THE UNIVERSITY OF MELBOURNE

SUSTAINABILITY DEVELOPMENT GUIDE

Faculty of Engineering and Information Technology (FEIT)

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Acknowledgement of Traditional Owners

FEIT acknowledges the Traditional Owners of the unceded land on which we work, learn and live.

We recognise the importance of our relationship to the traditional owners of the land on which our campuses stand. We pay our respects to the Wurundjeri people of the Kulin Nation who are the Traditional Custodians of this Land and extend that respect to other Indigenous Australians.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years.

We pay respect to Elders, past and present, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students, we are privileged to work and learn every day with Indigenous colleagues across the University.

They are instrumental in our reconciliation journey and generous in providing their knowledge, leadership and support.

We acknowledge and pay respect to them, to our Aboriginal and Torres Strait Islander students, to the Traditional Owners, Elders and collaborators of the University of Melbourne, and the Aboriginal and Torres Strait Islander peoples who visit our campuses from across Australia and the world.

A Changing World

THE URGENT *AND* COMPLEX CHALLENGES *OF GLOBAL SUSTAINABILITY* DEMAND ACTION

Dean of Engineering

In the past year we have been working towards strengthening our sustainability commitment and accelerating our actions, and I am pleased to share our vision for FEIT moving forward.

Sustainability is a critical part of our future, and through this guide we can learn how to adapt and translate our activities across education, research, and engagement to become more sustainable.

I am excited about the path ahead for FEIT: it is a path full of opportunity, now and for years to come. We choose to play a key role in helping the world to address climate change challenges and meet future environmental, social and economic demands to become a more sustainable society.

Professor Mark Cassidy

Deputy Dean of Engagement

FEIT is uniquely positioned to take meaningful action towards sustainability challenges. As leaders of technological innovation in Engineering and IT, we are ideally placed to make tangible impact the University's sustainability commitments across education and research. FEITs resources and world-leading capabilities can bring meaningful change as we develop solutions to real-world environmental, social and economic challenges.

This guide aligns to the University's sustainability priorities and clearly sets out sustainability goals and targets across FEIT. Each person in FEIT – students, researchers, academics and professional teams – has a contribution to make. Through sector-facing platforms, research teams collaborate with sector partners to develop solutions to sustainability challenges and 'drive the agenda' in sustainability. Our students and teaching staff make a difference in widening the understanding for sustainability knowledge and values. Professional staff play a critical role in embracing and supporting sustainability within the Faculty's operations governance, and help us to nurture and grow relationships with industry and partners who share our principles and values around sustainability.

I am confident that, working together, we can meet these targets and deliver meaningful change in global sustainability.

Professor Frank Vetere

Director of Smart and Sustainable Development

Forward thinking is the nature of engineers, and when we think towards the future, sustainability is at the forefront. Global grand challenges have been identified which must be addressed and met with sustainability in mind.

To begin, we must start in our own communities and reach outwards. Our interdisciplinary teams are well equipped with the knowledge and technical capacity required to address the global grand challenges and to design and implement processes for realising sustainable development and resilience.

This document details the approach we are proposing to facilitate this shift towards greater sustainability that can be adopted across FEIT. Our goal, through this guide, is to build resilience and sustainability into our core business of delivering education and conducting research. We are embarking on this journey in an attempt to affect change and set in motion a way of existing that puts consideration of social, economic and environmental sustainability at the forefront.

Professor Abbas Rajabifard

In the forthcoming year, FEIT will look to make further strides in increasing its sustainability commitments and integrating sustainable approaches into all aspects of our business.

Introduction

Our vision for Engineering and Information Technology at the University of Melbourne is for a bigger, bolder and more sustainable FEIT.

Our goal and focus is on preparing of outstanding graduates, and achieving global impact through our teaching and research, together with our partners. This sustainability guide is a call to action that clearly defines our direction and targets our efforts as we strive to become more sustainable.

Today's local and global challenges present us with a unique opportunity. Climate change, digital disruption, economic downturn and burgeoning populations are all sustainability-related challenges that we are positioned to make foundational and creative contributions towards.

With these challenges becoming more urgent and complex, we acknowledge a need to shift our focus and direct our contributions to these critical issues.

Our sustainability guide outlines ways that our core business of research and teaching can become more aligned with and contribute further to the sustainability goals outlined by the University.

This guide will help us to focus our efforts, capitalise on our strengths and deliver greater value to our people, our students, and our partners.

