

# Sustainability Strategy

## *Annual Report 2025*



THE UNIVERSITY OF  
SYDNEY



## Acknowledgement of Country

The University of Sydney's campuses and facilities sit on the ancestral lands of many of Australia's First Peoples, who have exchanged knowledges for the benefit of all for thousands of generations.

These include the Gadigal, Cammeraygal, Dharug, Wangal, Dharawal, Deerubbin, Darkinjung, Guringgai, Kamilaroi, Bundjalung, Wiradjuri, Wiljali, Gundugurra, Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda Peoples.

In respectfully acknowledging the ancient learning cultures and traditions of Aboriginal and Torres Strait Islander peoples, the University of Sydney declares its commitment to the continuation of this sharing through the agency of our work.

There is no place in Australia that has not been known, nurtured and loved by Australia's First Peoples, whose profound understanding of sustainability has been applied for many tens of thousands of years.

This 2025 Sustainability Strategy Annual Report outlines our sustainability activities for the 2025 calendar year (January – December 2025). While we report on activities on a calendar-year basis, our progress towards sustainability targets has been baselined against a traditional financial year of July to June, aligning with federal government reporting requirements, including the National Greenhouse and Energy Reporting Scheme (NGERS). To ensure transparency and compliance with NSW Treasury's mandatory climate disclosure requirements, this report includes both calendar year (January to December) and financial year (July to June) calculations, providing a transparent and consistent view of our progress across different reporting frameworks.

This document has been designed to be viewed online, please consider before printing.  
A [plain text version](#) of this document is available on our Sustainability website.



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# Foreword

## *Chancellor and Vice-Chancellor*

Five years ago, we set out to make sustainability a defining commitment of this University, and 2025 marks the close of that first chapter. The challenges that prompted it have only grown sharper: climate impacts continue to intensify, from devastating floods and fires to droughts and storms, while biodiversity loss and environmental degradation push us toward critical tipping points. These challenges affect our university community, driving a collective desire for change.

In this context, we present the final report of our inaugural five-year Sustainability Strategy. Launched in 2020, the Strategy was our first coordinated, institution-wide commitment to sustainability, guided by our 16 strategic priorities and a foundation of Caring for Country. It set a level of ambition designed to move us toward sector leadership, and we have held ourselves publicly accountable, target by target, throughout.

As a university, our greatest contribution lies in research and education. Over the life of the Strategy we established the \$100 million Sydney Horizon Fellowship program, supporting researchers tackling climate change, health and sustainability, and elevated the Net Zero Institute as a multidisciplinary institute.

Just as importantly, our sustainability education programs grew to include the Master of Sustainability and a new undergraduate Sustainability major, equipping future leaders with the skills to build a more sustainable world.

We are also committed to reducing our own environmental footprint. We reached 100% renewable electricity and reduced our market-based Scope 1 and 2 emissions by 93.6% from the 2018–19 baseline, keeping us on track toward net zero by 2030. We delivered a comprehensive renewable energy and efficiency upgrade program and delivered our first mandatory Climate-related Financial Disclosure. Our efforts were recognised in the QS World University Rankings for Sustainability, where we placed 15th globally and 3rd in Australia.

As an inaugural strategy, it asked a great deal of us. Much of the foundational work, the data systems, baselines and operational definitions needed to measure our impact, were developed over the life of the Strategy rather than ahead of it. The body of this report sets out our performance against each target with full transparency, as our commitment to accountability requires.

These experiences, both successes and setbacks, have shaped the next phase of our sustainability journey. Published alongside this report, the Climate and Nature Transition Plan 2026–2032 builds on five years of learning, innovation and progress, providing a clear framework to guide our work in the years ahead.

The challenges before us are significant, but so too is the opportunity. As a university, we are uniquely placed to turn knowledge into action and help shape a more sustainable future.



**David Thodey AO FTSE FAICD**  
(BA Anthrop/Eng, HonDSc Deakin '15,  
HonDBusUTS '18, HonDBusSyd '23)

*Chancellor*



**Professor Mark Scott AO**  
(BA '84 DipEd '84 MA '93 HonDLitt '15)

*Vice-Chancellor and President*

# Chair's note

## *Vice-Provost and Chair of the Sustainability Program Control Board*

This year brings our inaugural Sustainability Strategy to a close, drawing a line under five years that have fundamentally changed how the University approaches sustainability. As Chair of the Sustainability Program Control Board, I have had the privilege of overseeing this final stage of delivery and reflecting on all that this period has made possible. Since its establishment in 2023, the Board has played an important role in guiding implementation, strengthening governance and supporting sustainability as an increasingly important part of the University's strategic decision-making.

This report highlights many achievements worth celebrating, but what stands out most to me is not any single initiative or milestone. Instead, it is the way sustainability has become increasingly embedded across the University. Over the past five years, we have strengthened governance, developed the data and reporting systems needed to support informed decision-making, and built a much clearer understanding of our climate and nature-related risks and opportunities. Just as importantly, staff-led groups and grassroots initiatives across our faculties continue to drive action well beyond what any central team could achieve alone. This growing sense of shared ownership reflects the energy and commitment of our University community and gives me confidence that sustainability is becoming part of how we make decisions, collaborate and deliver on our broader institutional ambitions.

The Strategy was deliberately ambitious. It established a credible and enduring institutional sustainability program where none had existed before, while revealing the systems, resources and expertise needed to sustain it over the long term. Some of that foundational work took the full five years to complete. This report

transparently sets out our performance against every target, including those we did not fully achieve. I am proud that we have reported our progress openly, because accountability has been a defining principle of the Strategy from the outset.

I am immensely proud of what our staff, students and wider University community have achieved over these five years, and of how we have adapted to complex challenges along the way. The capability, partnerships and governance established through this Strategy have created a strong platform for the work ahead. As we enter the next phase of our sustainability journey, I am confident the University is well placed to continue embedding sustainability into the way we plan, make decisions and deliver on our purpose.



**Professor Susan Rowland**  
**[BSc Hons '91 PhD '96 GCEd (Higher Ed) '07 PFHEA GAICD]**  
*Vice-Provost*

# Strategic vision

Our *Sustainability Strategy* addresses our key priorities through 16 strategic areas structured under three pillars, all guided by our foundational principle of Caring for Country. We have established commitments and targets to direct our actions and initiatives, ensuring alignment with and realisation of our strategic intent in each area.

## PILLAR 1

### Enriching lives through research and education

The University will be a place that drives social and environmental change and where sustainability is integrated into our campus life by implementing world-leading research and education in our everyday lives on campus.

## PILLAR 2

### Enabling resilient places and a responsible footprint

We acknowledge our significant impact on the Country where our campuses reside, and accept the moral and social obligation to leave a responsible footprint.

## PILLAR 3

### Empowering good governance and coordination

Lessons from our peers show that institutional support for sustainability is crucial. An enduring commitment to incorporating sustainability through our research, education and operations to enact change will be critical to its success.

## FOUNDATION

### Caring for Country

Caring for Country underpins this strategy, framing our intent and actions. Our work to become a more sustainable university must observe multiple knowledge systems – including those of our First Nations communities – that will continue to build long-term sustainability.

Above: Banksia on campus.

# Progress key

Each strategy section includes a progress table presenting the University's final assessment against the targets set in the 2020 Sustainability Strategy. While the accompanying narrative highlights achievements and activities from 2025, ratings reflect performance across the full five-year implementation period.

As the University's inaugural Sustainability Strategy, the targets were intentionally aspirational and included several qualitative and multi-part commitments. As implementation progressed, it became clear that some targets did not sufficiently define what constituted achievement or how performance would be measured consistently across the institution. These lessons have informed the development of clearer targets, baselines and reporting methodologies in the Climate and Nature Transition Plan 2026–2032.

2025 targets have been assessed on a binary basis (Met/Not Met). A target has only been assessed as *Met* where the intended outcome has been fully achieved. A rating of *Not Met* does not mean no progress occurred. In most cases, substantial work was undertaken, and important institutional capabilities, systems and foundations were established. However, based on the evidence available, either the intent of the original target was not fully achieved, or there is insufficient evidence to confirm that it was.

2030 targets are assessed as *On Track* or *Not On Track*, based on whether current progress indicates the target is likely to be achieved by 2030.

## Rating system

### MET

The target has been fully achieved. For quantitative targets, the stated target has been achieved in full (100%). For qualitative or multi-part targets, all elements of the intended outcome have been achieved.

### NOT MET

Target has not been fully achieved, or there is insufficient evidence to confirm achievement.

### ON TRACK

Current progress indicates the target is on track to be achieved by 2030.

### NOT ON TRACK

Current progress indicates the target is unlikely to be achieved by 2030.

