



The
SUSTAINABILITY
Code

Declaration of conformity 2019

Umwelt-Campus Birkenfeld der Hochschule Trier

Indicator set

GRI SRS

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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General

General Information

Describe your business model (including type of company, products / services)

The Environmental Campus Birkenfeld is considered the "greenest university" in Germany, as it took first place in the national comparison of the Green Metric Ranking 2019. Worldwide, the Environmental Campus ranked sixth out of more than 780 participating Hochschulen from 75 countries. Moreover, in terms of current issues related to climate and environmental protection, the Environment Campus stands out as the first "zero-emission campus" in Europe for many years. Through its climate-neutral concept, the Campus is considered a role model for numerous universities worldwide.

With this first english declaration of conformity to the University German Sustainability Codex, the Environmental Campus Birkenfeld presents itself for the first time in english and ties in with the previous german declaration from 2018 to show how the fields of action of sustainable development are innovatively implemented at this location of Trier University of Applied Sciences.

The Environmental Campus Birkenfeld is characterized by its diverse range of courses around sustainable transformation. This concept is also transferred to the two existing departments of environmental economics/environmental law and environmental planning/environmental technology, which are structured in the sense of sustainable development within the framework of the material cycle.

The interlinking of ecological, economic, technical, and social concerns should enable students to analyze and sustainably optimize complex systems in their later work. In this context, the idea of the environment and sustainability forms the thematic link and is considered the "green thread" that connects all courses offered at the Environmental Campus Birkenfeld since its founding in 1996 and integrates corresponding aspects into all Bachelor's and Master's degree programs. In addition to a sound, technical education in the chosen courses of study, which include mechanical engineering, process engineering, computer science, industrial engineering, business administration, and business and environmental law, environmental and sustainability-related content is always taught and learned. In addition, great importance is attached to an interdisciplinary, practice-oriented design of the courses of study, which is ensured by a project and research-based approach.

Detailed information on the Environmental Campus Birkenfeld can be found in the current german [Sustainability Report](#) in the chapter "Environmental Campus Birkenfeld - Germany's Greenest University".

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis

The higher education institution explains how it analyses the effects of its key activities with respect to sustainable development and what understanding of sustainability these are based on. The higher education institution describes how it operates in line with the key, accepted national and international standards specific to higher education institutions.

Ever since the founding of the Environmental Campus Birkenfeld, sustainable development and circular economy have been formative for the design of all activities of the university. The sustainability strategy takes a holistic approach that encompasses teaching, research, transfer, and operations. The starting point for the implementation of the sustainability strategy is the materiality analysis, which is used to analyze important topics and activities of the university in relation to the environment and nature, social responsibility, and human rights issues. The basis for this is the annual presentation of the current situation and evaluation of the sustainability goals set in previous years. Furthermore, weak points are identified and new solutions and goals for sustainable university operations are formulated. The results are documented and subsequently made available to all stakeholder groups. With the regular publication of the sustainability report, the developed goals and recommendations for action in the Sustainability Council are also presented to the public in the form of a declaration of conformity to the University German Sustainability Codex every two years.

As a zero-emission university, the climate-neutral design of the university is one of the most important features of the Environmental Campus Birkenfeld. In its role model function, the campus has thus firmly integrated the idea of sustainability into life and action at the location. In addition, by establishing its sustainability guidelines (mission statement), the Environmental Campus Birkenfeld commits itself to a sustainable orientation of the university as well as to the continuous improvement of its own sustainability performance. The subject of the analysis is the examination and presentation of all input and output factors of the Environmental Campus Birkenfeld. The aim is to present the effects of the university's operations on people and the environment in

accordance with the GRI reporting standards. With the publication of the sustainability report for the year 2018, the first declaration of conformity to the University German Sustainability Codex was also submitted by the Environmental Campus Birkenfeld. And now the first English version of the German Sustainability Codex is published for 2019.

Detailed information on the effects of the material activities with regard to a sustainable development of the university can be read in the current sustainability report. The german [sustainability reports of](#) previous years are available as download available via the UCB homepage.

2. Fields of Action

The higher education institution explains which aspects of sustainability are of material importance for the following fields of action, how it takes them into account in its strategy, and how it addresses them systematically:

- a) *Research*
- b) *Teaching*
- c) *Operations*
- d) *Transfer*
- e) *Governance*

The higher education institution explains how it promotes sustainability-related activities in the fields of action and how issues of sustainable development will be implemented in these in the future. Furthermore, the higher education institution should demonstrate how sustainability is interconnected across its five fields of action.

Sustainability is implemented and lived holistically at the Environmental Campus Birkenfeld. Starting with the anchoring in the mission statement and in the management structures, all areas from operations, teaching, and research to transfer are designed in the direction of sustainability. How successfully this is implemented in Birkenfeld is demonstrated not least by a number of prizes and awards that the Environmental Campus has received.

Sustainability in research

A particular strength of the Environmental Campus Birkenfeld is the interdisciplinary, environmental, and sustainability-related applied research. Trier University's research strategy is significantly shaped by the Environmental Campus and is based on three main research areas:

- Applied material flow management
- Smart technologies for sustainable development
- Life sciences: medicine, pharmaceuticals, and biotechnology

The guidelines for applied research at the UCB call for a thematic orientation towards issues of the material cycle and sustainable development. In addition, great importance is attached to the networking of research and teaching through the participation of students in the research projects. The campus offers an optimal working environment due to the resident institutes as well as the numerous research projects and enables committed students from the most diverse fields of knowledge to pursue a part-time job as a research assistant. The research activities also provide doctoral opportunities for young researchers, which are regularly implemented in cooperation with German and international universities. Due to its proven research activities, Trier University of Applied Sciences, and thus also the Birkenfeld location, was the first university from Rhineland-Palatinate and one of the first in Germany to be accepted as a full member of the "European University Association (EUA)" in 2010. You can get an insight into the current and completed [research on the homepage](#) of the Environmental Campus Birkenfeld. Last year, the Environmental Campus attracted almost 10 million euros in The University of Trier is one of the strongest research universities in Rhineland-Palatinate with a volume of third-party funding of approximately 13.5 million euros.

Sustainability in Teaching

The Environmental Campus Birkenfeld is characterized above all by its diverse range of courses and modularly structured studies on sustainable development. Thereby the environmental and The concept of sustainability is the thematic link and the green thread that connects all courses offered at the Birkenfeld Environmental Campus and incorporates the relevant aspects into all Bachelor's and Master's degree programs. Master's degree programs are integrated. In all disciplines (mechanical engineering, process engineering, computer science, industrial engineering, business administration, and business and environmental law), sustainability-related content is integrated alongside in-depth knowledge of the respective subject area. The German Federal Ministry of Education and Research and the German UNESCO Commission honored the Environmental Campus Birkenfeld in November 2018 as an outstanding educational initiative for sustainable development. As part of the third round of awards as an ESD learning site, the Environmental Campus Birkenfeld was recognized with the award at level 3, the highest level to be achieved. The jury summarized its decision as follows: "The Environmental Campus Birkenfeld manages to implement ESD in its study programs with a focus on "Environment and Sustainability" in a structurally effective way. The more than 2,400 students benefit from a particularly meaningful range of opportunities for participation and design. They participate in the development of the university in a variety of ways, are

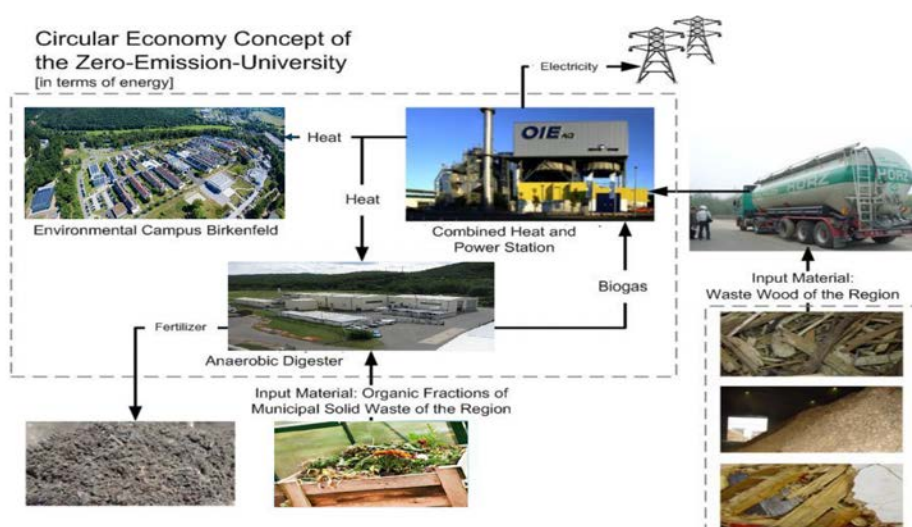
systematically integrated into decision-making processes and can thus exert a targeted influence."