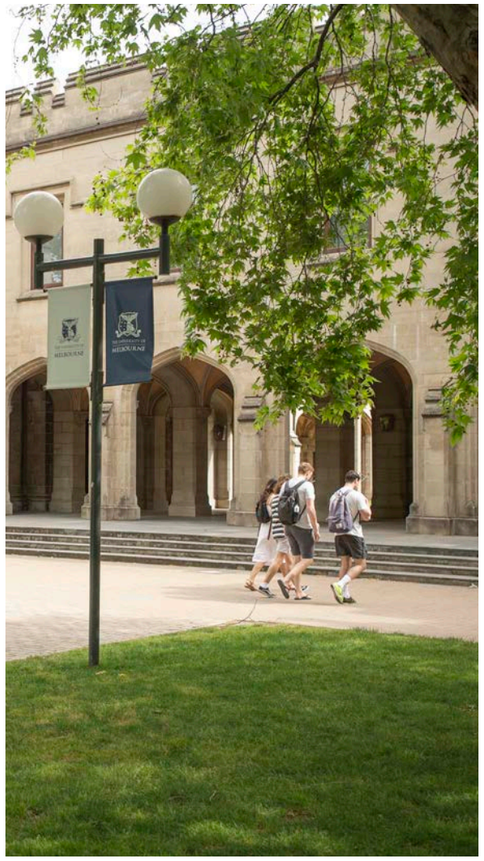
Sustainability Plan 2030

In May 2022, the University of Melbourne released Sustainability Plan 2030, a document to articulate the positive impacts and public benefits the University seeks to generate.

The Plan is a road map for delivering on the commitments of our Sustainability Charter, aligned to the goals of our 2030 institutional strategy, Advancing Melbourne. The Plan reflects the University's ambition to be leaders for a global sustainable future and a commitment to our people, partners, and place in the world.

Building upon the significant progress made and lessons learned under the Sustainability Plan 2017–2020, the Plan articulates the positive impacts and public benefits the University seeks to generate:

- Through the vitality of the physical, social, economic and human systems, communities and networks our campuses support and are part of
- In collaboration with our communities and partners, locally and globally, to accelerate the University's and society's transition to sustainability.



THREE DOMAINS FOR ACTION

The Plan's three domains describe our strategic approach to accelerating society's transition to sustainability.

Amplifying action through campus and communities

To integrate the Plan's knowledge mobilisation and operational domains in ways that amplify their contribution, means leveraging synergies between institutional activities, and embedding innovation and learning into how we operate and engage.

Mobilising knowledge for action

To catalyse action and solutions for sustainability, we must inspire our students and staff to develop deep disciplinary and interdisciplinary perspectives on sustainability, and collaborate with communities, government, industry and institutional partners to advance real-world solutions and reciprocal learning.

Walking the talk in our operations

To model the commitment and action necessary to effect meaningful change by 2030, how we operate and develop our institution must minimise harm and promote the health of the ecosystems and networks they are part of.

The plan is focused around three domains for action and aligns 12 priorities to these three domains. Each priority is supported by an aspiration that describes the University from the future vantage point of 2030. Each aspiration is then described as a target with indicators. The aspirations map to one or more targets with appropriate target year(s) chosen, some ending earlier than 2030, and each target maps to one or more Indicators. The indicators are the mechanisms used to track, assess and publicly report on progress against targets.

What do we mean by sustainability?

Within The Plan, the University has provided a definition of sustainability, noting that research into the meaning and application of sustainability at different scales and within different contexts is being explored.

Adopting the same definition as The Plan, this guide takes a pluralist approach to definitions of sustainability, recognising that multiple and diverse skills, knowledges and perspectives are necessary to fully engage with the complexity and contested nature of the term.

This guidance comes in two forms:

1. The University of Melbourne's Sustainability Charter emphasises the interdisciplinary dimensions of sustainability's 'three pillars', noting that "[g]lobal values and actions must be ecologically sound, socially just and economically viable, with success in one area not coming at the expense of the others". The Charter, aligned to the strategic goals of Advancing Melbourne, has shaped the aspirations and targets in The Plan.
2. The United Nations Sustainable Development Goals (UN SDGs) while representing only one lens on global sustainability and being subject to critiques, provide an internationally recognised language and framework for co-ordinating action and measuring progress to 2030. In 2016 the University signed the University Commitment to the Sustainable Development Goals, which affirms our intention to support, promote and report on our activities in support of the SDGs.

The Sustainability Plan 2030 maps relevant UN Sustainable Development Goals (SDGs) to each of the 12 priority areas.

Aligning our guide

The FEIT Sustainability Development Guide has been purposely aligned with the University of Melbourne's Sustainability Plan 2030.

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FEIT's Sustainability Guide is a subset to The Plan, outlining how we as a faculty within the University can contribute to the 12 sustainability priorities that the University has identified within the three domains for action.

By adopting the University's Sustainability Plan 2030 as our key framework, which builds upon the significant progress made and lessons learned under the Sustainability Plan 2017-2020, our efforts can be focused on making practical and valuable contributions towards the 12 priorities.

Sustainability in FEIT

Within our faculty we have examined each of the 12 priorities outlined in Sustainability Plan 2030, and have identified targets FEIT can contribute towards.

In determining how we can support Sustainability Plan 2030 we have analysed each priority, the aspiration for that priority and the targets and indicators that have been developed for those, and have identified targets that we can help meet through our research and expertise. In identifying those targets, we have articulated actions and activities that can be undertaken to further the progress, harnessing our resources and unique capabilities.