## SDG icons

The following icons are included alongside each of our strategies to indicate which of the 17 United Nations Sustainable Development Goals (SDGs) they relate to:



# 2025 Highlights



**15th globally, 3rd in Australia** in the 2026 QS World University Rankings for Sustainability



**2.67 MW of on-site solar capacity reached**, a 34% increase on 2024



Published first mandatory **Climate-related Financial Disclosure**



**First-ever mapping of climate-related income** from Research and Education



**40 sustainability engagement activities** delivered across the year



Published **second TNFD-aligned nature disclosure** in 2025



**589 sustainability actions completed** via Green Impact, highest participation to date



**University Executive completed climate governance training** and Senate Fellows undertook a climate competency self-assessment



**13,308 kg of food waste collected and composted** via the onsite biodigester



**1.64 million kWh saved** through the 2025 LED lighting program across 31 buildings



**40,714 students supported** through the Food Hub



**First Australian medical school to achieve an overall A grade** in the Planetary Health Report Card

# Sustainability at Sydney

## *Fifth year of implementation*

This is the final report of the University of Sydney's inaugural five-year Sustainability Strategy. Launched in 2020, the Strategy established 16 strategic areas across research, education, operations and governance, guided by our foundational principle of Caring for Country.

The 2020 Sustainability Strategy was the University's first coordinated, institution-wide commitment to sustainability, and we have held ourselves publicly accountable, target by target, for delivering against it. While this report is a final assessment of progress across the full five-year Strategy period, it foregrounds case studies, achievements and performance updates from 2025. This report is a final progress update of the strategy and a closing chapter as the University enters its next phase of sustainability delivery through the Climate and Nature Transition Plan 2026–2032.

The five years of Sustainability Strategy implementation have reshaped what sustainability looks like at this University. Beginning in the shadow of the 2019–20 Black Summer bushfires and continuing through the disruption of a global pandemic, our sustainability achievements include:

- transitioning to 100% renewable electricity and leading a comprehensive renewable energy and efficiency upgrade program
- installing an organics biodigester to compost organic waste for reuse on University grounds
- launching the Master of Sustainability and a new undergraduate Sustainability Major

- establishing the \$100 million Sydney Horizon Fellowship program, to address the challenges of climate change, sustainability and health, and the Net Zero Institute
- establishing and growing a Green Impact engagement program that has engaged hundreds of staff and students in hands-on sustainability action

The 2020 Sustainability Strategy stretched the University; it set a level of ambition needed to move us toward sector leadership. As an inaugural strategy, it guided establishment of a credible and lasting institutional sustainability program and surfaced the resources needed to deliver it. Some of the data systems, baselines and operational definitions to support our targets have been determined across the life of the Strategy rather than ahead of it. Completing this foundational work has been core to our current progress and will underpin all our future sustainability efforts.

Of the targets set in 2020, 39% were met by the close of the Sustainability Strategy period. This headline figure tells one part of the story, with the body of this report setting out the rest.

Published alongside this report, the [Climate and Nature Transition Plan 2026–2032](#) marks the next step in the University's sustainability journey and is the culmination of five years of effort, innovation and progress. It carries forward the ambition of the 2020 Strategy, drawing on what we have learned about scope, baselines, definitions and the systems needed to deliver against them.

Below: Law School featuring serpent artwork by Michael Jalaru Torres.



# Caring for Country

## *Strategy Foundation*

As the foundation of our *Strategy*, our commitment to Caring for Country acknowledges and celebrates thousands of years of sustainable custodianship by Australia's First Peoples. In 2025, several initiatives advanced this commitment, fostering collaboration with and learning from Aboriginal and Torres Strait Islander cultures and histories.

# Caring for Country

Caring for Country underpins our Strategy, acknowledging and celebrating thousands of years of sustainable custodianship by Aboriginal and Torres Strait Islander peoples. In 2025, we further strengthened collaboration with, and learning from, First Nations cultures, knowledge systems and histories across research, education, Community partnerships and campus initiatives.

Progress in this area continues to be led by the University's Deputy Vice-Chancellor, Indigenous Strategy and Services (DVC ISS) portfolio, through the *One Sydney, Many People Strategy (OSMP)*. Funding was allocated to 27 staff-led projects through the OSMP Project Funding Round, supporting innovation, enabling systemic change, and amplifying impact across the University's five strategic Indigenous priorities.

These projects, along with the work reported under Strategy 6, included:

- **Ngurra Research Retreats and Sovereignty Seminars:** A culturally safe, on-Country retreat supporting Indigenous HDR students' academic development, wellbeing and connection with Community. Workshops combined Indigenous and Western research methodologies alongside cultural learning experiences and peer support.
- **Indigenous Knowledge Place for Architecture, Design and Planning:** A hub for Indigenous and non-Indigenous dialogue, knowledge exchange and Community engagement at the School of Architecture, Design and Planning. Grounded in the Walanga Design Principles, the **Indigenous Knowledge Place (IKP)** works to embed Indigenous knowledge systems into built environment education, research and practice.
- **On Country, Into Medicine:** A culturally grounded pathway initiative supporting Aboriginal and Torres Strait Islander undergraduate students to explore pathways into the University's medical program, particularly the rural stream in Dubbo. Through on-Country experiences and community engagement, participants strengthened connection to culture, Community and place while learning about careers in medicine.

The University's research community also made significant strides in advancing First Nations knowledge systems.

Dr Mitchell Gibbs, a Dunghutti man and geoscientist in the Faculty of Science, was awarded the **2025 Australian Academy of Science Aboriginal and Torres Strait Islander Scientist Award** for his work blending Traditional Knowledge and Western science to restore marine ecosystems with First Nations communities. Working with the Gamay Rangers and the La Perouse Local Aboriginal Land Council, Dr Gibbs developed a community-driven approach to shellfish restoration at Botany Bay and is now building cross-continental collaborations between Indigenous restoration communities in Australia, the United States and New Zealand.

The ARC Discovery Indigenous Project Indigenising the Built Environment in Australia, led by Associate Professor Michael Mossman, also progressed in 2025, investigating how First Nations knowledge, culture and Country are being embedded into architectural education and professional practice nationally. (See case study)

The University has launched the refreshed **One Sydney, Many People Strategy 2025-2032**, setting a clear direction for the next seven years across four integrated pillars: transformational education; research excellence elevating Indigenous knowledge; deeper community partnerships; and strengthened Indigenous leadership and governance across the institution.

See Strategy 6, for additional information on how we are working on embedding First Nations knowledges specifically within aspects of our research and education offerings.



**CASE STUDY:****Indigenising the  
Built Environment  
in Australia**

Led by Associate Professor Michael Mossman and Professor Donald McNeill at the School of Architecture, Design and Planning, this Australian Research Council (ARC) Discovery Indigenous Project investigates how First Nations knowledge, culture and Country are being embedded into architectural education and professional practice across Australia.

**The project** examines the efficacy of the First Nations Performance Criteria (FNPC) introduced into the *National Standard of Competency for Architects 2021*, a landmark shift that, for the first time, mandates inclusion of Country and First Nations Communities and Cultures across all accredited architecture programs in Australia.

Using Indigenous research methodologies, including yarning workshops and online surveys, the project gathers insights from Communities, students, practitioners and government partners to understand implementation in practice and identify remaining gaps.

In 2025, the first round of the Online Survey was completed, with preliminary findings informing an interim report. A second survey round and yarning workshops are now underway, building a longitudinal dataset to track progress over time.

The research is anticipated to generate recommendations for the profession, inform the next iteration of the National Standard in 2027, and contribute to a broader national conversation about the role of the built environment in honouring First Nations knowledge systems and Country.

Below: Native botanicals  
on Camperdown Campus.





Above: Engineering student working on solar experiment.

# Pillar 1

*Enriching lives through research and education*

“Under this strategy, we will work to bring our researchers, students and professional staff into an interface of research–education–operations that will be a unique driver and demonstration of our sustainability work and, ultimately, contribute to a positive long-term sustainable future for our nation.”

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Sustainability Strategy 2020

STRATEGY 1:  
Put research excellence into practice through living labs on our campuses

| Target                                                                                                                                                                                     | Status  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 Develop new opportunities to facilitate the use of our campuses as living labs, including establishing clear protocols for living lab projects and how they scale across our footprint | NOT MET |

Several Living Labs projects were successfully funded and delivered, demonstrating the campus as a real-world testbed, and initial protocols were developed. A clear and consistent model for scaling activity across the University’s full footprint was not established, and delivery remains project-based rather than embedded as a coordinated institution-wide approach.

The Living Labs program continued to use the campus as a real-world testbed for research translation and operational sustainability outcomes. During the reporting period, three projects previously funded through the Sustainability Strategy progressed from development into implementation:

- The **Indigenous Biodiverse Terrace** project was fully established, delivering two distinct planting schemes (high and low biodiversity) to enable comparative research. A comprehensive series of onsite studies measured users’ psychological, cognitive and physiological responses. Early findings indicate that higher-biodiversity plantings can improve users’ mood, perceived restorativeness of the area, cognitive performance and social interaction.
- The **Living Green Walls** project continued monitoring rooftop test cells between September 2024 and August 2025, generating a year-long dataset on thermal performance. Findings show reduced indoor temperatures during summer, particularly at night, improving thermal stability across seasons. While planned stress-related studies could not proceed due to upcoming roof renovations, the project achieved its primary research objectives.
- The **Sustainability Education Curriculum Evaluation** project progressed analysis of the Sustainability Major and Master of Sustainability, with early findings indicating that students perceive the Sustainability Major as relevant to their studies across a diverse range of disciplines. Further engagement with teaching staff is planned to validate and deepen these insights, supporting ongoing refinement of sustainability education offerings.

