by the European Commission.

At the end of the year, the **Gender Equality Plan** was adopted, which expresses CZU's interest and commitment to gender mainstreaming and equal gender opportunities in a systematic and long-term manner, so that gender issues and the elimination of cumulative inequalities (rather than desirable diversity and difference) linked to gender issues become part of everyday life and enable the smooth operation of CZU.

Health and safety

In 2021, the Security Department worked on establishing a new central hazardous waste storage facility, updating emergency plans for water protection, introducing the possibility of storing signature certificates on virtual tokens, updating and creating internal documentation, OHS, Fire Protection and environmental protection guidelines. The security of the university campus is also gradually developing by raising the standard of building security, e.g., the security of the old buildings has been improved by installing EFPS (electronic fire protection system), gradually adding AEDs (automated external defibrillators) and also by installing smart cameras monitoring the number of people in the buildings to help the IRS (Integrated Rescue System) in the event of crisis situations. In 2021, emergency preparedness training in the event of fire was organised in cooperation with the IRS. As part of the education of all employees, first aid courses and training of fire patrols and fire prevention officers were organised. The Czech University of Life Sciences was the **first university in the Czech Republic to open a testing centre for COVID-19**. The test centre was used for regular employee testing and later opened to the public. **The Security Department provided antigen testing, respirators, disinfection, applied the proposed registration testing plan and monitored the COVID-19 infection situation on the university campus.**

The Czech University of Life Sciences is constantly working to reduce the risks associated with information and cyber security breaches to ensure the protection of research, data and personal data of staff and students. CZU also conducts continuous awareness raising in the field of information and cyber security.







7 / Activities of Faculties and other Parts of CZU

The Faculty of Environmental Sciences (FES) focuses on the issue of social responsibility mainly through the topics of environmental protection across its activities, from education through research activities to practical application – protection of landscape areas and protection of animal and plant species, waste management, sustainable water management, etc. The faculty also strives to fulfil sustainability principles through its operations: the FES building uses solar energy, offers green roof stays, engages in composting and supports students in organising activities that fulfil sustainability principles, such as making barefoot shoes from recycled materials.

Also in 2021, the **Faculty of Forestry and Wood Sciences (FFWS)** purchased a painting created by clients of the Duha association, which focuses on helping people with mental handicaps. As every year, employees, friends and partners of the faculty were able to see the painting thanks to the faculty's New Year's wishes. The faculty management continued to ensure increased awareness to the staff through the FFWS Newsletter. The second edition of the FFWS Family Day was held, which was very popular with the staff and their families and has already become part of the life of the faculty. It is obvious that there is an effort at all faculty events to minimize waste or use as much recyclable materials as possible. Supporting various projects for children, such as forest pedagogy or the YPEF competition, is also an essential annual activity. The COVID-19 pandemic has affected all sectors, including zoos. Zoos have had to reduce visits and the care of many animals has been compromised due to the loss of admission fee income. The FFWS thus adopted a European elk from the Prague Zoo, which became the faculty's symbol for 2021. The Faculty of Forestry and Wood Sciences also made a significant contribution to the fight against the effects of the summer tornadoes in South Moravia by organising a fundraising campaign. The funds raised were divided equally between the two damaged primary schools. Thanks to FFWS and School Forest Enterprise Kostelec nad Černými lesy, building materials such as wooden beams and battens were sent to the affected area to repair the roof of the damaged church. The last important activity of FFWS was helping the University Hospital in Motol to build a memorial site in the form of a newly planted linden tree.