Within The Plan, the University has indicated that Academic Divisions play a key part in delivering on the plan for the following priorities:

- Priority 1: Climate Leadership
- Priority 2: Campuses as living laboratories
- Priority 3: Community of sustainable learners and practitioners
- Priority 4: Graduates for a sustainable future
- Priority 5: Discovery
- Priority 7: Engagements and partnerships
- Priority 11: Just and circular economy

PRIORITY 1:

Climate leadership

Through demonstration of its operations, the University has catalysed ambitious climate action by others.

TARGET 1: THE UNIVERSITY IS CERTIFIED CARBON NEUTRAL BY 2025.

INDICATORS OF PERFORMANCE

- Annual Greenhouse Gas Inventory demonstrates carbon emission reductions, including reduction in air travel emissions by at least 10% from 2019 levels
- Climate Active carbon neutral certification
- Case studies and other knowledge mobilisation activities that enable others to implement ambitious climate action

HOW FEIT IS RESPONDING

- The faculty will reduce its air travel emissions by at least 10% by 2025
- The faculty will promote and facilitate active commuting - walking, biking etc.

TARGET 2: THE UNIVERSITY HAS ACHIEVED CLIMATE POSITIVE STATUS BY 2030.

INDICATORS OF PERFORMANCE

- Demonstrated carbon emissions reduction outcomes beyond the scope required for Climate Active Carbon Neutral certification
- Case studies and other knowledge mobilisation activities that enable others to implement ambitious climate action

HOW FEIT IS RESPONDING

- The faculty will support University driven initiatives

UN SDGS

FEIT ACTIVITIES TO DATE:

Through our research and curriculum, FEIT is influencing policy and leading with new technology and solutions to global resource challenges including energy, water distribution, food production and smart infrastructure. We are building a new campus for advanced technologies and design at Fishermans Bend, with operations to commence in 2025.

PRIORITY 2:

Campuses as living laboratories

The University's campuses and operations enable real-world opportunities to develop, test and apply sustainability skills and solutions.

TARGET 1: THE UNIVERSITY HAS CURATED LIVING LABS COVERING THE PRIORITY AREAS OF THIS PLAN.

INDICATORS OF PERFORMANCE

- Evidence of structure, formalisation and active curation across all living labs
- For individual living labs, case studies demonstrating the active development and value of communities of practice around each platform, involving students and academic and professional staff

HOW FEIT IS RESPONDING

- A living lab administered by the faculty will be established, which will offer research opportunities relating to an aspect of the campus which is mutually beneficial for academic and campus operations staff
- A case study of the establishment of FEITs living lab will be developed
- The faculty will continue to collaborate with other faculties and explore ideas for shared living labs

UN SDGS

PRIORITY 3:

Communities of sustainability learners and practitioners

The University's is a thriving community that shares, co-creates and practices sustainability knowledge and action.

TARGET 1: THE UNIVERSITY'S ACADEMIC DIVISIONS AND PORTFOLIOS SUPPORT AND LEARN FROM EACH OTHER TO EMBED SUSTAINABILITY IN PRACTICE AND IN LEARNING - FORMAL, NON-FORMAL AND INFORMAL.

INDICATORS OF PERFORMANCE

- Sustainability-focused or contributory staff in each Academic Division and portfolio, responsible for teaching and learning, activities and engagement
- Case studies demonstrating peer learning and communities of practice across Academic Divisions and portfolios regarding sustainability knowledge and action

HOW FEIT IS RESPONDING

- Academic staff will offer sustainability related research projects opportunities to Honors and Masters students
- We will continue to be involved in and support the Wattle fellowship
- We will continue the Sustainability@FEIT initiative

UN SDGS

TARGET 2: THE UNIVERSITY COMMUNITY SHOWS INCREASED UPTAKE OF POSITIVE SUSTAINABILITY SKILLS, KNOWLEDGE AND BEHAVIOURS THROUGH NON-FORMAL AND INFORMAL LEARNING.

INDICATORS OF PERFORMANCE

- Increased awareness of and participation in sustainability-focused and sustainability-inclusive activities, and sustainability-related day-to-day behaviours, as measured in surveys (for example biennial Staff and Student Sustainability Survey and others), including:
  - Organised activities
  - Participation in Green Impact and Sustainability Advocates
  - Use of sustainable modes of transport
  - Purchase of sustainably sourced and packaged food
  - Participation in community gardens.

HOW FEIT IS RESPONDING

- We will include participation in Green Impact in its KPIs and will promote the program to all staff and students

TARGET 3: THE UNIVERSITY OFFERS A SUITE OF STUDENT-CENTERED, FORMAL AND NON-FORMAL APPLIED SUSTAINABILITY LEARNING OPPORTUNITIES, INFORMED BY INTER AND TRANS-DISCIPLINARY APPROACHES.