Both the Indigenous Biodiverse Terrace and Living Green Walls projects are now transitioning into a dissemination phase, with findings being prepared for journal publication and informing future applications of green infrastructure across campus.

In parallel, **the Sydney Nano Living Labs** program progressed delivery of the **3D-Printed Concrete Using Waste-Derived Nanocarbon for Enhanced CO<sub>2</sub> Capture** project. This included detailed design and technical development with internal and external partners, culminating in finalised designs for CO<sub>2</sub>-absorbing concrete seating and planter units for on-campus demonstration.

The initiative also advanced research commercialisation outcomes, including scaling production of waste-derived carbon aerogels, formalising industry partnerships, and progressing intellectual property and grant applications, laying the groundwork for installation and broader adoption in 2026.



**STRATEGY 2:****Prioritise the development of high-quality sustainability research at the University**

| Target                                                                                                                                                                                                              | Status  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 2.1 Directly support sustainability as one of the core foci in the research strategy of faculties and Multidisciplinary Institutes (MDIs) and as one of the core foci in all Research Portfolio-led funding schemes | NOT MET |
| 2.2 Incorporate a sustainability focus into internal funding schemes and supplemental support for external grant schemes                                                                                            | NOT MET |
| 2.3 Explore using the UN Sustainable Development Goals as a common language and framework to map research and inform the development of new external partnerships                                                   | MET     |
| 2.4 Retain our best scholars in sustainability and recruit emerging leaders in a range of fields to support new ways of exploring and addressing the challenges faced by humanity                                   | NOT MET |

*SDG-aligned research mapping capability was established, with the launch of Sydney Profiles enabling users to identify sustainability expertise aligned to the UN SDGs. Sustainability is embedded as a priority within selected MDIs and is incorporated as a core focus in the Horizon Fellowship Scheme, but formal integration across all faculty and MDI research strategies and grant support mechanisms was not achieved. Retention and recruitment of sustainability scholars is supported through MDIs, but no dedicated strategy or formal tracking mechanism is in place.*

The University continues to strengthen its capacity to deliver high-quality, interdisciplinary sustainability research that addresses complex global and local challenges. In 2025, progress focused on improving visibility of research activity, supporting investment and collaboration, and strengthening pathways to real-world impact.

For the first time, income from climate-related research and education was mapped across the University to support **emerging financial disclosure requirements**; this provided a clearer picture of the scale and interdisciplinary nature of sustainability activity across our faculties and institutes.

Collaboration and visibility of sustainability research were further enhanced through the launch of **Sydney Profiles**, an institution-wide platform to showcase the University's academic talent, improve researcher visibility, and simplify collaboration. The platform helps internal and external users identify, connect and collaborate with sustainability expertise across the University, while also visibly mapping the collaboration networks our researchers build.

The University continues to invest in and attract funding to support multidisciplinary sustainability research, with outcomes contributing to real-world impact across priority areas:

- **DAC Labs**, founded by researchers from the **Net Zero Institute**, was among the first ventures to receive support through the University's new **\$25M Pre-Seed Launch Fund to further develop direct air capture technology**.



- Support for 30 of 39 fellows from our flagship \$100M Sydney Horizon Fellowship Scheme undertaking sustainability-focused work, including Dr Shamila Haddad's research on [climate adaptation and resilience in social housing communities](#), and Dr Jiaying Li's [wastewater-based epidemiology research](#) informing environmental protection and public policy.
- \$2.8M was secured through the [Australian Government's Cooperative Research Centres Projects \(CRC-P\)](#) grant program to develop plasma-based manufacturing of perchlorates, reducing emissions associated with conventional chemical production.
- The Sydney Environment Institute (SEI) [Collaborative Grant Program](#) supported nine interdisciplinary projects in 2025, spanning biodiversity in the built environment, renewable energy commitments, and integration of Indigenous knowledge into climate resilience.

The University's research community continues to be recognised for its global impact and contribution to sustainability challenges:

- Associate Professor Arunima Malik awarded the [Frontiers Planet Prize](#) for globally impactful sustainability research.
- Professor Anita Ho-Baillie and Professor Thomas Maschmeyer recognised at the [2025 Australian Museum Eureka Prizes](#) for contributions to clean energy and sustainable technologies.
- Eight University of Sydney researchers named in [Clarivate Highly Cited Researchers](#) working in sustainability-related fields.

### CASE STUDY:

## Climate Education and Research Income

Under the NSW Treasury's TPG24-33 framework, the University is required to publicly disclose material climate-related opportunities, including income from climate research and education activities. To better understand and quantify these opportunities, the University identified research and education activities aligned with key United Nations Sustainable Development Goals (SDGs): **SDG 13 – Climate Action, SDG 7 – Affordable and Clean Energy, SDG 14 – Life Below Water, and SDG 15 – Life on Land.**

For research, the University used a combination of internal research funding data and SDG-aligned classifications from the Dimensions database to identify climate-related projects. Preliminary analysis identified approximately **\$34 million in active research funding** associated with these SDGs.

For education, units of study were mapped against the in-scope SDGs using University Handbook data and established SDG-related keywords<sup>1</sup>. This analysis identified units containing climate-related content across a range of disciplines. Initial analysis found that approximately **\$56 million in student fee revenue** was associated with units of study that included climate-related content. This figure reflects the full fee revenue from units containing a substantive climate-related component and has been attributed at the unit level rather than apportioned according to the proportion of climate-related content within each unit.

This work establishes a baseline that can be tracked over time, supporting future assessment of the University's climate-related research and education activities and their alignment with strategic priorities.

1. Units of study were considered to include climate-related topics if they contained two or more key words from this list in the unit's description.

Below: Dr Pattison at  
Narrabri chickpeas.



STRATEGY 3:  
Develop global and local partnerships and practice

| Target                                                                                                                                                                                    | Status |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 3.1 Support researchers to build strong links with communities, industry, NGOs, other universities and governments to develop leading sustainability research into real-world application | MET    |
| 3.2 Provide research support to University contributions to global efforts                                                                                                                | MET    |

Both targets under Strategy 3 were met. Support mechanisms to enable cross-sector collaboration are in place through multidisciplinary research institutes and dedicated institutional structures. The Office of Global Research Engagement facilitates international collaboration and partnership-led research outcomes.

In 2025, the University strengthened global and local partnerships that translated sustainability research into real-world impact, working with government, industry, community and international collaborators.

Multidisciplinary research institutes played a central role in delivering partnership-led outcomes:

- The **Sydney Environment Institute (SEI)** engaged 71 community, government, academic and industry partners in 2025, including the *Reducing the Healthcare System’s Carbon Footprint* project, delivered in partnership with the Interim Australian Centre for Disease Control, the New South Wales Ministry of Health and Sydney Local Health District, and the *Universities’ Responsibilities in Disasters* project, which informed cross-sector collaboration on disaster resilience and recovery.
- The **Net Zero Institute (NZI)** partnered with the NSW Department of Primary Industries to develop net zero transition scenarios, applying University expertise to inform government planning and sector-wide emissions reduction pathways.
- The **Plant Breeding Institute (PBI)** progressed international collaboration through the **CAIGE** program, connecting the University with leading global agricultural research centres and Australian industry partners. CAIGE accelerates the development of climate-resilient wheat and barley varieties to strengthen food security and agricultural resilience under climate change.

The University’s Office of Global and Research Engagement (OGRE) further advanced international collaboration through strategic partnerships and targeted funding:

- The University contributed to the Nature Positive Universities Alliance through participation in the Nature Positive Coalition, a network of 47 academics from 11 universities across nine countries working to develop and test biodiversity metrics to support reversing nature loss by 2030.
- The Ignition Grants program continued to support international sustainability research collaborations in 2025, funding multidisciplinary projects aligned to the UN Sustainable Development Goals. This included an international collaboration to **support healthy aquaculture in Tanzania**, and research to inform a **United Nations report** on tracking the clean energy supply chain.