For example, the [bachelor's degree program in Sustainable Business and Technology](#) offers numerous modules with a focus on sustainability, such as Fundamentals of Sustainable Business or Sustainable Energy Systems. Elective modules, as well as an interdisciplinary project in semesters five and six, provide scope for individual further education and the opportunity to set a focus. Modules such as Sustainability and Law, Environmental Monitoring or Environmental Policy are freely available.

Since the winter semester 2018, the "Agenda 2030" and the "17 Sustainable Development Goals" of the United Nations have already been addressed in the introductory week "Flying Days" and the first-year students discuss what these goals mean for them personally and for their chosen field of study. A key to understanding the complex interactions is interdisciplinarity, which can be experienced by all students, especially in interdisciplinary projects.

Sustainability in Operation

The Environmental-Campus Birkenfeld is the first "Zero Emission University" in Europe, as the property is wholly supplied with renewable energies in terms of heat and electricity. The following figure shows the heat supply of the Umwelt-Campus. In a nearby woodchip-fired cogeneration plant, heat and electricity are generated from regional waste wood in a climate-neutral and efficient manner using cogeneration. The heat supplies not only all the buildings on the university campus via a local heating network but also neighboring businesses. Another component of the energy supply system is a Digestion plant, in which the organic waste of the region (and thus also that of the environmental campus) will be converted into biogas and valuable compost. Biogas is also used to generate electricity and heat via cogeneration.



The Environmental Campus obtains "green electricity" and also generates about 50% of its electricity needs renewably through large-scale solar installations on the roofs and facades. An ecological building concept and CO₂-neutral energy, heating, and cooling supply as well as the latest buildings and plant technologies offer a unique place to "live, learn and work". The "living" at the environmental campus is also energy efficient. The dormitories were built in low-energy and Built to passive house standards. The communication building at the environmental campus, which is used for conferences and many other events, is an energy-plus building. The building is basically designed as a passive house. The excellent insulation of the building envelope and highly efficient building technology reduce the need for heating energy to a minimum. The remaining primary energy demand is overcompensated by an installed photovoltaic system so that arithmetically even more energy is generated than consumed. Further information on building technology and the operation of the university can be found in the [technology brochure](#) as well as regularly in the sustainability reports of the environmental campus. According to the model "Living Lab", the environmental campus is a practical laboratory for sustainability in which students analyze and optimize the installed technologies as part of teaching and research projects.

Transfer

Transfer supplements sustainability-oriented research and teaching by a third field of activity and basically describes any mutual exchange of knowledge, services, technologies, and people among each other. Transfer thus encompasses all forms of cooperation between the departments and external partners from the private and public sectors. In addition to the sovereign and contract-related research projects, the Environmental Campus Birkenfeld develops numerous transfer activities. These serve the networking with economy and society in the region and beyond. The actors of the transfer are teachers, researchers, and students, who are in exchange with the environment of the university in many different ways. This applies, for example, to technology transfer projects and cooperation with municipalities, Chambers, and networks.

The part-time master's program "[Sustainable Change - From Knowledge to Action](#)" offers an important contribution to transfer. The objective is to combine subject-specific expertise with a high degree of universal knowledge in the field of sustainability, thus enabling graduates to initiate the necessary change processes in companies and society and to meet the challenges of the 21st century such as climate change, resource scarcity, and demographic changes.

Governance

The strategy for the coming years is defined in the university development plan of Trier University of Applied Science. In this context, concrete

sustainability guidelines were defined for the environmental campus and a sustainability council was appointed to steer and evaluate the guidelines and goals. This Committee meets at least once a year and consists of representatives of the university management, the departments, the operational technology, the equal opportunity office, the AStA environmental and social department, and the sustainability officer of the UCB. In order to document and evaluate sustainability developments and to ensure the implementation of the guidelines, the Environmental Campus has been reporting on its sustainability activities in the regularly published Sustainability Report since 2011. The current version of the "Sustainability Report 2017/2018" was prepared for the first time in accordance with the requirements of the "German Sustainability Code (DNK) for Universities". On an internal basis, the organization of processes also takes place in accordance with the requirements of the ISO 14001 environmental management standard. The responsibilities for sustainability management are described under criterion 4 "Organizational responsibility".

3. Objectives

The higher education institution explains what qualitative and/or quantitative as well as temporally defined sustainability goals it has set, how these are operationalised and how their level of achievement is monitored.

The Sustainability Guidelines of the Environmental Campus Birkenfeld, together with the Mission Statement and the University Development Plan of Trier University, set the future direction. Annual targets, as well as concrete measures, support and accelerate this process.

By 2020, targets for the following sustainability aspects have been set by the Sustainability Council at the Environmental Campus, with some of these targets already implemented in the first year:

Promotion of biodiversity at the Umwelt-Campus

- Already implemented:
 - Repair and construction of additional insect hotels on the grounds of the UCB.
 - Creation of flowering areas on the lawns as well as selective mowing.
 - Project to relocate sand bees from beach volleyball court, use sand for alternative sand bee brood site and to slim down bold meadow areas.
- In progress:
 - Planting of new flowering shrubs or trees in front of the Central

New Building.

- Conception of a biodiversity database at the UCB as part of a project or final thesis

Sustainability in procurement

- In progress:
 - Adopt and implement guidelines for sustainable procurement
 - Implement certification as a "Fair Trade University"

Establish a circular economy strategy for the environmental campus

- Already implemented:
 - Installation of another water dispenser in the glass building
- In progress:
 - Adoption of a circular economy strategy for the environmental campus.
 - Decentralized separate collection of organic waste in all coffee kitchens

Promotion of sustainable mobility

- Already implemented:
 - Participation in the city cycling Birkenfeld
 - Increasing the share of electromobility in the context of business trips
 - Operation of the solar carport with power feed-in and storage in the campus grid.
- In progress:
 - Expanding the supply of rental bikes for students (10 bikes, 5 pedelecs, and one cargo bike).

Saving resources

- Already implemented:
 - Paperless handling of administrative processes (electronic invoice workflow management, digital business trip processing)
 - Installation of nine more waterless urinals in sanitary rooms in 9913 and 9915).
 - Implementation of a pilot project for the separation of sanitary wastewater in a student dormitory.
- In planning:
 - Avoidance of paper towels by installing electric hand dryers in KG

Energy saving

- Already implemented:
 - Replacement of corridor lighting with LED in buildings 9926 and 9930.

- In progress:
 - Installation of motion detectors for lighting control in sanitary rooms 9912 - 9915, further expansion planned

Communication of sustainability issues in the social environment

- Already implemented:
 - Implementation of a photo exhibition on the 17 SDGs
 - Organization of a lecture series on the topic of "Sustainability and Social Justice"
 - Foundation of a university group "Scientists for Future"
- In progress:
 - Use of a MINT mobile for school visits

Family-friendly university

- Already implemented:
 - Development of a target agreement for the confirmation of the certificate for the "Audit family-friendly university".

Involvement of students in sustainability management

- Already implemented:
 - Promoting the Green Office and offering projects by students for students.
 - Organization of the vegan breakfast in the tea room
 - Planning one clothing swap party per semester
- In progress:
 - Integration of international students in the work of the Green Office.

The achievement of the sustainability goals was evaluated by the Sustainability Council of the Environmental Campus. The current status, as well as supplementary goals, can be found in the chapter "Goals 2020" of the current german [sustainability report](#).

4. Organisational Integration

The higher education institution explains how sustainability aspects are integrated into the activities of the whole institution – including its downstream organisational units – and what steps it is taking to embed sustainability throughout the higher education institution and to continuously strengthen and improve the integration of sustainability.

At the UCB, sustainability is lived holistically

Specific sustainability guidelines have been developed for the environmental campus and a sustainability council has been appointed to manage and evaluate the guidelines and goals. This committee meets at least once a year and consists of representatives of the university management, the departments, the operating technology, the equal opportunity office, the AStA environmental and social department, the GreenOffice, and the person responsible for sustainability of the environmental campus.