INDICATORS OF PERFORMANCE

- Number of participants in:
  - Relevant applied learning, internship and volunteering opportunities
  - Relevant streams of the Melbourne Plus program

HOW FEIT IS RESPONDING

- We will identify 3 new opportunities for student sustainability internships within the faculty by the end of 2023
- We will engage with student-run clubs in the faculty to identify and support opportunities for student participation in the Melbourne Plus sustainability stream

TARGET 4: ACADEMIC AND PROFESSIONAL STAFF HAVE INCREASED THEIR PARTICIPATION IN AND CONTRIBUTION TO FORMAL AND NON-FORMAL LEARNING TO DEVELOP THEIR GENERAL AND ROLE-SPECIFIC SUSTAINABILITY SKILLS.

INDICATORS OF PERFORMANCE

- Proportion of all staff who have completed the Sustainability@Melbourne learning module
- Number of academic staff who have undertaken professional development related to Education for Sustainability

HOW FEIT IS RESPONDING

- We will support staff in completing the Sustainability@Melbourne learning module
- We will develop a professional development training course for teaching new staff related to Education for Sustainability

TARGET 5: THE UNIVERSITY HAS INCREASED OUR ENGAGEMENT WITH ALUMNI REGARDING SUSTAINABILITY.

INDICATORS OF PERFORMANCE

- Annual climate and sustainability alumni community snapshot, including the number of related events and high-level audience demographics
- Alumni profile or case study demonstrating the impact our alumni have in sustainability is produced

HOW FEIT IS RESPONDING

- We will develop a profile every quarter on a FEIT alumni demonstrating sustainability

FEIT ACTIVITIES TO DATE:

- Sustainability efforts in FEIT extend to grassroots initiatives such as the annual Green Impact challenge, which encourages university students and staff to create teams that undertake sustainability tasks and compete for prizes and awards. For several years a group of staff and students from the Engineering Faculty have taken on this challenge, calling themselves the Greengineers. Growing from the Greengineers' efforts is the Sustainability@FEIT SharePoint and a quarterly e-newsletter put together by several of the team's members. The SharePoint and newsletter gather posts relating to sustainability and broadcast them to the Faculty, including items such as interviews with staff and students working on projects relating directly to sustainable practices, to tip sheets for growing vegetables at home, to different recycling and furniture reuse options within the University. In conjunction with the FEIT Facilities team, the Greengineers have implemented several practical and informative initiatives to raise awareness and put sustainability into practice in practical, measurable programs.
- FEIT has appointed a director and program coordinator to foster cross-faculty relationships, across academic and professional staff, to broaden the reach of the Wattle Fellowship program and value-add for the fellows

PRIORITY 4:

Graduates for a sustainable future

All our graduates are shaping a more sustainable society through their careers and in their communities.

TARGET 1: SUSTAINABILITY IS INTEGRATED INTO CURRICULUM TO AN EXTENT THAT CONSCIENTIOUSLY EXTENDS, BEYOND A BASE THRESHOLD, EACH DISCIPLINE'S (AND EACH ASSOCIATED PROFESSIONS/INDUSTRIES') KNOWLEDGE OF THE HELPFUL AND HARMFUL IMPACTS IT HAS FOR THE ENVIRONMENTAL AND HUMAN SYSTEMS WE DEPEND ON.

INDICATORS OF PERFORMANCE

- Input indicators, such as the presence of:
    - Sustainability Fellows and/or sustainability-focused academic staff in each Academic Division
    - Academic Division-level position statements outlining sustainability potential, impacts and responsibilities
    - Sustainability considerations in Teaching and Learning Quality Assurance Committee (TALQAC) reviews, and Academic Board approval of course changes.
- Proportion of courses with sustainability-related content, such as intended learning outcomes, sustainability content as endorsed by TALQAC reviews or external accreditation, or similar

HOW FEIT IS RESPONDING

- We will continue with the FEIT course mapping to understand how and to what degree sustainability is integrated into FEIT curriculum

UN SDGS

TARGET 2: GRADUATES HAVE INCREASED CAPABILITIES TO SHAPE, LEAD AND SUCCEED IN THE CAREERS, COMMUNITIES AND INDUSTRIES OF SUSTAINABLE SOCIETIES (YEAR-ON-YEAR).

INDICATORS OF PERFORMANCE

- Number of completions from subjects and courses with sustainability related content
- Increase in students' and graduates' (self-reported) sustainability self efficacy (measure to be developed)
- Alumni Profile or case study demonstrating the impact our alumni have in sustainability is produced

HOW FEIT IS RESPONDING

- We will develop a sustainability leadership course and content
- We will identify high-profile alumni champions of sustainability that can inform our courses and engage with students

FEIT ACTIVITIES TO DATE:

- A review and analysis to determine to what degree sustainability is present in the curriculum offered by FEIT was carried out in 2020 on the subjects within The School of Electrical, Mechanical and Infrastructure Engineering (EMI), the School of Computing and Information Systems (CIS), and the School of Chemical and Biomedical Engineering (CBE).
- Connections between the subject content and sustainability as shown in the University of Melbourne handbook was first investigated. The aims, indicative content, and intended learning outcomes for each subject was captured and then cross-referenced against the 2030 Agenda for Sustainable Development to determine if sustainability principles are included in the subject curriculum, and if so, which specific sustainable development goals (SDGs) were being addressed.
- These results have been visualised to illustrate the connections between specific SDGs and subjects. The representation of each SDG across the schools within FEIT has also been mapped to show which type/s of sustainability are being represented across the faculty – social sustainability, economic sustainability and environmental sustainability.