**STRATEGY 4:****Increase our capacity for sustainability education across the University**

| Target                                                                                                                                                                                     | Status  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 4.1 Embed sustainability themes and practices into curricula and learning activities across all disciplines, based on a range of cultural and social perspectives                          | NOT MET |
| 4.2 Integrate cross-disciplinary sustainability knowledges and practice within graduate attributes                                                                                         | NOT MET |
| 4.3 Broaden the range of Industry and Community Project Units (ICPUs) and Open Learning Environment (OLE) units that engage and explore sustainability themes and ideas                    | NOT MET |
| 4.4 Establish new opportunities for undergraduate students to embark on a rich sustainability education through a multidisciplinary major and minor in sustainability                      | MET     |
| 4.5 Determine the viability of micro-credentialing and other specialised postgraduate and executive training in sustainability                                                             | MET     |
| 4.6 Support innovation and excellence in sustainability education and increase opportunities to share these ideas and experiences among University staff                                   | MET     |
| 4.7 Draw on global best practice to develop how we reward and recognise sustainability-related teaching, exploring areas such as education fellowships and grants, awards and exchanges    | NOT MET |
| 4.8 Enable students' ability to learn across different dimensions of sustainability through greater transparency of sustainability-related units, majors, degrees, and other opportunities | MET     |
| 4.9 Make teaching opportunities available to Higher Degree by Research students and early career researchers in sustainability research roles                                              | NOT MET |

*The Sustainability Major and Master of Sustainability are established, micro-credentialing and executive education have been piloted, sustainability education resources and tools are available, and student-facing visibility of sustainability units has improved. Sustainability has not been formally embedded across all curricula, graduate attributes, or ICPU/OLE units, and no dedicated mechanisms to reward sustainability teaching or structured teaching opportunities specifically for sustainability HDR students have been established.*



**STRATEGY 4:****Increase our capacity for sustainability education across the University**

Progress has been made towards embedding sustainability across the University's curriculum. Faculties continue to adopt diverse approaches to integrating climate, sustainability and the UN Sustainable Development Goals (SDGs) into teaching and learning, with new and enhanced curriculum offerings introduced in 2025 including:

- **The School of Architecture, Design and Planning** delivered the **Master of Building Performance and Sustainable Design** for the first time. The program equips students with integrated capabilities across design, technology and sustainability to address the environmental performance of buildings and support the transition to a low-carbon built environment.
- **The Faculty of Engineering** introduced the **Bachelor of Engineering Honours (Environmental Engineering)**, with ENVE1001 launched in 2025 as a new foundational unit. The unit attracts students from both engineering and science pathways, with 21 students enrolled in its first year, supporting the development of interdisciplinary capability in environmental engineering.
- **The Business School Dalzell Scholars** program further embedded sustainability across core units, strengthening SDG-aligned problem-solving in units including The Craft of Collaboration, Innovation in Organisations and Unravelling Complex Problems, where students design solutions to complex global and local sustainability challenges.
- **The Faculty of Science** launched the **Bachelor of Wildlife Conservation (Taronga) and Honours program** in partnership with Taronga Conservation Society Australia. The program combines academic study with hands-on fieldwork, including on-site learning at Taronga Western Plains Zoo, equipping students with practical skills to address biodiversity challenges and contribute to conservation outcomes.

- Within the **Faculty of Medicine and Health**, **Sydney Medical School** continued embedding sustainability and climate content across all four years of the medical curriculum, supported by integrated learning design and visual indicators across teaching materials. This work contributed to Sydney Medical School becoming the first, and currently only, Australian medical school to achieve an A grade in the **2025 Planetary Health Report Card**, including an A grade for its planetary health curriculum.

The Master of Sustainability continued to grow in 2025, recording 206 enrolments and 94 capstone projects completed during the year. Enrolments in the foundational SUST1001 unit remained broadly consistent, with 60 enrolments in 2025 compared with 61 in 2024.

Sydney Executive Plus (SE+), the University's executive education initiative, continues to expand its sustainability-focused professional development offerings. The **Net Zero Sprint** enrolled 81 participants across three teaching sessions in 2025, representing 54 organisations across 14 industries. A new **Scope 3 Masterclass**, developed with the University's Integrated Sustainability Analysis group, was also launched in 2025, 66 participants completed it across two sessions, representing 42 companies across 14 industries. Looking ahead, SE+ is working with NZI to evolve the Net Zero Sprint as industry priorities mature, alongside the development of a Nature-based Reporting Masterclass.

Below: Agricultural student with cows, Camden.



STRATEGY 5:  
Enhance the student experience of sustainability

| Target                                                                                                                                                                                                                                  | Status |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 5.1 Develop mechanisms to support sustainability leadership for students, such as sustainability internships and placements, development of student sustainability leadership programs, and publicising student sustainability research | MET    |
| 5.2 Work with the USU and other partners to enable a holistic campus experience of sustainability                                                                                                                                       | MET    |

*Both targets under Strategy 5 were met. Internships, co-curricular pathways and applied learning projects provide students with sustainability leadership opportunities. The University collaborated with the USU and other partners to deliver coordinated sustainability engagement through joint initiatives, events and student-led programs.*

The University continued to enhance the student experience of sustainability in 2025, creating opportunities for students to engage, practise and lead beyond the classroom. This included embedding sustainability into everyday campus experiences, expanding co-curricular pathways, and supporting student-led initiatives that translate learning into real-world impact.

Students engaged through a range of initiatives that brought sustainability to life across campus:

- **Circular economy initiatives** supported hands-on engagement, with 516 kg of textiles diverted from landfill through reuse and recycling, including uniforms repurposed into insulation and towels reused by the Veterinary School Hospital. During the Career Ready Wardrobe partnership with the Careers Centre, 1,478 clothing items were donated, 1,079 of which were selected by 346 students; this diverted a further 482 kg from landfill. (see case study)
- A **laptop donation pathway** was launched in partnership with Student Life, redistributing recoverable University devices to support digital inclusion across Australia and the Pacific.
- A total of **40 sustainability engagement activities** were delivered across the year, including zero-waste cooking demonstrations, e-bike tours, climate cafés and strategy co-design workshops, creating accessible entry points for students to connect with sustainability on campus.



Above: Zero waste cooking class.



Co-curricular pathways enabled students to deepen engagement and build sustainability leadership capabilities:

- The **Green Impact program** reached its highest level of participation to date, with 589 sustainability actions completed and 30 audited toolkits submitted, spanning initiatives such as wildlife habitat creation, mug libraries and energy efficiency upgrades. A co-curricular sustainability stream was also piloted, with three students recognised for completing more than 100 points of sustainable action.
- The Student Life team piloted the **Sydney Impact co-curricular recognition program** in 2025, with sustainability included as one of four award areas. The Sustainability Award recognised student participation in volunteering, education and behaviour change activities that contributed to sustainability outcomes across the University, with three students achieving the award and a further nine progressing towards completion during the pilot period.

As the primary provider of student services and social life on campus, the University of Sydney Union's (USU) commitment to sustainability helps shape students' everyday experiences on campus. In 2025, USU launched its inaugural **ESG Strategy**, developed through an eight-month stakeholder consultation process, outlining six focus areas to embed sustainability across student services and operations. The Strategy was launched alongside the Twice Loved Markets, promoting circular fashion and affordability, with student-led groups including the Waste Fighters Society and Fashion Revolution Society delivering clothing swaps and upcycling workshops, bringing sustainability to life in the spaces where students gather, socialise and connect.



Above: Guided e-bike tour.

## CASE STUDY: Career Ready Wardrobe

The Career Ready Wardrobe, co-delivered by the Careers Centre, Sustainability Strategy team and USYD Fashion Revolution Society, was launched in September 2025 to support students transitioning into the workforce while fostering a culture of circularity on campus.

Designed to remove barriers to career readiness, the initiative provided students with free, work-ready clothing while promoting more sustainable consumption practices through the reuse of quality garments. Demand was high, with registrations reaching capacity within 24 hours (346 attendees) and more than 500 additional students joining the waitlist.

Staff and alumni donated 1,478 items of professional clothing, with 1,079 items redistributed to students during the event. This diverted approximately 482 kg of textiles from landfill, extending the life of high-quality garments and demonstrating practical circularity in action.

The program integrated employability support with sustainability engagement. Careers advisors provided tailored guidance on interviews and early career preparation, while student volunteers delivered peer-to-peer “conscious styling” advice, fostering a supportive and social environment.

Through participation, students engaged directly with the environmental impacts of fashion consumption, building awareness of resource use and waste in the industry. Feedback highlighted increased confidence in professional presentation, reduced financial pressure, and a strong sense of community.

By combining employability, equity and sustainability, the Career Ready Wardrobe demonstrates how targeted initiatives can enhance the student experience while fostering sustainability-literate graduates through applied, real-world engagement.

Below: Career Ready Wardrobe Event.



**STRATEGY 6:****Support understandings of Aboriginal and Torres Strait Islander peoples' ways of living in harmony with the environment****Target****Status**6.1 Coordinate sustainability activities within the *One Sydney, Many People Strategy*

MET

*The Strategy 6 target was met. Coordination mechanisms align sustainability activities with the OSMP Strategy, with representation from the DVC Indigenous Strategy and Services portfolio in cross-functional working groups and assessment committees throughout the life of the strategy.*

As outlined in the Caring for Country section, several initiatives delivered during the year also advanced the objectives of Strategy 6. Through the *One Sydney, Many People* (OSMP) Strategy, funding supported staff-led projects that embedded Aboriginal and Torres Strait Islander perspectives, knowledges and methodologies into teaching, learning, research and community engagement across the University.

Together, these projects helped transform curriculum by integrating Indigenous knowledges, languages, methodologies and assessment approaches into disciplinary teaching. Cross-faculty collaborations and Community partnerships strengthened all stages of design and delivery, while new evaluation frameworks improved the ability to measure curriculum impact over time.