In order to document and evaluate the sustainability developments, as well as to ensure the implementation of the guidelines, the Environmental Campus has been reporting on its sustainability activities in the regularly published Sustainability Report since 2011. The latest version of the "Sustainability Report 2017/2018" was prepared for the first time in 2018 in accordance with the requirements of the "German Sustainability Code (DNK) for Universities". On an internal basis, the organization of processes also takes place in accordance with the requirements of the DIN EN ISO 14001 environmental management standard.

Quality assurance and development, in the sense of an ongoing effort to achieve excellent studying, teaching, and research achievements, are central concerns and fundamental Tasks of the entire university. The internal quality management system at the Environmental Campus Birkenfeld of Trier University of Applied Sciences, aims at a permanent and transparent Securing as well as a continuous and sustainable improvement of the quality in studying and teaching. It is based on a strategy to continuously improve the quality of the study programs as well as the attainability of the intended qualification goals. Quality management at the Environmental Campus ensures that the sustainability strategy is adhered to. In this way, excellent studies, teaching, and research services can be provided at the campus.

The Environmental Campus Birkenfeld offers a variety of events and activities that make the topic of sustainability accessible to a broad public. In addition to classic event formats such as lecture series and continuing education courses, the UCB also relies on innovative and participatory action and involvement formats with various social actors, such as the "Girl's and Boy's Day" at the Environmental Campus Birkenfeld. For one day, girls and boys can experiment, research, and program at the Environmental Campus, according to their preferences, in a workshop of their choice.

The resource-saving use of resources, especially in terms of the efficient control of operating and building technology, is of fundamental importance in this service. The Environmental Campus also communicates with its suppliers and business partners within the value chain in order to identify social and ecological problems at an early stage and develop improvement strategies. An example of this is the cooperation with the energy suppliers, from whom the

environmental campus exclusively purchases CO2-neutral green electricity and local heating from renewable resources or the cooperation with the Campus Company, which provides daily offers vegetarian and vegan dishes and every Friday at the request of students cooks completely meatless.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

The higher education institution explains roles and responsibilities relating to sustainability.

The President of Trier University of Applied Science, Prof. Dr. Dorit Schumann, is at the top. She legitimizes strategic decisions on the implementation of sustainability at the top of the university. The Vice President for Research Prof. Dr. Stefan Diemer, who is responsible for the Environmental Campus Birkenfeld, and the Vice President Prof. Dr. Marc Regier, who is responsible for teaching, as well as the Chancellor of the University Mrs. Claudia Hornig support her in this. The deans of the two departments of the Umwelt-Campus, Prof. Dr. Klaus Helling (environmental economics / environmental law) and Prof. Dr. Peter Gutheil (environmental planning / Environmental Engineering) prepare, advise and implement these decisions.

Prof. Dr. Klaus Helling acts as the sustainability officer at the University's Environmental Campus Birkenfeld. He continuously develops sustainability processes at the Environmental Campus and, together with his project group of students and the Sustainability Council, regularly reviews the sustainability goals of the campus and also communicates these externally with the help of the Sustainability Report. Through the Sustainability Council (cf. Criterion 4 Organizational Responsibility), this council is in close contact with appointed representatives from different areas of the university, who jointly discuss new ideas, goals, and approaches.

The *General Students' Committee* AStA also shares responsibility and commits to various units such as culture, social affairs, and the environment within the framework of the sustainable development to become active. But other committees are also firmly integrated into the organization and act in accordance with the guidelines of sustainable development. accordingly. The student councils of the two departments of Environmental Economics/Environmental Law and Environmental Planning/Environmental Engineering have each appointed an environmental officer. In addition, student involvement made it possible to open the tea room in the communications building, where fair trade products and a regular vegan breakfast are offered. Since 2017, a Green Office has also been established to coordinate student sustainability initiatives.

Since 2001, an important driving force for the implementation of sustainability at the Environmental Campus has been the Institute for Applied Material Flow Management (IfaS), which, among other things, established a climate protection manager and has implemented numerous projects at the university (including the planning of the PV systems and the solar carports as well as the use of electric vehicles). The building services department is responsible for the environmentally friendly operation of the real estate and the maintenance of the outdoor facilities and is supported in this by the energy management department.

6. Rules and processes

The higher education institution explains how it implements the sustainability strategy by means of rules and processes.

Quality management at the environmental campus ensures that the sustainability strategy is implemented. In this way, excellent studies, teaching, and research services can be provided at the campus. For this purpose, a sustainability-related qualification profile was developed based on the strategic objectives from the [mission statement](#) and [university development plan](#) (the provided websites are in german).

In accordance with the university profile, the quality management system places the responsibility of the departments for teaching and studying in the foreground and has established central processes, quality assurance procedures, and structures at three levels - the course, the department, and the university as a whole - which are intended to work together according to the principle of the PDCA cycle.

Further information on how the sustainability strategy is implemented through rules and processes in the university process can be found in the german [Sustainability Report 2017/2018](#) in the chapter "Future of the UCB - the campus continues to develop" can be read.

7. Ensuring Quality of Results

The higher education institution explains which sustainability indicators are used. It also discloses how the reliability, comparability and consistency of data is ensured and utilised both to ensure quality of results internally and for internal and external communication.

The Environmental Campus Birkenfeld uses various instruments to constantly

review its sustainability indicators in internal planning and control and thus achieves continuous improvement.

- Due to the 2010 adopted evaluation statutes of Trier University of Applied Sciences evaluations take place at regular intervals in the areas: freshmen, course, graduate surveys, and review of service quality. In addition, the statutes require each department of the university to appoint a quality representative, who is a permanent member of the quality commission.
- In the accreditation process of the bachelor's and master's degree programs, the courses offered on campus are constantly reviewed for sustainability-related events, as these are an essential component in many degree programs.
- Every two years, a comprehensive sustainability report is prepared according to the GRI standards, the EMAS core indicators and, since 2018, according to the requirements of the University DNK, which examines and critically analyzes the university for sustainability criteria. In consultation with the Sustainability Council, representatives of the Green Office, and the campus sustainability officers, a comprehensive list of suggestions for improvement and goals is then drawn up, which is used to plan new sustainability activities.
- The target agreements of the equality plan are continuously reviewed by the audit family-friendly university, which is accompanied by organs of the university and an auditor of the Beruf und Familie Service GmbH. Future development goals are also defined as part of the audit.

An additional review and further development of a wide range of sustainability criteria also takes place with the help of the implementation of research projects and interdisciplinary projects in and at the "Living Lab" Environmental Campus.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

Performance indicators according to GRI standards

- GRI-102-16 Ethics and integrity: values, principles, standards, and norms of behavior
- GRI-102-17 Ethics and integrity: procedures on ethics consultation and concerns.
- GRI-102-20 Corporate governance: Responsibility at board level for

- economic, environmental, and social topics
- GRI-102-26 Corporate governance: role of the highest governance body in setting goals, values, and strategies
 - GRI-102-29 Corporate governance: identifying and managing economic, environmental, and social impacts
 - GRI-102-30 Corporate governance: effectiveness of risk management procedures
 - GRI-102-31 Corporate governance: Review of economic, environmental and social issues

In order to evaluate the implementation of the sustainability guidelines, the Environmental Campus Birkenfeld has been reporting on its sustainability activities in the regularly published sustainability report since 2011 and organizes its processes internally based on the requirements of the environmental management standard ISO 14001.

For the ecological component, the sustainability report takes into account the core indicators of the EMAS regulation and, in addition, the requirements of the Global Reporting Initiative (GRI standards) and, since 2018, those of the German Sustainability Code (DNK) for universities. The Environmental Campus Birkenfeld was recognized in the third award round 2018/2019 as an ESD learning location with the award at level 3, the highest level to be achieved. The jury summarizes its decision as follows: "The Environmental Campus Birkenfeld manages to implement ESD in its study programs with a focus on "Environment and Sustainability" in a structurally effective way. The students benefit from a particularly meaningful participation and design offer. They participate in the development of the university in a variety of ways, are systematically integrated into decision-making processes, and can thus exert a targeted influence." Sustainable development means realizing human dignity and equal opportunities for all in an intact environment. Education is central to sustainable development. It enables people to make decisions for the future and to assess how their own actions will affect future generations or life in other regions of the world. The United Nations Global Sustainability Agenda 2030 and the UNESCO World Programme of Action on Education for Sustainable Development (2015-2019) establish the implementation of ESD as a goal for the global community. The Environmental Campus contributes to the implementation of the 17 SDGs through ESD activities as well as sustainability-related research and transfer projects and is also part of the regional network office for sustainability strategies RENN.west.