PRIORITY 5:

Discovery

The University is regarded as a place where students and academics do the highest-quality sustainability research that addresses difficult questions and major challenges.

TARGET 1: SUSTAINABILITY RESEARCH IS INTEGRATED WITH CAMPUS OPERATIONS AND PLANNING, TO BE AN INTERNATIONAL EXEMPLAR OF A SUSTAINABLE COMMUNITY.

INDICATORS OF PERFORMANCE

- Narrative detailing the University-wide efforts (such as funding, governance structures, and incentives) that have been established and used to facilitate two-way exchange between researchers and research into campus operations and planning
- Report on the number of living lab projects being pursued, research and professional staff involved, community members involved, and individual case studies describing progress against sustainability indicators associated with each project

HOW FEIT IS RESPONDING

- We will report annually on the development of FEIT living labs
- We will integrate sustainability into the induction of new staff and students.

UN SDGS

TARGET 2: THE HIGHEST QUALITY RESEARCH IS CONDUCTED THAT CONTRIBUTES TO KNOWLEDGE, ACTION, AND IMPACT ACROSS THE DISCIPLINARY AND INTERDISCIPLINARY DIMENSIONS OF SUSTAINABILITY.

INDICATORS OF PERFORMANCE

- Report comprising proxy quantitative and qualitative measures at different levels: for example investment from Chancellery or Academic Divisions, individual researcher level achievements, achievements by Centres and Institutes
- Use of relevant communication channels to describe the dissemination and uptake of sustainability-related research externally and the translation of sustainability-related research outcomes internally, drawing on Academic Division-level plans and varied cross-divisional activities and related outputs

HOW FEIT IS RESPONDING

- We will report annually on FEITs sustainability impacts

TARGET 3: RESEARCHERS MAKE CONSIDERED DECISIONS ON THE SUSTAINABILITY IMPACT OF THEIR RESEARCH PRACTICES AND ACTIVITIES.

INDICATORS OF PERFORMANCE

- Appropriate education on sustainability impacts of research is embedded in researcher induction, including graduate researcher training
- Case studies documenting the development and use of various tools, resources and approaches to address the sustainability impacts of research. Options include a carbon footprint calculator piloted by Melbourne Climate Futures, supported by reporting on the amount of CO2 avoided.

HOW FEIT IS RESPONDING

- We will encourage reflections of research papers on sustainability impact (against real targets)
- We will prepare a case study on the method used to conduct sustainability subject mapping

PRIORITY 6:

Indigenous knowledges

The University has respectfully integrated Indigenous knowledges and participation into our approach to sustainability.

TARGET 1: THE UNIVERSITY HAS AN INCREASED UNDERSTANDING OF SUSTAINABILITY FROM AN INDIGENOUS PERSPECTIVE THROUGH CO-CREATED OR INDIGENOUS-LED RECIPROCAL LEARNING.

INDICATORS OF PERFORMANCE

- Case studies demonstrating the two-way learning and increased understanding with topics and methods to be developed as part of co-creation or Indigenous-led activity

HOW FEIT IS RESPONDING

- We will actively promote inclusion of indigenous knowledges, aspects of sociology and social consciousness into our curriculum
- We will provide contributions to any case studies linked to FEIT projects
- We have created an Indigenous Research Grant

UN SDGS

FEIT ACTIVITIES TO DATE:

- FEIT has launched the inaugural Faculty of Engineering and Information Technology Indigenous Research Grant, which is a significant step in embedding and elevating Indigenous knowledge within the Faculty's eduction and research.
- The aims of this Grant are to benefit Indigenous communities, build research capability in the field of Indigenous knowledge as it relates to engineering and information technology, and strengthen research partnerships with Indigenous communities.

PRIORITY 7:

Engagement and partnerships

Our partners, collaborators and associated stakeholders have increased their sustainability performance through meaningful engagement and partnerships with the University.

TARGET 1: THE UNIVERSITY'S COMMUNITY PARTNERSHIPS DEMONSTRATE LOCALISED AND CO-CREATED APPROACHES TO SUSTAINABILITY.

INDICATORS OF PERFORMANCE

- Case studies reviewing how well, from both the University and partners' perspectives, sustainability has been embedded for each partnership. At the time of writing, the University has, or is developing, partnerships in the following communities:
    - City of Melbourne
    - Goulburn Valley
    - Arnhem Land

HOW FEIT IS RESPONDING

- We will identify and engage with sustainably-minded organisations

TARGET 2: THE UNIVERSITY HAS LED OR INFLUENCED DISCUSSIONS WITH PRECINCT PARTNERS TO FURTHER PRECINCT-SPECIFIC APPROACHES TO SUSTAINABILITY.