**Sydney Law School**

- **Ngara in the Core Curriculum:** An Indigenous-led, ethics-approved mixed-methods study assessing the embedding of Ngara (CLO5) across core programs. The project established a growing community of practice and created a University benchmark for evidence-based Indigenisation of curriculum.

**Faculty of Science**

- **First Nations Science Student Experience:** A student-champion model that increased participation and strengthened sense of belonging for Indigenous Science students through peer-led gatherings and culturally safe community-building activities.

**Faculty of Medicine and Health**

- **Learning From Country Living Toolkit:** Development of digital resources, yarning circles and community speaker training to support the integration of Indigenous knowledge systems into teaching and learning across education and nursing curricula.

**Faculty of Arts and Social Sciences**

- **Preserving Redfern's Living Archive:** A collaborative preservation initiative that digitised more than 3,000 archival files, expanded student internship opportunities, produced a community-led documentary, and delivered a 46th anniversary exhibition while embedding long-term community governance into the archive's future.

**Sydney Conservatorium of Music**

- **Strong Song People:** A culturally grounded music initiative supporting First Nations songwriters to create original songs in their own languages in collaboration with Conservatorium of Music students. The project strengthened cultural expression, creative confidence and cross-cultural collaboration while reinforcing partnerships between the Conservatorium and First Nations communities.



# Pillar 2

*Enabling resilient places and a responsible footprint*

“Through this strategy, the University will nurture more sustainable and resilient campuses, and develop a culture of shared responsibility in our approach to sustainability.”

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Sustainability Strategy 2020

Left: Food waste collection on  
Camperdown/Darlington campus.

STRATEGY 7:  
Demonstrate leadership in waste reduction and management

| Target                                                                                                                                             | Status       |
|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| 7.1 Send zero waste to landfill by 2030                                                                                                            | NOT ON TRACK |
| 7.2 Achieve a 20% reduction in waste generated per person (aligned to Full-Time Equivalent/ Equivalent Full-Time Student Load (FTE/EFTSL)) by 2030 | NOT ON TRACK |
| 7.3 Recover 80% of organics waste on campus by 2025                                                                                                | NOT MET      |
| 7.4 Achieve 60% recycling by 2025                                                                                                                  | NOT MET      |
| 7.5 Enable 'single use plastics free' campuses by 2025                                                                                             | NOT MET      |
| 7.6 Compost 80% of food waste by 2025                                                                                                              | NOT MET      |
| 7.7 Ensure 100% of food/beverage packaging on campus is compostable or recyclable by 2025                                                          | NOT MET      |

Progress toward the 2030 zero-waste target showed a 28% reduction in waste generation, however, insufficient data prevents confirmation of per person waste generation. The recycling rate within the endorsed boundary reached 13% against a 60% target. The 2025 single-use plastics, packaging, organics and composting targets were not met, as whole-of-campus rollouts have not yet been completed due to operational challenges; these include prolonged biodigester outages, restrictions on packaging in composting streams, and changes arising from the campus retail review.

Reducing the waste we generate and improving how we recover the resources that flow through our campuses is a cornerstone of our commitment to a responsible footprint. It is also a long-term endeavour, one that asks us to keep building the systems, partnerships and habits that make sustainable choices easier for our community.

In 2025, we focused on the foundations that will carry this work forward: an expanded organics infrastructure, improved recycling systems, and addressing longstanding data and reporting gaps. While our 2025 waste targets were not met, the year delivered important enabling work to strengthen waste governance, operational oversight and future performance measurement.

Expanding food organics collection was a major focus of the year, driven by the [Protection of the Environment Legislation Amendment \(FOGO Recycling\) Act 2025](#). Our Food Organics and Garden Organics (FOGO) rollout progressed into additional retail and food-service settings, with new outlets activated for collection across campus as part of the University's compliance pathway. We engaged directly with the Environment Protection Agency (EPA) to clarify operational requirements under the Act and worked with our Legal and Health and Safety teams to embed waste-related obligations in future contracts and leasing arrangements.



As the rollout broadened, several operational gaps were identified across collection and monitoring processes, including inconsistent organic waste caddy emptying and limited visibility of whether food waste was reaching dock collection points. In response, we explored options to improve data capture through digital entry tools, digital scales and smarter tracking systems. A key milestone was the successful EPA testing of compost generated through the program, supporting its rollout for use across campus.

Waste governance was coordinated through our new **Waste Working Group** and a dedicated **Organics Sub-Working Group**, which provided structured oversight of priority actions, surfaced operational risks and dependencies, and supported coordination across teams. Co-development and implementation of a Waste Action Plan and progressing infrastructure alignment for future organics collection were among the key enabling pieces of work delivered through these forums.

Our recycling infrastructure also continued to grow in 2025.

- New three-stream bin infrastructure and signage was introduced across the Camperdown and Darlington campuses to expand and standardise waste, co-mingled recycling and organics collection systems.
- Two new recycling hubs were activated at the Wentworth and Regiment buildings, with three further hubs progressing for activation in 2026 at the Fisher Library, Concord and Westmead campus.
- At the Sydney West Hub Building, occupants established their own hub to collect batteries and writing instruments – a useful model for occupant-led streams in specialist settings. The University's recycling rate reached 13% in 2025, below the 60% target.

Targeted programs continued to address streams requiring tailored handling and controls.

- Battery recycling progressed through identification of trial sites and the development of supporting risk assessments, training materials and communications.
- A new laptop donation pathway was also established to support device reuse and extend the life of university equipment.
- A focused textiles collection drive diverted a significant quantity of clothing waste – 49 kg of uniforms alongside two pallets of textiles collected from the community – through transfer to a recovery partner.

Behaviour change and engagement remained central to our approach.

- Our waste ambassadors supported key events and activations throughout the year, including interactive engagement designed to build confidence in correct sorting.
- We also strengthened our online resources, launching a student-facing webpage on waste minimisation, an A-Z waste directory, and staff resource packs to support consistent signage and communications across teams.



**516 KG**

Textiles recycled through the textiles collection drive



**115 Bins**

New three stream bin upgrades across Camperdown and Darlington campus



**13,308 KG**

Food waste collected and composted via onsite biodigester

**CASE STUDY:****Reducing contamination through behaviourally informed waste signage**

Despite the installation of new outdoor bins across campus, including a dedicated organics stream, recycling and food waste streams were significantly underutilised and contaminated, sending valuable materials to landfill and undermining the University's Zero Waste to Landfill by 2030 target.

To tackle this, the Sustainability team took an evidence-based approach, applying the BehaviourWorks Australia Method to understand why people were sorting incorrectly. The team partnered with Masters capstone students to conduct targeted behavioural research and co-design the solution, generating insights the core team would not have had capacity to develop alone.

The resulting signage drew on seven Behaviour Change Techniques, using visual prompts, step-by-step sorting instructions, positive feedback messaging and social norms content to guide users at the point of disposal. Students were central to the rollout too; trained Waste Ambassadors delivered peer-to-peer engagement at Welcome Fest in February 2025.

The impact was significant. Across the pilot bins, food waste stream contamination rates dropped by 30% (83% to 58%), and food waste capture more than doubled (2.5x). The greatest improvements occurred near food vendors, with contamination at the Courtyard Cafe falling by 50%. User surveys showed positive shifts in sorting intention and ease – 58% of those who noticed the signage found it helpful. Building on these results, the signage is now being rolled out more widely across campus to additional bins and internal spaces.

This project demonstrates how student partnership and low-cost, evidence-based design can drive real behaviour change and meaningful progress.

Below: Reducing waste contamination signage.



## Waste

|                                     |                           | JUL-JUN               |                 |                 |                 |                 |                 |
|-------------------------------------|---------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| WASTE TARGET                        | METRIC                    | 2018-19<br>(BASELINE) | 2020-21         | 2021-22         | 2022-23         | 2023-24         | 2024-25         |
| Send zero waste to landfill by 2030 | tonnes to landfill        | 1,903.2               | 858.3           | 638.4           | 1,150.2         | 1,283.8         | 1376.3          |
|                                     | % change from baseline    | -                     | 54.9% reduction | 66.5% reduction | 39.6% reduction | 32.5% reduction | 28.0% reduction |
| Achieve 60% recycling by 2025       | tonnes of recycling       | 518.3                 | 287.7           | 437.4           | 307.2           | 298.5           | 202.8           |
|                                     | % of total waste recycled | 21.4%                 | 25.1%           | 40.6%           | 21.1%           | 18.8%           | 12.8%           |



Above: Generating compost at the University's onsite biodigester, Camperdown Campus.

STRATEGY 8:  
Reduce our energy emissions

| Target                                                        | Status   |
|---------------------------------------------------------------|----------|
| 8.1 Net zero Scope 1 & 2 emissions by 2030                    | ON TRACK |
| 8.2 Source 100% of electricity from renewable sources by 2025 | MET      |
| 8.3 3 MW on-site solar capacity installed by 2025             | NOT MET  |
| 8.4 10% reduction in energy intensity (per GFA) by 2025       | MET      |

Two 2025 targets under Strategy 8 were met, with the University achieving 100% renewable electricity sourcing and exceeding its energy intensity reduction target, recording a 15% improvement against a 10% goal. On-site solar capacity reached 2.67 MW against a 3 MW target, with delivery delays at several sites contributing to the remaining 0.33 MW gap. The target is expected to be finalised in June 2026. The University remains on track toward net zero Scope 1 and 2 emissions by 2030, having achieved a 93.6% reduction from the 2018–19 baseline.