8. Incentive Schemes

The higher education institution explains to what extent its executive organisational units promote and stimulate sustainability processes in both material and non-material ways by means of project-specific or allocated budget resources and how they authorise and support such activities at all (decision-making) levels. It also explains to what extent the management of higher education institutions checks the effectiveness of such incentive systems.

The Environmental Campus Birkenfeld has firmly anchored the area of sustainability in its mission statement and pursues an uncompromisingly ecological concept. Thus, the university benefits from an intrinsic incentive through all organizational units to promote and initiate sustainability processes. The university's operations as well as the areas of research and teaching are strongly focused on the idea of sustainability, and students and employees are always encouraged to actively participate in the university's sustainability process. The two departments also support students by providing grants for field trips and conferences, most of which are sustainability-related. Some activities, projects, and initiatives that take this incentive system into account are highlighted below.

ECTS points for interdisciplinary work related to sustainability

To give students an incentive to engage in sustainable activities, the Environmental Campus Birkenfeld offers students the opportunity to have their sustainability-oriented engagement recognized as academic achievement. Thus, students can receive ECTS credits if they at events such as the annual children's university at the environmental campus or get involved in the Green Office. In addition, interdisciplinary projects can also be carried out with external partners from institutes, universities, or industry.

Martin Klar Award for Student Involvement

For the sixth time in 2019, the Martin Klar Award was presented to students for exceptional commitment in memory of Professor Martin Klar, who died in 2002. Markus Klassen, a graduate of the Mechanical Engineering program, was delighted to receive the award. The award winner distinguished himself through his commitment to the university in many areas and always stood up for the interests of his fellow students and the university.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

- b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

The compensation policy at universities in Rhineland-Palatinate is based on the State Higher Education Act as well as related ordinances and collective bargaining regulations. The scope for setting one's own accents in compensation policy is very limited. All new professors are remunerated according to the W pay scale. It is up to the newly appointed professors and the university management to reach individual agreements on remuneration. In accordance with the performance pay regulations of the Trier University of Applied Sciences, individual performance-related salaries are paid at the Environmental Campus Birkenfeld. Compensation models agreed for a period of five years in each case. The sustainability-oriented strategic alignment of the Environmental Campus ensures that sustainability aspects are regularly taken into account in the target agreements.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

- a.** Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

This criterion is only relevant to a limited extent for the Environmental Campus as a state university, since all employees are compensated according

to the applicable legal and collective bargaining regulations. The lowest salaries are paid to interns, research assistants, and trainees. The highest salaries are paid to the university management and professors, whereby the personal salaries are also based on legal and collective bargaining regulations. Details may not be published due to data protection aspects, but in contrast to compensation differences between the highest and lowest salaries in the private sector, salary differences at public universities are rather small.

9. Stakeholder Engagement

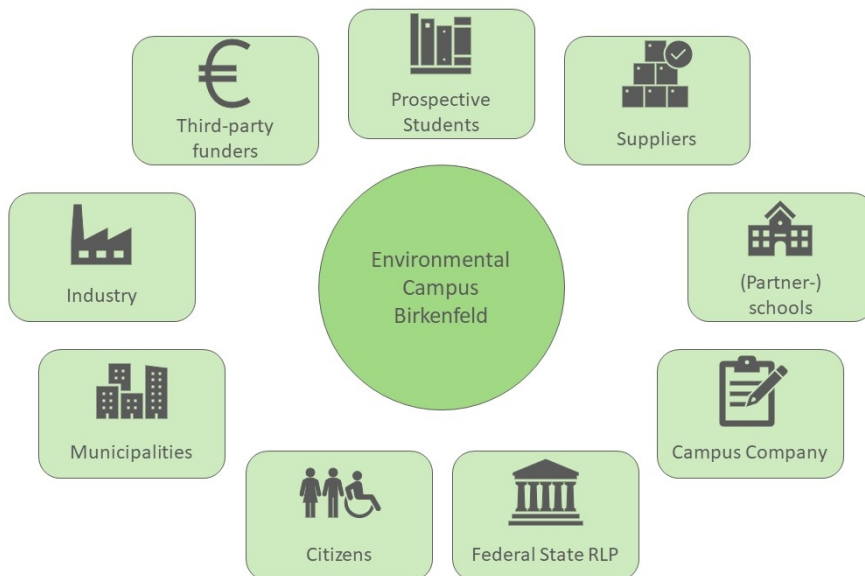
The higher education institution explains whether and how it identifies internal and external stakeholders and how they are integrated into the sustainability process. It explains whether and how an ongoing dialogue takes place with them and how the results of this are integrated into the institution's sustainability process.

Since sustainability serves as the framework concept for the Environmental Campus Birkenfeld, all employees, professors, and students are involved in its implementation. It is precisely through the commitment of the university staff and their input that the sustainability process at the university comes to life. Thus, a large number of events are enriched and successfully implemented through active cooperation. The main concern of the report is the dialogue-oriented communication of the sustainability activities with internal and external stakeholders. The main stakeholder groups and their expectations of the university were first identified as part of an image study conducted by students from various disciplines as an interdisciplinary project. Since then, there have been regular internal and external stakeholder dialogues. In these, the environmental campus informs Birkenfeld of its external stakeholders through a variety of events, many of which are open to the public. Through regular exchange with our stakeholders, we create a basis in which open and constructive discussions can take place. Feedback from our stakeholders provides us with valuable input and allows us to continuously develop.

Key internal stakeholders of the Environmental Campus Birkenfeld



Key external stakeholders of the Birkenfeld Environmental Campus



Detailed information and an overview of the wide range of activities and opportunities offered by the Interaction of diverse stakeholders with the ECB is offered in the chapter "Sustainability Dialogue with Stakeholders" in the current german [Sustainability Report](#).

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

a. Key topics and concerns that have been raised through stakeholder engagement, including:

- i.** how the organization has responded to those key topics and concerns, including through its reporting;
- ii.** the stakeholder groups that raised each of the key topics and concerns.

Stakeholder participation

- GRI-102-21 Corporate governance: Dialogue with stakeholders on economic, environmental, and social issues
- GRI-102-40 Stakeholder engagement: List of stakeholder groups
- GRI-102-42 Stakeholder engagement: Stakeholder identification and selection
- GRI-102-43 Stakeholder engagement: Approach to stakeholder engagement.
- GRI-102-44 Stakeholder engagement: Key issues and concerns raised

The internal stakeholders are involved through regular committees (e.g. student council, AStA, department council, senate). A Sustainability Council was established at the Environmental Campus Birkenfeld specifically for the implementation of the sustainability strategy, which relates equally to teaching, research, and the operation of the university. It is an association of relevant actors who deal with the topic of sustainability. Its tasks include, among other things, the analysis of essential activities of the university with regard to sustainable development, involving all relevant stakeholders (stakeholder management). Important topics in the past reporting period were the establishment of a Green Office and the promotion of biodiversity in the university's outdoor facilities. The desire for sustainable mobility offers was taken into account by the introduction of a job ticket and the promotion of electric mobility.

The external stakeholders will be involved in the further development of the study programs and quality management through an advisory board. Feedback from alumni is obtained through appropriate surveys and alumni meetings and also serves to further develop the range of studies offered. The representatives of the region, schools, and Corporate partners are involved through regular meetings and joint projects so that the concerns of these stakeholders can also be implemented. A cooperation agreement has been concluded with the Hunsrück-Hochwald National Park in order to institutionalize cooperation.

Important topics here, in addition to environmental monitoring, are also sustainable regional development and education for sustainable development.

Further information on dealing with the issues and concerns of stakeholders can be found in the chapter "Sustainability dialog with stakeholders" in the current german [Sustainability Report](#).

10. Transformation

The higher education institution explains how it achieves a transformation in favour of sustainable development in its key fields of action by means of suitable processes. It also explains to what extent measures within the fields of action trigger a learning process for the whole organisation and third parties and how processes entrenching the desired transformation are driven forward. This also includes maintaining an ongoing dialogue with local authorities, businesses, policymakers and civil society.