INDICATORS OF PERFORMANCE

- Case studies identifying the nature of the University's involvement in sustainability issues for each precinct. At the time of writing, the University is a partner in the following industry precincts and partnerships:
    - Melbourne Arts Precinct
    - Melbourne Biomedical Precinct and state-wide teaching hospitals
    - Fishermans Bend
    - Melbourne Connect

HOW FEIT IS RESPONDING

- We will prepare a case study on partnerships related to Fishermans Bend
- We will identify and engage with sustainably-minded organisations

TARGET 3: THE UNIVERSITY IS PLAYING A LEADING AND CONVENING ROLE ON SUSTAINABILITY CHALLENGES AND OPPORTUNITIES INTERNATIONALLY, WITH PARTICULAR FOCUS ON VULNERABLE AND DISADVANTAGED PEOPLE IN ASIA AND THE PACIFIC.

INDICATORS OF PERFORMANCE

- Case studies demonstrating progress and impact for the relevant themes in the International Engagement Plans for India, Indonesia and China
- Sustainability-focused relationships and partnerships with overseas universities and organisations

HOW FEIT IS RESPONDING

- We will contribute where relevant to other precinct case studies

UN SDGS

PRIORITY 8:

Climate resilience

Our campuses and operations enable the University community, and the broader communities we are part of, to become more resilient to the impacts of climate change.

TARGET 1: THE UNIVERSITY REACHES AND MAINTAINS A 'HIGH' CLIMATE CHANGE PREPAREDNESS LEVEL.

INDICATORS OF PERFORMANCE

- Assessment based on the Climate Change Preparedness Framework developed by Warren-Myers et al, which scores from low to high on the following:
    - Awareness (Quality of climate change information gathered, Type of climate change information gathered, Application of information)
    - Analytical capacity (Source, Quality, Scope)
    - Actions (Extent, Application focus and process, Action type)
    - Preparedness score complemented by case studies

HOW FEIT IS RESPONDING

- We will include sustainability projects in our major research programs

UN SDGS

PRIORITY 9:

Healthy ecosystems

The University's campuses support a diverse range of species through healthy ecosystems on campus and connections to ecosystems off campus.

TARGET 1: EACH CAMPUS ACHIEVES NO NET LOSS OF BIODIVERSITY RELATIVE TO DEFINED BASELINE YEARS TO 2025.

TARGET 2: EACH CAMPUS ACHIEVES AN INCREASE OF BIODIVERSITY RELATIVE TO DEFINED BASELINE YEARS BY 2030.

INDICATORS OF PERFORMANCE

- Ongoing monitoring of biodiversity metrics from the Biodiversity Baseline Data Project 8
- Size, health and diversity of remnant vegetation at the Dookie and Creswick campuses
- University-wide indicators for ecosystem health and other detailed ecosystem features to be explored as part of ecosystem action planning and confirmed by 2025

HOW FEIT IS RESPONDING

- We will support the University's initiatives

UN SDGS

PRIORITY 10:

Healthy water cycles

The University has used water efficiently and contributed to healthy water cycles.

TARGET 1: THE UNIVERSITY HAS REDUCED TOTAL WATER CONSUMPTION BY 10% RELATIVE TO A 2019 BASELINE.

INDICATORS OF PERFORMANCE

- Consumption of mains potable and mains non-potable9 water (kL)
- Consumption of water from on-campus sources, including rain/stormwater harvesting, grey water treatment and river/ground water (kL)

HOW FEIT IS RESPONDING

- We will support the University's initiatives

TARGET 2: THE UNIVERSITY HAS SIGNIFICANTLY INCREASED THE PROPORTION OF WATER CONSUMPTION FROM NON-POTABLE SOURCES COMPARED TO A 2019 BASELINE.