2025 marked another year of meaningful progress in reducing the University’s greenhouse gas emissions. With our Power Purchase Agreement (PPA) now fully embedded and on-site solar continuing to expand, our attention has shifted to the harder, longer-term work of reducing residual Scope 1 emissions and addressing the value-chain emissions that make up a significant proportion of our footprint.

This was also the first year the University released its mandatory Climate-related Financial Disclosure, prepared in alignment with the NSW Treasury Reporting Framework (TPG24–33). This represents a transition from our 2024 voluntary disclosure, with strengthened governance, enhanced emissions reporting, and improved visibility of how climate-related risks and opportunities intersect with operations and long-term planning.

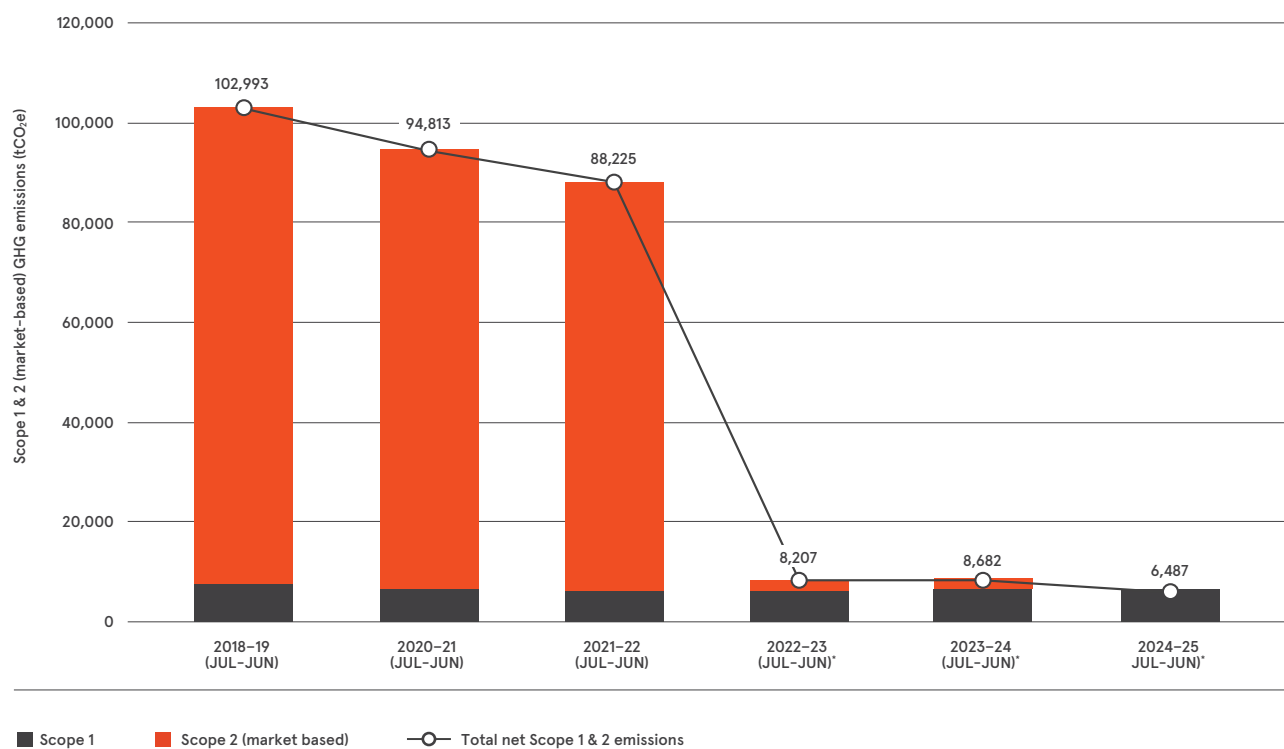
Scope 1 and 2 emissions are reported in accordance with the Greenhouse Gas Protocol. For the 2025 calendar year, Scope 1 emissions were 6,519 tCO<sub>2</sub>e. These emissions are consistent with prior years, reflecting stability in our natural gas use, fleet fuel consumption and other direct emission sources.

Market-based Scope 2 emissions remained at zero for a second consecutive year, reflecting 100% renewable electricity sourcing through our PPA and the surrender of 107,488 Large-Scale Generation Certificates (LGCs). Together, total net Scope 1 and 2 emissions on a market-based basis were 6,487 tCO<sub>2</sub>e in 2025 – a 93.6% reduction from the 2018–19 baseline, and a result that keeps the University on track toward our net zero by 2030 target.

Looking ahead, the University has begun to quantify the remaining sources of direct emissions. Refrigerants and livestock have been identified as two material Scope 1 sources that sit outside our current reported totals. Capturing the full picture of our direct emissions is essential to supporting a credible decarbonisation pathway.



### Year-on-year Scope 1 & 2 (market-based) GHG emissions, 2018–19 to 2024–25



\*From 2022–23, renewable electricity was sourced via a Power Purchase Agreement (PPA).

### Year-on-year Scope 1 and 2 emissions (tCO<sub>2</sub>e)

| EMISSION CATEGORY (tCO <sub>2</sub> e)           | JUL–JUN FINANCIAL YEAR |         |         |         |         |         | JAN–DEC CALENDAR YEAR |        | % CHANGE FROM BASELINE (CY 2024–25) |
|--------------------------------------------------|------------------------|---------|---------|---------|---------|---------|-----------------------|--------|-------------------------------------|
|                                                  | 2018–19 BASELINE       | 2020–21 | 2021–22 | 2022–23 | 2023–24 | 2024–25 | 2024                  | 2025   |                                     |
| Scope 1 emissions                                | 7,440                  | 6,611   | 6,046   | 6,202   | 6,594   | 6,487   | 6,604                 | 6,519  | -11.2%                              |
| Scope 2 emissions (location-based)               | 95,553                 | 88,202  | 82,179  | 76,378  | 75,373  | 70,536  | 73,700                | 69,886 | -22.9%                              |
| Total net Scope 1 & 2 (location-based) emissions | 102,993                | 94,813  | 88,225  | 82,580  | 81,967  | 77,023  | 80,304                | 76,405 | -22%                                |
| Scope 2 emissions (market-based)                 | 95,553                 | 88,202  | 82,179  | 2,005   | 2,088   | 0       | 0                     | 0      | -100%                               |
| Total net Scope 1 & 2 (market-based)             | 102,993                | 94,813  | 88,225  | 8,207   | 8,682   | 6,487   | 6,604                 | 6,519  | -93.6%                              |

Although beyond the scope of the 2020 Sustainability Strategy, Scope 3 emissions – those generated across our value chain rather than on our campuses – represents the largest proportion of the University’s total greenhouse gas footprint.

In 2025, total Scope 3 emissions were 343,723 tCO<sub>2</sub>e, compared with 349,578 tCO<sub>2</sub>e in 2024 – a reduction of approximately 1.7%. The largest absolute reduction occurred in Capital Goods (Category 2), which declined from 54,239 to 39,523 tCO<sub>2</sub>e – a 27% reduction. This shift primarily reflects changes in the timing and profile of capital expenditure across the year rather than a structural change in University procurement or building activity. Purchased Goods and Services (Category 1) also decreased from 158,654 to 151,965 tCO<sub>2</sub>e.

Increased emissions in Categories 6 and 7 primarily reflect methodological improvements rather than step-changes in travel behaviour. In 2025, more complete process-based flight activity data were incorporated for business travel, and direct fuel-use emission factors were applied to employee commuting alongside input-output modelling of indirect emissions. As our Scope 3 inventory matures, we expect to see further refinements of this kind, and we are committed to transparent disclosure of methodological changes so that year-on-year comparisons can be read in their proper context.

Grid electricity consumption fell by 2% in 2025, supported by a 34% increase in on-site solar generation and the LED lighting program. Energy intensity per gross floor area decreased by 15% against the 2018–19 baseline, exceeding the 10% reduction target. The 2025 LED program delivered approximately 1.64 million kWh in savings across 31 buildings. Installed on-site solar PV capacity reached 2.67 MW by year end, up from 1.99 MW in 2024 – a 34% increase. New installations were completed at Camperdown, Darlington, Narrabri and One Tree Island; Narrabri contributed approximately 0.35 MW of new capacity. Total installed capacity fell 0.33 MW short of the 3 MW target.