The Faculty of Agrobiology, Food and Natural Resources (FAFNR) is aware of its social responsibility. Unfortunately, 2021 was also marked by the COVID-19 pandemic, which determined the options of faculty's activities in this area. The faculty-run portal agroprace.cz also became an important means of supply and demand for jobs in agricultural and food enterprises in 2021. A total of 161 advertise-

ments from various institutions and companies were published in 2021, and the total supply, including seasonal jobs, now stands at 261 offers, several of which are foreign. The faculty operates a Filtrmac water dispenser, which is located opposite the lecture halls in the main FAFNR building. The dispenser saves plastic consumption and FAFNR has by far the largest number of plastic bottles saved throughout the university. The Faculty organises the collection of batteries and accumulators with registration with Ecobat. The faculty also organises the collection of toners, cans and metal objects. Sorting of plastics and paper is a matter of course. The faculty looks after the vertical garden in front of the main building, which creates a corner for relaxation where people can charge their phones using green energy. The faculty continued to support facilities for the Academic Equestrian Club at Brandejs Farm. Also of note is the organization of an open house at the Troja station for the public.

At the **Faculty of Engineering (FE)**, new study programmes have been launched, taking into account the requirements of the activities related to the Bioeconomy Platform, in which the entire university is involved. This has been significantly reflected in the study programme Technological Equipment of Constructions, which includes two specialisations: Equipment in the Agricultural Food Complex and Waste Utilization Equipment. The newly developed curricula of the study programme Technological Equipment of Constructions include environmental protection issues in relation to biotechnological waste treatment, energy recovery of waste and the recovery of raw materials in general. One of the objectives of the application for accreditation was to create a graduate profile that can interconnect the acquired technical knowledge and to formulate judgements, even with incomplete or limited information, which nevertheless take into account social and ethical responsibility with minimal negative environmental impact.

Socially responsible activities at the **Faculty of Tropical Agrisciences (FTA)** in 2021, during the second year of the coronavirus pandemic, continued primarily in the online environment. However, from the autumn onwards, there was a gradual move towards attended events in line with the relaxing of pandemic measures. As a fairtrade faculty, FTA has traditionally promoted responsible consumption and fair trade through the Be Fair student association, which aims to bring the topic of fair trade and sustainable lifestyles to students and the wider public. In the 2021 summer semester, Be Fair students organized several successful online events, particularly on Instagram and Facebook: Fair Trade Basics – a video introducing the concept of the ethical trade movement, Veggie March (video and photo of vegan and sustainable recipes), a talk on volunteering abroad,

and introduced fans to the relaxation methods and eco-friendly hobbies of its members. The *befair_czu* profile also shares information on how to buy fair trade goods in everyday life and encourages its followers to do the same with the Hunt for Fair Trade products campaign. The profile regularly informs about the "zero waste" lifestyle, the ethical background of the food industry and gives tips on eco-friendly products. The first and successful presentation event was the autumn International Fairtrade Party, where students from different continents presented the cultures of their countries and cooked traditional dishes. In addition, a Learn&Discuss – Edible Insects event was held in collaboration with the Student Ambassadors group (the event featured lectures by teachers on alternative diets, discussions with participants and a tasting of edible insects). A Learn&Discuss and SWAP event were also held in autumn 2021 on the usefulness of exchanging goods and products with each other. In addition to the emphasis on sustainability, inherent to the FTA is its multicultural character and mutual intercultural respect. In this context, the Student Ambassadors group was established, bringing together students from 12 countries. The Ambassadors are comprehensively involved in activities that improve and make the environment at CZU more pleasant, deepen internationalisation, increase the quality of studies, connect students with opportunities on the labour market and deepen mutual intercultural respect and communication. They also contribute significantly to the promotion and advocacy of an ecological approach at the university and beyond. Ginny McAllister, leader of the Student Ambassadors group, actively promotes and maintains the faculty composters and involves others in community garden activities.

In 2021, the **Faculty of Economics and Management (FEM)** primarily addressed the current adaptation to the long-term pandemic situation. Typical for 2021 was the effort to maintain the two main CSR projects of the faculty: *Včelstva* on-line and *Senoseč* on-line online. *Včelstva* on-line operates a web portal that was created to promote the breeding and conservation of honeybees in the Czech landscape. The goal of the *Senoseč* on-line project is to support the prevention and conservation of endangered species during the harvest and haymaking each year between May and June. With the support of donations and the work of faculty staff and students, both projects continue to be sustained and contribute to nature conservation.