Sustainability-oriented research at the environmental campus

The Environmental Campus Birkenfeld plays a decisive role in shaping the research strategy of Trier University of Applied Science, addressing issues of applied material flow management, technologies for sustainable development, and life sciences (medicine, pharmaceuticals, and biotechnology). Of great importance is the networking of research and teaching through the participation of students in the research projects to develop sustainable solutions for current challenges. Since its founding in 1996, a number of institutes and competence centers have been founded and established:

- Institute for Applied Material Flow Management (IfaS)
- Institute for Software Systems (ISS)
- Institute for Business and Technology Management (IBT)
- Institute for Biotechnical Process Design (IBioPD)
- Institute for Micro Process Engineering and Particle Technology (IMiP)
- Center for Land Research (CLR)
- Institute for Renewable Energy Law, Energy Efficiency Law and Climate Protection Law (iREK)
- Birkenfeld Institute for Quality Assurance in Insolvency (BAQI)
- Competence Center Fuel Cell
- Innovation Lab Digitalization (INNODIG)
- Institute for International and Digital Communication (INDI)

Trier University of Applied Sciences is one of the strongest research universities in Rhineland-Palatinate and raised approximately 13.5 million euros in third-party funding last year. The ECB managed to acquire about two-

thirds of the total third-party funds of the university with about one-third of the researchers.

Innovation and science management

As a "Zero Emission University", the ECB uses resources sparingly and continuously reduces its environmental impact. Therefore, the Environmental Campus Birkenfeld is open to establish innovative solutions. The idea of the campus is also to be carried outward in different ways. On the one hand, the students serve as multipliers of sustainable development by taking the knowledge they have gained into their jobs and, in the best case, implementing the idea of sustainability there as well. Furthermore, the innovative concept of the campus is communicated to the outside world through targeted public relations work. Regular public lecture series and Specialist conferences on sustainability topics, such as the annual "PIUS Conference". (production-integrated environmental protection) and the international circular economy week, support the transfer. In addition, interested visitors can take part in the "Open Day" and the regular technical tours of the campus free of charge and thus learn about the available technologies and the environmental performance of the environmental campus.

Furthermore, the entire zero-emission concept is successfully passed on to interested partners by the *Institute for Applied Material Flow Management*. For example, zero-emission and climate protection concepts have been successfully developed for universities in Morocco, Sri Lanka, Brazil, and China as well as for numerous municipalities in Germany and abroad.

Further examples of innovation and knowledge management at the Environmental Campus Birkenfeld

- S.U.N. - Schools and Environmental Campus PRO Sustainability
- Free vacation courses for students
- Children's Climate Protection Conferences Rhineland-Palatinate 2.0
- Greater Green Greater Region - Grande Région
- RENN.west regional network office for sustainability strategies

Further information on research and transfer activities at the campus can be found in the current german [sustainability report in the](#) chapters "Research with a sustainability focus".

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.
(Note: the indicator should also be reported when reporting to GRI SRS)

The university as an educational institution is not profit-oriented and has no institutional financial assets. Therefore, this indicator is not relevant for the university. However, at this point, the state of Rhineland-Palatinate is asked to review the investment principles of its pension provisions with regard to sustainability aspects.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage and Management of Natural Resources

In relation to the following areas, the higher education institution explains the extent to which natural resources are utilised for its operation and the mobility of its members. Furthermore, it describes reduction and efficiency targets relating to resource usage and explains how it intends to achieve these by means of current and future measures.

- a) Life cycle of consumables, capital goods and services*
- b) Circular economy and disposal*
- c) Mobility*
- d) Nutrition*
- e) Energy*
- f) Water*

The collection of data relating to the use of natural resources is an important task within the framework of the Zero Emission concept. All energy-relevant data is recorded and analyzed in the Building Management and Intelligent Energy Systems management unit. The results of the analysis are published on the bulleting board of the management unit and in the sustainability report. As part of the climate protection report for the environmental campus, the current energy and greenhouse gas balance for the areas of stationary energy consumption, mobility, waste, and wastewater. The EMAS core indicators and the GRI standards are also recorded and evaluated at regular intervals as part of sustainability reporting.

a) Life cycle of consumables, capital goods and services

The topic of sustainable procurement is of great importance at the Environmental Campus Birkenfeld. This concerns office equipment as well as computers and laboratory supplies. In order to ensure ecological management in the future, a generally applicable procurement guideline is to be introduced that integrates sustainability-oriented aspects. Part of the procurement is currently handled via framework agreements with the Kaufhaus des Landes (KDL), which has already integrated some sustainability criteria in the selection

of products.

b) Circular economy and disposal

Waste prevention and separation is a component of the resource-saving operation of the environmental campus. Through a series of targeted measures, the volume of waste is reduced and waste is collected neatly separated. For example, various separate collection bins for paper, plastic and residual waste are available at many locations. Likewise, used batteries, fluorescent tubes, and emptied containers for ink and toner are collected and fed into a recycling loop as valuable materials. Clean Ups also took place again in 2019, with students getting involved in the campaigns organized by the AStA for a clean campus.

c) Mobility

The aim is not only to reduce energy consumption in operations, but also to look at emissions from mobility services. In this respect, business trips or individual travel to and from the departure routes of students and employees relevant. The environmental campus promotes the use of public transportation with the semester ticket for students or the job ticket for employees. Likewise, three video conference rooms are available on campus to simplify communication, also to international partners, and to reduce flight emissions. To make the necessary business trips more efficient, the Institute for Applied Material Flow Management provides several electric vehicles that are used for daily business trips. The institute is also initiating the mobility project NEMo together with the Birkenfeld municipality to establish a zero-emission mobility center at the environmental campus. As part of a carsharing field test, the construction of a solar carport was completed at the end of 2018. The zero-emissions mobility station consists of twelve parking spaces for carshare as well as private electric vehicles, including the necessary infrastructure consisting of several solar carport modules, fast charging columns and a stationary battery storage system.

d) Nutrition

The sustainability office Green Office has established the vegan breakfast next to the vegetarian Friday in the canteen "Culinaria". Every two weeks, in return for a donation, people can expand their knowledge of vegan, organic and fair products in a cozy atmosphere and simply have a good breakfast. In addition, the Green Office has initiated a food sharing group that accepts and distributes leftover food from events on campus so that no food is wasted.

e) Energy

All technical installations and measures on the campus grounds and in the buildings are intended to demonstrate the Green Campus concept and the Zero

Emission concept in a practical way and provide an insight into the practical implementation of modern and sustainable technologies in energy and building management. As the only Zero Emission University in Europe, the campus obtains electricity and heat from renewable resources and is CO₂-neutral in this respect.

Detailed information on energy management can be found in the "[Green Technologies](#)" brochure.

f) Water

The environmental campus also relies on modern technologies in the area of resource-conserving water use. The focus is on reducing the amount of drinking water and wastewater as well as on the increased use of rainwater. Rainwater is collected at the campus to relieve pressure on freshwater sources. The rain is channeled into two underground tanks that have a combined capacity of 40 m³. From there, the sanitary facilities are supplied with rainwater for the Toilet flushing supplied. Furthermore, the water circuit of the adsorption refrigeration is connected to the rainwater supply and covered by rainwater. This saves 800 - 1,000 m³ of freshwater per year. To further save water, all WCs are equipped with water-saving buttons and taps with self-closing valves and sensors. In addition, 60% of the urinals have been waterless to date, which means that no water flushes are used, thus saving freshwater.

Detailed information on the campus' resource management network can be found in the chapter "Sustainable resource management" in the current german [sustainability report](#).

Properties, Construction, Open Spaces (Campus Design)

The higher education institution explains how new-builds, extensions, refurbishment, renovations and building operations at the institution are planned and completed in a resource-efficient, climate-friendly way, including the use of renewable energy. This relates to both the way in which building work is completed and the use of space and land, including the impact on biodiversity. Furthermore, the higher education institution should explain whether it manages the buildings itself or uses external service providers.

The higher education institution explains how it designs and manages open spaces (including light smog, noise and surfacing) and how it safeguards and improves the quality of user experience (campus design).

The Green Campus concept of the Environmental Campus Birkenfeld already includes a CO₂-neutral energy supply. The communication building, which was completed in 2012, and the sports hall, which opened in 2016, are both particularly energy-efficient buildings that comply with the zero-emissions concept further support and thus represent special highlights within the scope of energy management on campus. As an energy-plus building, the communications building was awarded the "Green House Number" by the state of Rhineland-Palatinate in 2018. More than 46,000 square feet of campus grounds are landscaped and offer numerous benches, Flowering meadows, and orchards cozy places to linger for the students and employees. With the help of students, the campus is to be improved in terms of sustainability. For example, due to the commitment of the students, a garden with beds was created, which can be used by staff and students alike for fruit and vegetable growing. Vegetable cultivation can be used. Additionally, during the freshman orientation weeks, annual workshops are held to improve the sustainability aspects of the campus through a wide variety of activities. For example, a herb spiral has already been built, and bee houses for the campus bees have been built by the students themselves.