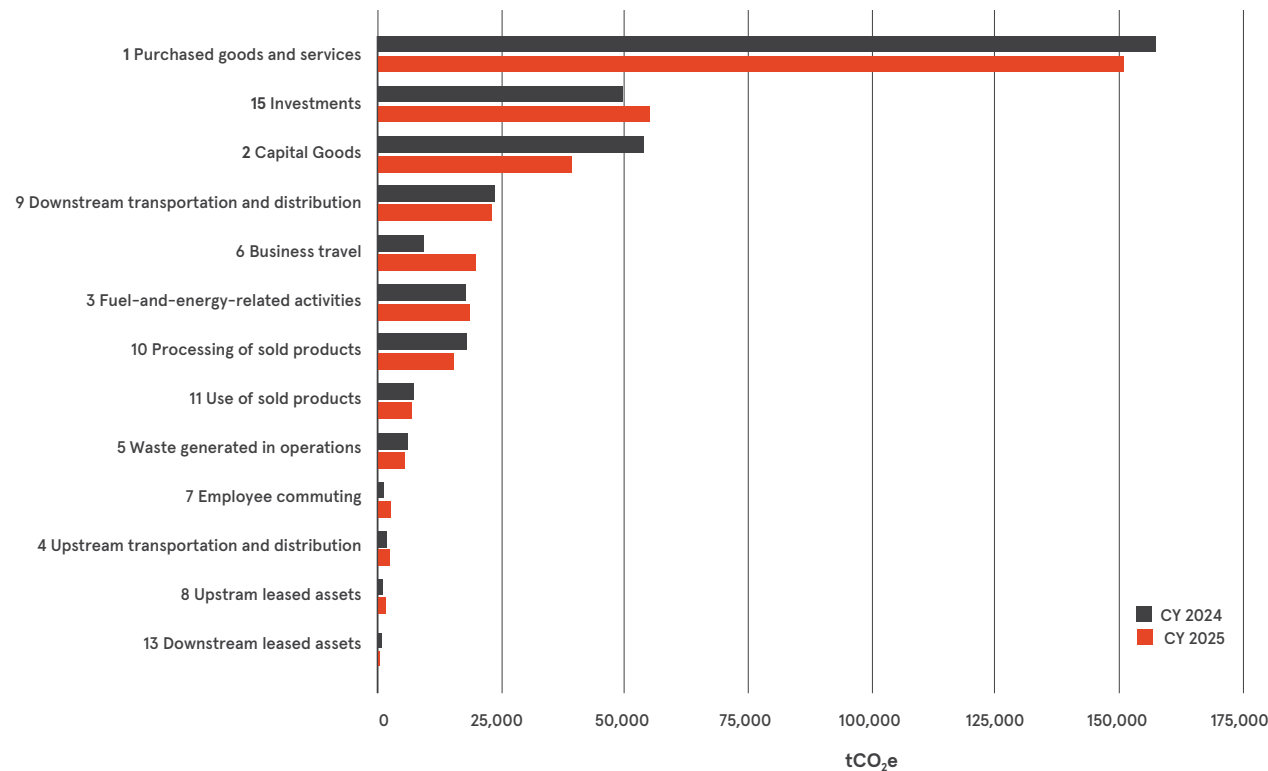
Approximately \$10 million was invested by Operations and Sustainability in energy performance initiatives in 2025, including lighting, metering upgrades and expanded solar capacity. A further approximately \$3 million was directed to the University’s building electrification pilot covering two pilot buildings, along with design modelling to support the University’s net zero pathway.



**2.67 MW**

Installed on-site solar capacity at end of 2025, up 34% on 2024.

Scope 3 emissions by GHG Protocol category, CY 2024 vs CY 2025



Scope 3 emissions by GHG Protocol category, CY 2024 vs CY 2025 (tCO<sub>2</sub>e)

| GHG PROTOCOL CATEGORY                         | CY 2024<br>(tCO <sub>2</sub> e) | CY 2025<br>(tCO <sub>2</sub> e) | CHANGE<br>(tCO <sub>2</sub> e) | % CHANGE |
|-----------------------------------------------|---------------------------------|---------------------------------|--------------------------------|----------|
| 1. Purchased goods and services               | 158,654                         | 151,965                         | -6,689                         | -4.2%    |
| 2. Capital goods                              | 54,239                          | 39,523                          | -14,716                        | -27.1%   |
| 3. Fuel- and energy-related activities        | 17,858                          | 18,643                          | +785                           | +4.4%    |
| 4. Upstream transportation and distribution   | 1,809                           | 2,382                           | +573                           | +31.7%   |
| 5. Waste generated in operations              | 6,070                           | 5,538                           | -532                           | -8.8%    |
| 6. Business travel                            | 9,298                           | 19,938                          | +10,640                        | +114.4%  |
| 7. Employee commuting                         | 1,007                           | 2,638                           | +1,631                         | +161.9%  |
| 8. Upstream leased assets                     | 862                             | 1,718                           | +856                           | +99.3%   |
| 9. Downstream transportation and distribution | 23,718                          | 23,292                          | -426                           | -1.8%    |
| 10. Processing of sold products               | 18,085                          | 15,519                          | -2,566                         | -14.2%   |
| 11. Use of sold products                      | 7,233                           | 6,807                           | -426                           | -5.9%    |
| 12. End-of-life treatment of sold products    | 0                               | 0                               | 0                              | -        |
| 13. Downstream leased assets                  | 796                             | 434                             | -362                           | -45.5%   |
| 14. Franchises                                | 0                               | 0                               | 0                              | -        |
| 15. Investments                               | 49,949                          | 55,327                          | +5,378                         | +10.8%   |
| Gross total Scope 3 emissions                 | 349,578                         | 343,723                         | -5,855                         | -1.7%    |

Approximately \$10 million was invested by Operations and Sustainability in *energy performance* initiatives in 2025, including lighting, metering upgrades and expanded solar capacity.



**1.64M kWh**

Electricity savings from the 2025 LED lighting program across 31 buildings.

STRATEGY 9:  
Sustainably develop and manage the built and natural environment on our campuses

| Target                                                                                       | Status       |
|----------------------------------------------------------------------------------------------|--------------|
| 9.1 Minimum 5 Star Green Star for all new builds and 4 Star for major refurbishments         | NOT MET      |
| 9.2 Assess 100% of eligible buildings and core infrastructure for climate resilience by 2025 | NOT MET      |
| 9.3 Establish a Biodiversity Management Plan and baselines by 2025                           | MET          |
| 9.4 Enable 30% canopy cover by 2030                                                          | NOT ON TRACK |

The establishment of a Biodiversity Management Plan and baselines by 2025 target has been met. The Green Star target was not met as the boundary for ‘major refurbishment’ was not defined, resulting in inconsistent application of Green Star requirements for refurbishment projects. The University also did not meet the climate resilience target, as insufficient information is available to confirm all eligible buildings and infrastructure have been assessed. Canopy cover remains at 18% against a 30% target to be met by 2030.

Built Environment and Climate Risk

The University continues to target a minimum 5 Star Green Star rating for all new builds. In 2025, two key building projects remained on track: one currently under construction on campus and a second that completed tendering and is scheduled to commence construction in 2025. The strategy did not define a threshold for major refurbishments, creating uncertainty about which projects fell within scope of the Green Star target. The Climate and Nature Transition Plan 2026–2032 will establish clearer requirements for future projects.

In 2025, the University completed a structured Climate Risk and Opportunity Assessment and Physical and Transition Scenario Analysis. These assessments identified priority risks across campuses and operations.

For urban campuses at Camperdown, Darlington and Westmead, the most significant physical risks are extreme heat, intense rainfall and flooding, and severe storms. These hazards do, and have the potential to further disrupt, campus operations, infrastructure, ecosystems and the wellbeing of staff, students and visitors. In response, the University has further integrated climate risk considerations into capital planning. Actions include introducing Climate Assessment Plans for selected capital projects and the inclusion of sustainability requirements in business case templates submitted to the Senate Finance Committee.



## Environmental Management System (EMS)

The University is also developing its first Environmental Management System (EMS), aligned with the internationally recognised ISO 14001 standard. The University of Sydney is a large, complex institution with diverse activities across teaching, research, infrastructure, farms, heritage buildings, laboratories and operational sites. These activities can create environmental risks and compliance obligations that need to be managed consistently. An established EMS will help strengthen the University's environmental governance, clarify responsibilities, improve reporting and assurance, and support better environmental outcomes across faculties, schools and professional service units.

Following recommendations from a voluntary environmental audit in 2024, the University committed to establishing an ISO 14001-aligned EMS and strengthening its environmental compliance framework.

In 2025, an Environmental Compliance & EMS Implementation Working Group (IWG) comprising representatives from all relevant stakeholder groups was established and a comprehensive EMS implementation plan was developed collaboratively. By the end of the year, all major voluntary environmental audit actions had been closed, marking an important milestone in the University's environmental risk and compliance improvement program.

Environmental reporting has also been integrated into Riskware, the University's online hazard and incident reporting tool, which was previously focused on safety and wellbeing only. This enables environmental incidents, hazards and issues to be reported and tracked through an existing University-wide system.

Environmental risk triggers have been incorporated into the planning approval process within UI DEPS, helping ensure environmental risks are considered earlier in project planning and decision-making.