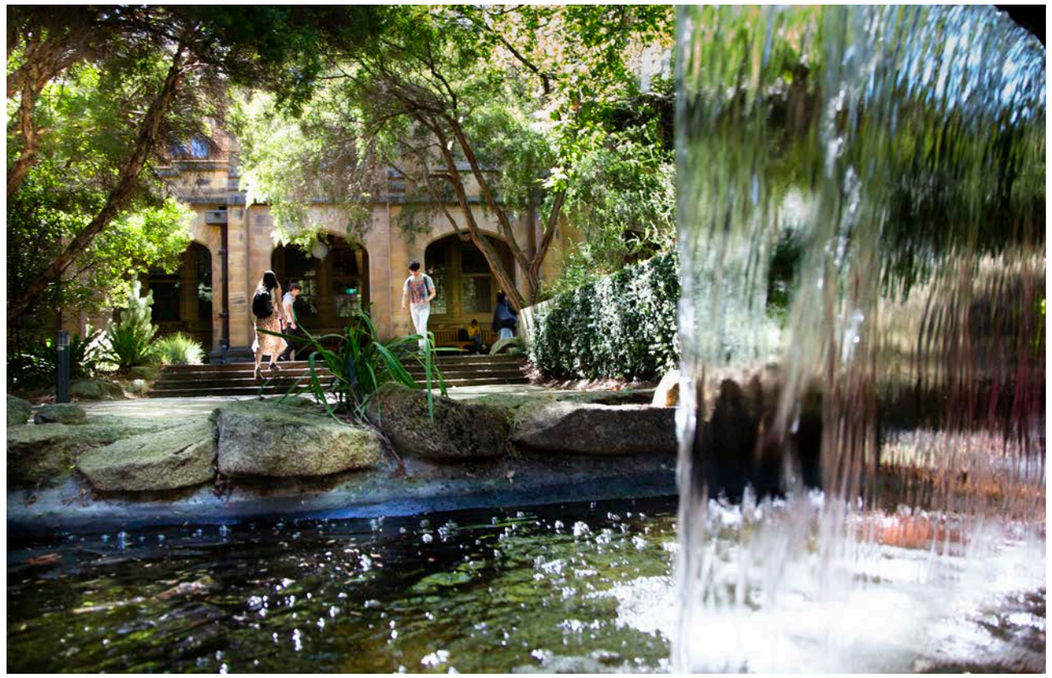
INDICATORS OF PERFORMANCE

- Non-potable water consumption (mains and on campus sources) as a percentage of total water consumption
- Non-potable water consumption (rain/stormwater harvesting) as a percentage of total water consumption

HOW FEIT IS RESPONDING

- We will support the University's initiatives

UN SDGS



PRIORITY 11:

Just and circular economy

The University's approach to the procurement and use of products, services and materials has stimulated a more just and circular economy and catalysed change in our campus communities.

TARGET 1: THE UNIVERSITY HAS REDUCED TOTAL WASTE TO LANDFILL TO 10KG PER PERSON.

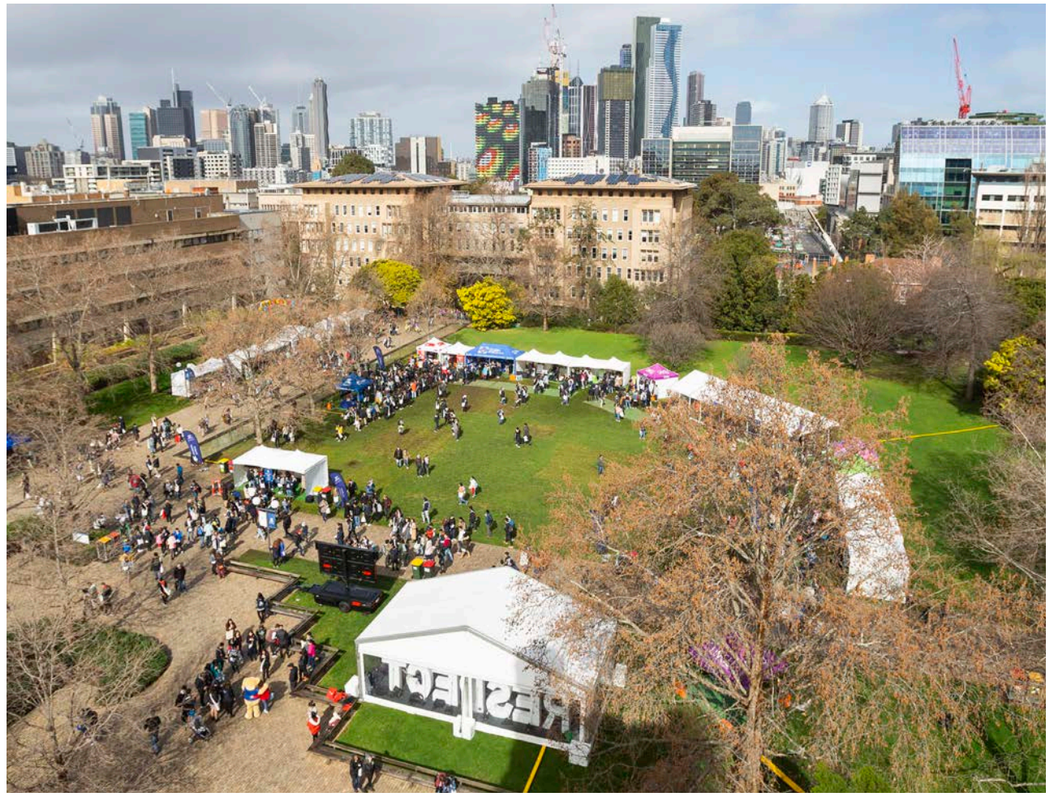
INDICATORS OF PERFORMANCE

- Mass of waste to landfill disposed of via the University's waste contracts, accounting for inefficiencies in recycling processes where possible
- Mass of construction and demolition waste to landfill, disposed of via contractors on University construction projects
- Management of priority wastes such as:
    - Phase out of single use plastics at University events, retail outlets on campus and in direct University procurement as measured by audits
    - Diversion of food and organic waste from landfill (for example, via programs that avoid waste such as Second Bite and appropriate disposal of genuine food and organic waste)
- Planning towards zero waste to landfill by 2030

HOW FEIT IS RESPONDING

- We will develop a list of sustainable suppliers for procurement
- We will support the University's initiatives

UN SDGS



TARGET 2: THE UNIVERSITY HAS REDUCED THE FLOW AND IMPROVED THE CIRCULATORY OF MATERIALS PASSING THROUGH THE UNIVERSITY.