Since 2019, each workshop has focused on one of the 17 United Nations Sustainable Development Goals. To support ecosystem services, the university has also created numerous wetlands on campus grounds, as well as reduced lawn mowing in the flowering meadow areas to provide habitat for insects and microorganisms. In addition, the wetlands are used to collect rainwater, which can then be used in toilet flushing and other processes.

Specific objectives for promoting biodiversity can be found in section 3 "Objectives" of this declaration of conformity. Detailed information on biodiversity on campus and land use can be found in the chapter "Biodiversity at the Birkenfeld Environmental Campus" in the current [german sustainability report](#).

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

As a university, the Environmental Campus Birkenfeld uses materials to a much lesser extent than manufacturing companies. Nevertheless, the sustainable procurement of all materials and office equipment plays an important role and is included in the sustainability principles. anchored. This results, for example, in the priority given to recycled paper, the climate-neutral procurement of heat and electricity, the energy-efficient procurement of computer and laboratory equipment, and the sustainable construction and operation of buildings. A generally applicable procurement guideline is currently being drawn up that will further specify the sustainability criteria in procurement.

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

As the only "Zero Emission University" in Europe, the campus obtains all its energy from renewable resources and is therefore CO₂-neutral. Total energy consumption is made up of electricity and local heating. In the current [german sustainability report](#), energy consumption is quantified and visualized in the chapter "Sustainable Resource Management". It presents the total energy demand in kWh divided into total heating and total electricity demand.

In addition to an explanation of the heating and cooling consumption, the communications building and the sports hall are presented in more detail as showcase projects with high energy efficiency and special ventilation technology.

Only in the area of mobility are fossil fuels still used to some extent, but here, too, the use of renewable energies is being promoted through the expansion of the electric car fleet and the construction of a solar carport at the environmental campus.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

In order to reduce energy consumption on campus, sustainability targets are regularly defined and their implementation monitored in addition to regular monitoring by the staff of the operations technology department. They serve to exploit the potential of the campus in the areas of energy-saving, energy efficiency, solar energy, biomass, waste, wastewater, and mobility. and to derive measures. In the current german [Sustainability Report](#), the chapter "Sustainable resource management" and "Targets 2020" contains a number of examples as well as specific targets for reducing energy consumption.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.

- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

The environmental campus also relies on modern technologies in the area of resource-conserving water use. The focus is on reducing the amount of drinking water and wastewater as well as on the increased use of rainwater. Water consumption is also reduced through water-saving faucets and waterless urinals. Detailed graphs and tables can be found in the current german [Sustainability Report in](#) the chapter "Sustainable resource management".

Key Performance Indicator GRI SRS-306-2: Waste

The reporting organization shall report the following information:

a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:

- i.** Reuse
- ii.** Recycling
- iii.** Composting
- iv.** Recovery, including energy recovery
- v.** Incineration (mass burn)
- vi.** Deep well injection
- vii.** Landfill
- viii.** On-site storage
- ix.** Other (to be specified by the organization)

b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:

- i.** Reuse
- ii.** Recycling
- iii.** Composting
- iv.** Recovery, including energy recovery
- v.** Incineration (mass burn)
- vi.** Deep well injection
- vii.** Landfill
- viii.** On-site storage
- ix.** Other (to be specified by the organization)

c. How the waste disposal method has been determined:

- i.** Disposed of directly by the organization, or otherwise directly confirmed
- ii.** Information provided by the waste disposal contractor
- iii.** Organizational defaults of the waste disposal contractor

Waste avoidance and separation is a component of the resource-saving operation of the Environmental Campus. Through a series of targeted measures, the volume of waste is reduced and waste is neatly collected separately. Thus, various separate collection containers for paper, plastic and residual waste are available at several locations. Used batteries, fluorescent tubes, and emptied containers for ink and toner are also collected, which feed the recyclable materials into a recycling loop.

- Separate collection bins for paper, plastic and residual waste are available in all rooms and hallways.
- Central battery collection boxes are emptied via Entsorgungsbetriebe Birkenfeld.
- Fluorescent tube collection boxes.
- The take-back of electronic waste, as well as ink and toner cartridges, is organized in cooperation with a local utility company.
- Hazardous chemical waste from the laboratories is stored separately and a regional

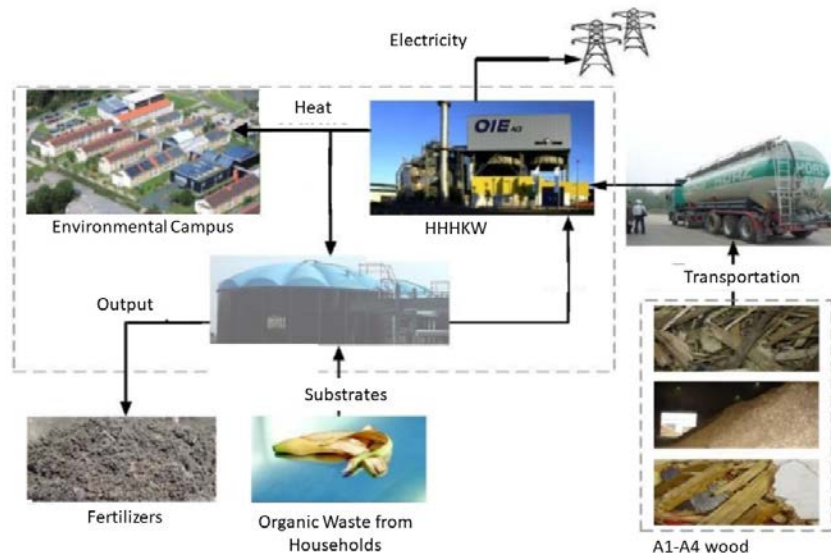
company takes care of its collection and proper disposal.

In the current german [Sustainability Report](#), the handling of waste in the chapter "Sustainable resource management" in more detail.

13. Greenhouse Gas Emissions

The higher education institution discloses the extent, type and impact of greenhouse gas emissions and states its targets for reducing emissions and achievements to date.

The Environmental-Campus Birkenfeld is the first "Zero Emission University" in Europe, as the property is completely supplied with renewable energies in terms of heat and electricity. The following figure shows the heat supply of the Umwelt-Campus. In a nearby woodchip-fired combined heat and power plant, heat and electricity are generated from regional waste wood in a climate-neutral and efficient manner using cogeneration. The heat supplies not only all buildings on the university campus but also other neighboring companies via a local heating network. Another component of the energy supply system is an anaerobic digestion plant in which the organic waste of the region, thus also that of the environmental campus, is converted into biogas and valuable compost. Biogas is also used to generate electricity and heat via cogeneration.



The Environmental Campus obtains "green electricity" and also generates about 50% of its electricity needs renewably through large-scale solar installations on the roofs and facades. An ecological building concept and CO₂-neutral energy, heating, and cooling supply as well as the latest building and plant technologies offer a unique place to "live, learn and work". Living at the Environmental Campus is also energy-efficient. The new dormitories were built to low-energy and passive-house standards. The communications building at the Environmental Campus, which is used for conferences and many other

events, is an energy-plus building. The building is basically designed as a passive house. The excellent insulation of the building envelope and highly efficient building technology reduce the need for heating energy to a minimum. The remaining primary energy demand of the communications building is overcompensated by an installed photovoltaic system so that arithmetically even more energy is generated than is consumed. Following the "Living Lab" model, the Environmental Campus is a practical laboratory for sustainability, where students analyze and optimize the installed technologies as part of teaching and research projects.

Detailed information on the UCB's greenhouse gas emissions is provided in the "Sustainable Campus Management" chapter of the 2017/2018 Sustainability Report. New goals are set in the "2020 Goals" to promote sustainable mobility (current german [Sustainability Report](#)).

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

The methodological basis for determining greenhouse gas emissions is the

Greenhouse Gas Protocol and DIN EN ISO 14067:2019. The Environmental Campus Birkenfeld as a "Zero Emission University" has a CO₂-neutral heat supply. Due to the climate-neutral local heating supply, which is realized via a nearby wood chip combined heat and power plant, the Scope 1 emissions can be completely avoided except for the remaining fossil share of the service vehicles. Currently, the administration and departments at the environmental campus operate two leased passenger cars with fossil fuel, which together have an annual mileage of approximately 35,000 km. This leads to approx. 6 tons of GHG emissions.