The **Institute of Education and Communication (IEC)** is a member of the NGO Association of Educational Institutions for Rural Development. It has long been sharing examples of good practice in these topics in the international environment, for example with the Latvian University of Life Science and Technologies – Faculty of Engineering, Institute of Education and Home Economics. For the 2020 and 2021 period, the Institute of Education and Communication received financial support from EEA funds to organise summer schools with the Department of Educational Sciences of the Norwegian University of Life Sciences as part of the international project RESUME – Responsibility, Sustainability and Mobility in Education. The main goal of the project is to create an international community of students and academic staff in which its members will learn the philosophy, principles and practice of sustainable development and socially conscious behaviour in the Czech Republic and Norway.

Activities continue in 2022. In September 2021, the IEC became one of the partners in a project submitted to the European Education and Culture Executive Agency. The project was selected in February 2022, and with co-partners from Northern and Western Europe, activities associated with the first Erasmus+ Academy for Sustainable Future Educators (EduSTA) will be initiated. Several times a year, the IEC collaborates with the international humanitarian organization ADRA, whose lecturers work with IEC students and academics on global development education and current projects. In 2021, the Institute also participated in the activities of Klub ekologické výchovy (KEV) (The Environmental Education Club (EEC)), a UNESCO club that brings together individual educators and those interested in environmental education and education itself, and whose main objective is to develop a comprehensive approach to environmental education in order to promote sustainable development. Elements of environmental education and sustainable development are interwoven into the teaching and qualifying work of selected accredited IEC study programmes. Every year IEC is the main organizer or co-organizer of the International Scientific Conference EDUCO, and the year 2021 (XVI edition) was focused on Improving the Pedagogical Preparation of Future Teachers of Science, Agriculture and Related Disciplines. The Institute of Education and Communication is a member of the National Council of Counselling and Education for Agriculture and Rural Development at the Ministry of Agriculture of the Czech Republic. Emphasis is also placed on the green areas of the IEC in Malé Chuchle; a gradual revitalisation of the garden has been underway between 2021 and 2022, together with the planting of new greenery, the aim of which is, in addition to the aesthetic aspect, to improve the working and study environment on the IEC premises and to mitigate noise from the adjacent railway corridor and the road.

The CZU Library (LIB) strives to support socially responsible activities taking place at the university-wide level. It does so particularly in connection with its main mission, which is to provide information and support for teaching, studying and scientific activities. Another important aspect is the library's openness to the general public. In 2020, the library's main focus was on supporting students in the period of ongoing online or hybrid teaching. Throughout the year, students had the opportunity to use not only the information resources available online, but also other services. This included consultation with librarians on issues in completing undergraduate and graduate theses, which was particularly challenging at a time when it was impossible to visit the university in person. As soon as it was possible, the library offered students the use of PCs for viewing online lectures and also a space for quiet study away from home or dormitories. At a time when cafes and other places where students like to meet were closed, this was an important element in preventing social isolation. There have also been transformations within the building to assist with greater sustainability. Reusable crockery is used at most events hosted by the library and local caterers are used. There is a water fountain in the building for refilling water bottles and sorted waste bins are available on each floor for both staff and library visitors. The library staff carefully maintain the book collection, for example, by regularly repairing the spines of the most used copies, thereby reducing the volume of depreciated

books. Titles that for some reason are nevertheless destined to be discarded are consigned to the open-access table for disassembly and thus continue to be used. The library staff has developed a new project aimed at increasing media literacy amongst seniors and vocational middle school students. The project has been recommended for funding and will be implemented in 2022-2023. The library management is also doing its best to support librarians caring for young children or other loved ones. The possibility of balancing work and personal life, for example through part-time work from home, is an important and appreciated topic in the library staff team. In 2021, the library took an active part in the implementation of the Czech Day Against Cancer for the first time by providing a fixed collection point in its building. Cooperation with the sheltered workshop of the Tulipan Association was established in the preparation of Christmas gifts for library staff. In April, library staff contributed to the adoption of a tapir from the Zlín Zoo.