INDICATORS OF PERFORMANCE

- Estimated total quantity of materials flowing through the University
- Proportion of major procurement categories sourced in accordance with circular economy principles
- Proportion of materials and equipment managed at end-of-use in accordance with circular economy principles

HOW FEIT IS RESPONDING

- We will support the University's initiatives

TARGET 3: THE UNIVERSITY HAS PRINCIPLES FOR ETHICAL AND SUSTAINABLE CONSUMPTION AND SERVICE PROVISION EMBEDDED INTO OPERATIONS AND PROCUREMENT PRACTICES.

INDICATORS OF PERFORMANCE

- Annual Modern Slavery Statement, including case studies
- Fair Trade and other relevant third-party certifications
- Integration of supplier code of conduct into procurement practices

HOW FEIT IS RESPONDING

- We will support the University's initiatives

TARGET 4: THE UNIVERSITY TRACKS SPEND WITH SOCIAL AND INDIGENOUS SUPPLIERS, SETTING TARGETS FROM 2024.

INDICATORS OF PERFORMANCE

- Dollars spent with suppliers that are classified as social and/or Indigenous supplies (for example, demonstrated by listings on Supply Nation, Social Traders etc) as a percentage of total spend

HOW FEIT IS RESPONDING

- We will support the University's initiatives

PRIORITY 12:

Responsible investment

The University's investment portfolio and strategies support our aspiration to be leaders for a sustainable future.

TARGET 1: THE UNIVERSITY'S INVESTMENT PORTFOLIO WILL BE INCLUDED IN OUR COMMITMENT TO BE CLIMATE POSITIVE BY 2030.

INDICATORS OF PERFORMANCE

- Emissions from the investment portfolio are included in University's Climate Active Carbon Neutral certification by 2030

HOW FEIT IS RESPONDING

- We will support the University's initiatives

TARGET 2: ENHANCED TRANSPARENT REPORTING OF THE UNIVERSITY'S INVESTMENT PORTFOLIO.

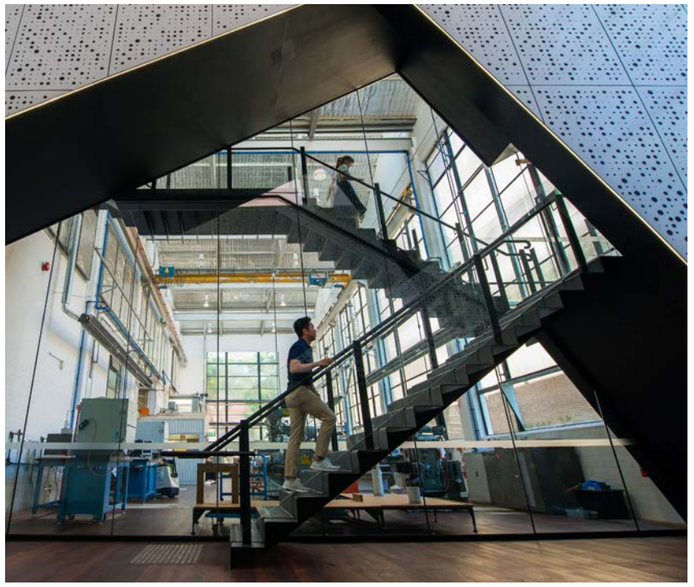
INDICATORS OF PERFORMANCE

- The University will report annually on relevant sustainability-related investment portfolio metrics, including carbon intensity. These metrics will be determined by the end of 2022 and published for calendar year 2022 and are likely to evolve over the course of the Sustainability Plan period.
- Reporting will include how the University has complied with its related obligations, for example, UNPRI (United Nations Principles for Responsible Investment), this Sustainability Plan, and the Sustainable Investment Framework (SIF)

HOW FEIT IS RESPONDING

- We will support the University's initiatives

UN SDGS



Moving forward

Having sustainability goals and targets to work towards is the first step in improving the overall sustainability of FEIT.

Now that this important tool is in place, the next steps will be to effectively implement and educate our members on how to utilise and apply this guide to achieve the goals. We must work on strengthening our management practices, systems and processes to shape new behaviours and decision-making capabilities to support sustainability, and we must encourage and promote shared accountability so that we can reach these goals faster, together.

A priority of FEIT is to align with industry and partners who hold the same principles and values around sustainability. This is guided by the sustainability priorities that the University has set forth, and the aims of FEIT to contribute to a sustainable future. By embedding stakeholder-centricity at the heart of this transformation to becoming more sustainable, we can deliver multi-dimensional value and impact for all stakeholders through sustainability.

As educators from a world leading university, we are held to a higher standard with regards to sustainability, and we should lead the way, inspire, and teach those around us, including our students, how to become more sustainable. We must lead by example and use our expertise, innovation and enthusiasm to delivery sustainability to the world - through our research, engagement and teaching.


CYCLISTS
SLOW DOWN