Key Performance Indicator GRI SRS-305-2: Energy indirect (Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

The Environmental Campus Birkenfeld purchases "green electricity", so that in Scope 2 for the electricity used, no greenhouse gases are released either. In addition, the PV systems on the university's roofs generate over 500 MWh of electricity per year, much of which is fed into the power grid, thus avoiding around 240 tons of CO₂.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

A systematic analysis of Scope 3 emissions has not yet been carried out, but is to be prepared in the new climate protection concept for the Environmental Campus. In the area of employee and student mobility, there are initial incentives to reduce the carbon footprint via the job or semester ticket and carpooling services.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

In the german 2017/2018 [Sustainability Report](#), are a number of examples of GHG emissions reductions in the "Sustainable Campus Management" chapter and in the "2020 Goals" chapters, in the current report, that leads to carbon footprint reductions.

Criteria 14–20 concerning SOCIETY

Criteria 14-16 for HIGHER EDUCATIONAL REQUIREMENTS

14. Participation of the Institution's Members

The higher education institution explains how it encourages its members to participate in making the institution more sustainable.

At the Environmental Campus, the active participation of university members is seen as a key driver for sustainable development and shaping of the university. For this reason, the co-determination and participation of university members are promoted in a variety of ways and supported. In addition to serving on various committees, university members are involved in a wide range of events and initiatives at the university. The spectrum here ranges from activities and actions of the committees of the environmental campus to cooperation in events such as the annual children's university or the public lecture series.

Student participation

Direct participation in sustainability processes can be realized through a variety of on-site student project opportunities. In addition to the technical training aspects, a large number of students are involved in various organizational areas of the University. The student parliament as the highest legislative co-determination body (Stupa), the general student committee (AStA), the departmental councils of the faculties of environmental economics/environmental law and environmental planning/environmental engineering as well as the individual student representatives can be mentioned as representatives. Student representation in the Trier University Senate also enables active participation in shaping the university as a whole. Students can also get involved in numerous sustainability activities around campus. An important instance in this regard is the "Green Office," which in 2017 was founded and acts as a liaison and networking point with regard to sustainability activities at the Environmental Campus Birkenfeld.

Participation of the university staff

To ensure the inclusion and participation of university employees in the

internal decisions and processes of the department, the local staff council of the Umwelt-Campus exists Birkenfeld. It represents the interests of all employees as well as the interests of university officials. (with the exception of the professors). In addition, the campus has diverse sports and recreational events offered, with employee participation possible in all courses and activities offered.

Detailed information on the participation opportunities for university employees and on the activities of the "Green Office" is provided in the current [Sustainability Report](#) in the section "Sustainability dialog with stakeholders".

15. Equal Opportunities

The higher education institution explains what targets it has set to promote equal opportunities in relation to health, gender equality, diversity, the integration of people from immigrant families, the inclusion of people with disabilities, work-life balance for employees and students, and commensurate pay for members of the institution (especially when outsourcing is used).

The central task is to prevent disadvantage or discrimination of any kind. In particular, the increase in the proportion of women in all courses of study affected by underrepresentation (especially those related to STEM subjects), occupational groups and qualification levels, as well as the improvement of the compatibility of career or studies and family, have a high priority at the Environmental Campus Birkenfeld at Trier University of Applied Sciences. To ensure these principles, an efficient organizational structure has been developed that enables the promotion of equality at all levels. In this regard, the central Equal Opportunity Officer participates in all social, organizational, and personnel measures that affect female employees at the university and is also the contact person for cases of sexual harassment and bullying. In fulfilling her duties, the central Equal Opportunity Officer is supported by the Committee for Equal Opportunity Issues. In addition, the two at the Umwelt-Campus Environmental Economics/Environmental Law and Environmental Planning/Environmental Engineering each have an Equal Opportunity Officer. All matters concerning equal opportunities are organized and managed by the Equal Opportunities Office of Trier University, which is located at the Environmental Campus.

Offers, among others:

- Seminars especially for women
- Scholarship offer for women and students with child
- Advice and support for students and employees
- Initiatives to promote women in STEM fields (STEM= science, technology, engineering and mathematics)
- Offers of the family service

Information materials around the topics of equality, family or care Detailed information about the projects already mentioned as well as about the complete spectrum of the university's gender equality work can be found in the current german [sustainability report in](#) the section "Social responsibility" section. In the target agreement of the "audit family-friendly university", concrete targets were agreed in 2017, which were updated at the end of 2019 as part of the confirmation of the certificate. At the end of 2019, further goals were also set. Further information can be found [on the homepage of the Equal Opportunities Office](#).

16. Qualifications

The higher education institution explains which targets and measures it has adopted to foster the qualifications and skills of all its members with respect to sustainable behaviour. Furthermore, it outlines how these will be adapted to cater for demographic developments and future challenges.

The professional education and qualification of students and employees is one of the elementary importances for the university. The Environmental Campus stands out in this regard with its teaching focused on the topic of sustainability. Every consecutive Bachelor's and Master's degree program and also the part-time and dual training options have a subject-specific reference to sustainability, from technology to computer science to business administration or law. Beyond the well-founded subject-related studies, students and employees at the Environmental Campus Birkenfeld are offered a wide range of opportunities for personal and professional education and training. further education is offered. In addition to the university's internal offer of various language courses, all university employees can, for example, participate in a tandem program or obtain language certificates. In addition, various further training courses are offered via personnel development measures, and the state's didactic further training program is also available to the teaching staff in addition to the university's own. Derived from the strategic goals of Trier University, we identified the following current fields of action as the PE area for the university administration and its affiliated areas, which also take into account the demographic development:

1. leadership development in the area of university administration and its associated areas
2. establishment of a company health management system (BGM)
3. establishment of a company integration management system (BEM)

The Environmental Campus also strives to break down language barriers for foreign students as well as for refugees. For this purpose, "German as a Foreign Language" courses with different levels of difficulty are offered. As part of the refugee project "INTEGRA", preparatory German courses are also

offered to prepare refugees for taking the "TestDAF certificate".

Detailed information on the projects already mentioned as well as on the university's continuing education offerings can be found in the german [Sustainability Report 2017/2018](#) in the chapter "Continuing Education and Qualification opportunities" starting on p. 64. Further training objectives are agreed individually as part of personnel development. Further information on [personnel development can be found on the german homepage](#).

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

Information on the sickness-related absence rate of employees cannot be

provided at present. Thanks to the numerous occupational safety measures at the environmental campus, however, the accident rate is at a very low level. Thus, only one reportable accident occurred in 2019.

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a.** A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- b.** Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

As a representative body for all matters concerning occupational safety and health, the Occupational Safety Committee (ASA) of Trier University of Applied Science meets twice a year with the overall goal of improving occupational safety performance throughout the university. Participants of this round are the university management, the representatives of the staff council and the representatives of the severely disabled, the safety officer, the company physician as well as the specialists for occupational safety (part-time) and a safety engineer from TÜV Rheinland.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

- a.** Average hours of training that the organization's employees have undertaken during the reporting period, by:
 - i.** gender;
 - ii.** employee category.

Employees at the Environmental Campus Birkenfeld have access to an extensive range of continuing education opportunities, including foreign languages as well as specialist and interdisciplinary courses.

Further information can be found in the current german [Sustainability Report](#). Quantified information on training and continuing education measured in hours per employee cannot be provided at the present time.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

The highest controlling body of Trier University of Applied Sciences and thus also of the Environmental Campus Birkenfeld is the university management, in which two women and two men act with decision-making authority during the reporting period. The Equal Opportunity Office coordinates the university's equal opportunity and diversity activities.



Further information can be found in the current german [Sustainability Report](#).

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

- a.** Total number of incidents of discrimination during the reporting period.
- b.** Status of the incidents and actions taken with reference to the following:
 - i.** Incident reviewed by the organization;
 - ii.** Remediation plans being implemented;
 - iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv.** Incident no longer subject to action.

Further information can be found in the current german [Sustainability Report](#)

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The higher education institution explains which human rights conventions its work is based on and what steps it takes to uphold these in its local, national and international activities, in partnerships and in procurement. It also describes how it is working to raise its members' awareness of associated issues.