8 / External Relations

The Department of External Relations actively promotes the topics of sustainable development and CZU research, which is why in 2021 it launched the **online magazine Živá univerzita (Living University)**. The concept of the portal is based on the printed form of the Živá univerzita magazine. Its added value is the flexible space it has for the presentation of topics, partial outputs of creative activities, activities of scientific teams and CZU personalities. The basic source for the preparation of contributions is the expertise and knowledge of the academic staff of CZU. The portal is used by the university to comment on current topics and social issues of local and global character.

The Czech University of Life Sciences is a member of a number of professional associations, organisations and societies operating in the Czech Republic, many of which deal with the topic of sustainable development. In 2021 CZU concluded **13 new Memoranda of Understanding** with partner universities from abroad. **In total, CZU has 320 memorandums and 342 bilateral agreements** under the Erasmus+ programme. Students mainly go abroad to study at partner "life sciences" universities, where they broaden their knowledge in areas such as ecology, the environment, sustainable development, etc.

For several years now, the International Relations Office (IRO) has been implementing the tools of the **Erasmus Without Paper** initiative, which aims to digitise and reduce the administrative burden associated with the Erasmus programme. The CZU International Relations Office is spreading awareness of the use of eIDAS electronic signatures among its Erasmus partner universities in an effort to limit the number of printed documents.

Given CZU's membership in a number of university networks focused on ecology and life sciences (e.g., Euroleague for Life Sciences or IROICA), CZU actively participated in several international CSR conferences, such as ELLS 2021 – Green (r)evolution or IROICA 2021 – Green Networking Future. The new Erasmus experience was held online due to the ongoing pandemic situation.



9 / Evaluation of the Current Position of CZU and Recommendations for Further Development of CSR Activities

The Czech University of Life Sciences has made significant progress in social responsibility in recent years and the topic of sustainability has also become one of the building blocks of the University's Strategic Plan. CZU has repeatedly assumed the role of a leader and advocated the promotion of the principles of social responsibility and sustainable operation not only on the university campus. In order to promote awareness of social responsibility and sustainable management, **CZU organised a CSR conference** for representatives of other universities, the aim of which was to share good practice and have discussions.

In 2021, CZU's efforts came to fruition and the university was awarded the prestigious **HR Excellence in Research** award, the **Adaptterra Award 2021** and defended its top ranking in the Czech Republic in the international **UI Green Metric University Ranking**, which assesses the sustainability of universities.

In the last two years, the university has had to adapt to pandemic measures and introduce the principles of digital learning inclusion into everyday practice. The result is the launch of the unique **Smart Digital Campus 2021** project, which, in addition to simplifying the lives of CZU students and staff, will provide a reliable tool for managing buildings, optimising university resources and thus helping to structure overall costs. The technology will be used in CZU research and special attention will be paid to the use of this modern technology in adapting the landscape to climate change.

In 2021, the Czech University of Life Sciences met the objectives of all thematic areas set out in the 2030 Sustainability Strategy. As part of the assessment of its position in the CSR report of 2020, it has set itself tasks which it has subsequently fulfilled in 2021. The Legal Office proposed how to systematically incorporate the principles of socially responsible public procurement into the University's public procurement and CZU became a member of the Platform for Responsible Procurement associated under the Ministry of Labour and Social Affairs. The Czech University of Life Sciences also produced and published a Gender Equality Plan, which it had committed to preparing in the previous year. CZU has also begun preparing the Implementation Plan for the 2030 Sustainability Strategy, which presents specific procedures, a time horizon and measurable indicators for selected goals.



Published by the Czech University of Life Sciences Prague

Kamýcká 129, 165 00 Prague-Suchdol

Prague 2022, © CZU Prague www.czu.cz

ISBN 978-80-213-3190-7