Tolerance and acceptance towards everyone is very important, whether this is the opposite sex, a different origin, or religious affiliation. The Environmental Campus is aware of this relevance and at the same time knows that, for example, the promotion of internationality brings numerous positive synergy effects, such as diversity or increased, multicultural learning and understanding. The Environmental Campus is guided by the Universal Declaration of Human Rights, which was adopted on December 10, 1948 by the General Assembly of the United Nations. Nations and has been continuously developed at UN and EU level since then. One example of commitment in the area of diversity promotion is the "Diversity Reconnect" project, which was launched in cooperation with the non-profit association "BIR inform e.V.". Within the framework of this project, the integration of refugees in the Birkenfeld district was addressed by equipping them with modern chromebooks. The project was supported by dedicated students who helped in particular with the distribution and set-up of the devices as well as with the training of the

employees in the local refugee homes. In line with the statement "Language is the key to integration", the Environmental Campus also promotes language acquisition for students and prospective students from abroad by means of a very extensive course and certificate program. This includes, among other things, a buddy program, in which German-speaking students are networked with international students in order to promote a linguistic as well as cultural exchange. Further information can be found in the german [Sustainability Report 2017/2018](#) in the sections "Human rights" (p. 68f) and "Further training and qualification measures" (p. 64ff).

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b.** The definition used for 'significant investment agreements'.

This criterion is not relevant to the environmental campus as a state university, as there are no investment agreements.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

- a.** Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

The environmental campus has only the location in Neubrücke. In addition to guaranteeing all legal requirements, the Environmental Campus has committed itself in its self-commitment to guaranteeing respectful interaction and appreciation towards all university members and furthermore does everything in its power to comply with these standards. The observance of human rights is taken for granted and there are no known violations.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

- a.** Percentage of new suppliers that were screened using social criteria.

As a matter of principle, new suppliers should also be audited according to social criteria. Concrete information on the percentage of suppliers audited cannot be provided at present because no corresponding records are kept.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

When selecting suppliers, regular attention is paid to social aspects. For example, when procuring cloth bags and fruit bags, the Fairtrade (Cotton) label was chosen. In order to avoid negative social and environmental impacts in the supply chain. Concrete information on the percentage of suppliers audited cannot be provided at present, because no corresponding records are kept. Certification as a "Fair Trade University" is currently being sought and is currently being developed (cmp. 2020 goals in the current [german sustainability report](#)).

Criterion 18 concerning SOCIAL MATTERS

18. Common Good

The higher education institution explains how it contributes towards the common good as defined in the UN SDG in its key operating regions (regional, national, international).

The environmental campus is actively involved in its regional environment and

promotes regional development with the help of numerous research projects and public welfare-oriented activities. The scientific cooperations, among others in the field of national park research or the optimization of regional material flows, can be mentioned as examples. In addition, the Environmental Campus cooperates with the Stefan-Morsch-Foundation, which is Germany's first bone marrow and stem cell donor registry leads. An important aspect of promoting the common good is supporting pre-university teaching. For this reason, numerous activities are undertaken at the environmental campus to raise awareness of sustainable development among relevant student groups and, where appropriate, to motivate them to pursue higher education. However, the educational offers are not exclusively limited to the school sector, such as the [MINT-Coach-App](#), the "[KinderUni](#)", the [school holiday courses](#) or the project "[Schools for Sustainability \(S.U.N.\)](#)", but also address other groups. An example of this is the "[Upcycling Center Neunkirchen](#)" project, in which the university cooperates with companies and disadvantaged social groups. Detailed information about the projects already mentioned as well as about the pre-university educational offerings of the university can be read in the current german [sustainability report in](#) the chapter "Social Responsibility".

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
 - i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

The university, as an educational institution, is not profit-oriented, therefore this information is not available in detail for the environmental campus. The allocated financial resources are published in the budget of the state of

Rhineland-Palatinate. Further information is available in the annual report of Trier University of Applied Science. A breakdown of the university's acquired third-party funding income can be found in the current german [sustainability report](#) in the chapter "Research in the sustainability focus".

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Social Influence

The higher education institution explains how it influences major decisions by policymakers and within society.

It discloses the main ways in which external social stakeholders influence the higher education institution's decisions.

Furthermore, the higher education institution accounts for the origins and use of external funds.

For the Environmental Campus, long-term CSR (Corporate Social Responsibility) commitment means not only promoting sustainability in teaching, but also networking and intensifying cooperation with numerous university-external actors and organizations. In the regional context in particular, cooperative networks must be formed in order to link teaching with economic and social aspects in the best possible way. A central element in the sense of regional networking is the continuous exchange that takes place between teachers, researchers, employees and students on the basis of theses, (research) projects, and the exchange of ideas. projects or also through technology transfer. Many professors are also involved in scientific and social activities beyond the university. For example, a regional ScientistsForFuture group was formed at the Environmental Campus. In addition, the professors are active in the following institutions and functions: the Climate Protection Advisory Board, the Demography Advisory Board and the Nature Conservation Advisory Board of the State of Rhineland-Palatinate, on the boards of trustees of the Federal Working Group for Environmentally Conscious Management (B.A.U.M.) and the StefanMorsch Foundation, in the University Teachers' Association of Rhineland-Palatinate and in the University of Applied Sciences.) and the StefanMorsch Foundation, in the Association of University Teachers, as a scholarship representative of various study foundations, as an expert in commissions of inquiry and expert committees at federal and state level, as an expert for various research funding agencies and accreditation organizations.

Influencing politics also happens with regard to the further development of the

Higher Education Act of Rhineland-Palatinate, which forms the framework for teaching, research and further education at the Environmental Campus Birkenfeld of Trier University. In the context of the current revision of the Higher Education Act, one of our concerns is to include an obligation for universities in the direction of Education for Sustainable Development (ESD). During a parliamentary evening of the state parliament on May 15, 2019, organized by RENN.west, the sustainability officer Prof. Dr. Klaus Helling was able to present these and other demands for the further development of the state's sustainability policy.

The Environmental Campus Birkenfeld is a research-strong university and raised approximately 9.9 million euros in third-party funding in 2019, which is almost double the previous year (5.17 million euros). Important third-party funding sources include the EU, federal and state ministries, foundations and companies. The use of third-party funds for the intended purpose is ensured by the university's budget department and by providing proof of use to the third-party donors.

Detailed information about the partners of the Umwelt-Campus Birkenfeld as well as about the Exchange formats (conferences, meetings, lectures, readings) can be found in the german [Sustainability Report](#) 2017/2018 in the chapter "Social Influence" from p. 78. Unmatched Information on research and the use of third-party funds is provided in the current Sustainability Report 2019/2020 in the chapter "Research with a sustainability focus".

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b.** If applicable, how the monetary value of in-kind contributions was estimated.

The Environmental Campus, as a state educational institution, does not make monetary payments to political parties and is politically independent.

20. Conduct that Complies with the Law and Policy

The higher education institution explains which standards, processes and measures are in place to prevent unlawful conduct and corruption.

In particular, it describes how violations of the rules which apply to academic work are prevented, detected and sanctioned.

As a state university, the Environmental Campus ensures compliance with all required federal and state laws, e.g., in the areas of data privacy, building, and fire protection or occupational safety. In addition, the university has made a voluntary commitment to open and respectful cooperation. In order to take into account the scientific responsibility of the university, the Senate of Trier University of Applied Science adopted binding guidelines on July 13, 2016, to ensure good scientific practice and to deal with allegations of scientific misconduct. Indications of scientific misconduct can be brought to the attention of the responsible persons of trust (ombudspersons). An independent commission ensures that suspected cases are investigated in accordance with recognized standards. No violations were identified during the reporting period.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

There are no significant corruption risks at the Birkenfeld Environmental Campus of Trier University of Applied Science.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

Die berichtende Organisation muss über folgende Informationen berichten:

- a. Total number and nature of confirmed incidents of corruption.
- b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There were no known incidents during the reporting period.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i. total monetary value of significant fines;
 - ii. total number of non-monetary sanctions;
 - iii. cases brought through dispute resolution mechanisms.
- b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c. The context against which significant fines and non-monetary sanctions were incurred.

There were no known violations of the law during the reporting period.

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2018 for GRI SRS 303 and 403 and to the GRI Standards 2016 for all other GRI Standards applied.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 GRI SRS 306-2
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4
	15. Equal-Opportunities	GRI SRS 403-9
	16. Qualifications	GRI SRS 403-10 GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1