Below: Student sitting in the University's Indigenous garden.



**CASE STUDY:****Becoming Familiar Faces: Building Community Climate Resilience**

As climate-related disasters become more frequent, understanding how the University could contribute to disaster preparedness in ways shaped by community priorities has become critical in supporting local resilience.

The Sydney Environment Institute team designed a four-stage, decentred consultation process comprising an advisory group, preliminary conversations with key knowledge holders, six participatory workshops across Camperdown/Darlington and Westmead (supported by The Adaptation Game), and five expert policy roundtables using a structured "complicate/confirm" method.

Participants supported a broader university role in community resilience but emphasised the importance of long-term, trusted partnerships, built through familiarity and reciprocity. Recommendations included supporting local community resilience alliances, making University spaces available as cool refuges and food relief hubs, and incorporating resilience considerations into the Campus Master Plan and Climate and Nature Transition Plan 2026–2032.

One early outcome of the project was the development of localised Adaptation Game kits, which are now available through local libraries and councils to support community-led planning.

Below: Universities' Responsibilities in Disasters workshop.



**STRATEGY 10:****Require responsible procurement practices to enable ethically and sustainably sourced products****Target****Status**

10.1 Ensure 100% of UniBuy catalogue content adheres to ethical buying guidelines by 2025

NOT MET

10.2 Include sustainability considerations in sourcing process or contract delivery for 100% of contracts by 2025

NOT MET

*Ethical buying criteria development is still in progress so the criteria have not yet been applied across the UniBuy catalogue. The University lacks sufficient data to confirm that sustainability considerations were consistently included across all eligible contracts.*

In 2025, Procurement worked to incorporate environmental considerations earlier in procurement planning, engaged suppliers on climate and emissions reduction opportunities, and strengthened collaboration across the University and with the higher education sector. These efforts strengthened procurement as a practical enabler of sustainability objectives, rather than solely a compliance mechanism.

Environmental sustainability questions have been incorporated as a standard component of sourcing activities. Sustainability and Environmental, Social and Governance (ESG) questionnaires have now been embedded into UniBuy RFT templates and applied across approximately 61 sourcing projects during the year. This enabled environmental considerations – including materials, resource use, upstream and downstream waste, and supplier environmental practices – to be assessed alongside cost, risk and performance.

In parallel, Procurement expanded the range of products with sustainability credentials available through the University catalogue. In 2025, 603 products with sustainability certifications were introduced to the catalogue, to support purchasers seeking products with recognised credentials.

Engagement was also undertaken with suppliers in high-impact categories. In particular, the University's top 8 laboratory consumables suppliers were engaged in discussions on opportunities to reduce emissions, minimise manufacturing waste and increase recycled content within product offerings.

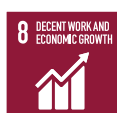
A key enabling initiative was the continued implementation of SEDEX (Supplier Ethical Data Exchange), which provides access to environmental and supply chain data from higher-impact and higher-risk suppliers. Initial implementation focused on categories including print, housekeeping and stationery, solar panels, and lab consumables. A wider rollout of SEDEX is planned for 2026, supporting more structured engagement with suppliers on resource use and supply-chain impacts.

**61**

Sourcing projects with sustainability and ESG questionnaires embedded.

**603**

Products with sustainability certifications introduced to the University catalogue in 2025.



STRATEGY 11:  
Reduce our water use

Target

Status

11.1 Reduce reliance on potable water per person by 30% by 2030

NOT ON TRACK

The target under Strategy 11 cannot be adequately assessed due to insufficient data to measure potable water use per person by FTE/EFTSL.

The Campus Renewal Program, led by Operations, delivered significant upgrades to bathroom facilities across the Camperdown/Darlington campus during 2025, refurbishing 228 bathrooms with water-efficient fixtures and fittings. New WELS-rated taps, dual-flush toilets and sensor urinals were installed where required, replacing ageing infrastructure and addressing leaks through the renewal of plumbing fixtures. While primarily focused on improving amenity and user experience, these upgrades also contributed to more efficient water use across campus and improved management of water-consuming assets.

In parallel, increased cleaning frequency in high-traffic buildings supports ongoing maintenance of these assets and may help identify leaks and other inefficiencies earlier. These upgrades support more efficient management of water-consuming infrastructure while addressing student and staff feedback on campus facilities.

Other water-related initiatives completed during 2025 included:

- Installing water-efficient fixtures in across three buildings as part of the Sustainability Program, replacing existing fittings and improving water efficiency.
- Expanding water monitoring capability by connecting new water meters to the Advanced Utilities Monitoring System (AUMS) and introducing sub-metering in four buildings, supporting more detailed water-use analysis and earlier identification of leaks.
- Installing three water refill stations at the Camden campus and one at Wilkinson building on Darlington campus, encouraging reusable bottle use and reducing reliance on single-use plastics.
- Implementing Hydrowise smart irrigation controls at the new Shepherd Street Building and upgrading irrigation infrastructure at the Engineering Lawn to improve irrigation efficiency and water management.



228

Bathroom spaces upgraded under the Campus Renewal Program by end of 2025.



Below: Ferns near broadwalk  
Darlington.



STRATEGY 12:  
Provide affordable, healthy and culturally acceptable food and beverages

Target

Status

|      |                                                                                                                            |         |
|------|----------------------------------------------------------------------------------------------------------------------------|---------|
| 12.1 | 100% of food and beverage items sold in University-owned or leased outlets to be ethically and sustainably sourced by 2025 | NOT MET |
| 12.2 | Reassign 100% of safe, unsold food from non-composting and landfill sources by 2025                                        | NOT MET |

No system-wide mechanism has been formalised to ensure ethical and sustainable sourcing across all food and beverage outlets, nor processes beyond pilots to reassign safe, unsold food away from landfill. The University acknowledges that further work is required to address both gaps. At the same time, pilots to support the scale and reach of food access initiatives for students supports the growing institutional commitment to food equity.

Food Hub

The Food Hub remained one of the University's most impactful student welfare services in 2025, operating five days per week including out-of-semester periods. Across the calendar year, 40,714 unique students were supported, 35% undergraduate and 65% postgraduate. International students comprising 86% of service users. Over 100,000 kg of goods from Foodbank alone were distributed through the Food Hub, made possible through food rescue partnerships and new relationships with suppliers who donate free stock. Beyond its welfare role, these partnerships also provide a service diverting surplus food from landfill while turning it into nutritious meals for our community.

Reaching other campuses: the USU Food Truck

The USU Food Truck extended food support to more of our campuses, including two visits at the Conservatorium, two at Camden, one each at Nepean and Concord, and four additional activations at Camperdown and Darlington campus. Across all visits, the food truck served 4,480 free meals to students.



### Free and discounted meals across our programs

Through the Bonus Meals, Exam Ready and Welcome Fest programs, the University distributed more than 88,000 free or discounted meals and approximately 39,700 free or discounted coffees to students. A further 24,153 discounted Cheap Eats items were made available across outlets. The breakdown of free meals provided is set out below.

#### Free meals provided in 2025, by category

| MEAL TYPE               | FREE MEALS PROVIDED |
|-------------------------|---------------------|
| Breakfast               | 26,450              |
| Lunch                   | 14,689              |
| Snacks                  | 9,500               |
| Dinner                  | 4,050               |
| <b>Total free meals</b> | <b>54,689</b>       |

### \$5 Student Canteen pilot

**Semester 2, 2025 – in partnership with the USU**

The University piloted a \$5 Student Canteen across the full 13 weeks of Semester 2, demonstrating strong demand for subsidised, accessible on-campus dining.



**32,477**

meals served



**509**

average per day



**8,940**

unique students reached

Below: Food van surrounded by students.



**STRATEGY 13:**  
**Reduce impacts associated with unsustainable travel to, from and around our campuses**

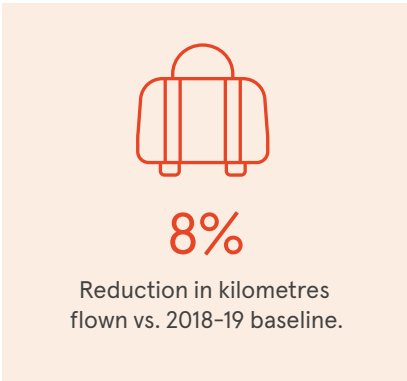
| Target                                                                           | Status  |
|----------------------------------------------------------------------------------|---------|
| 13.1 Implement a Sustainable Transport Action and Mobility Plan (STAMP)          | NOT MET |
| 13.2 Reduce staff motor vehicle travel to campus to 10%, students to 5%, by 2025 | NOT MET |
| 13.3 Reduce kilometres flown on University business by 20% by 2025               | NOT MET |

*The Sustainable Transport Action and Mobility Plan was not implemented, as the University has insufficient data to assess progress against the private motor vehicle targets for staff and students. An 8% reduction in kilometres flown was achieved against a 20% target. Reported Scope 3 business travel emissions increased from 9,298 to 19,938 tCO<sub>2</sub>e, primarily due to a change in emissions accounting methodology, rather than an increase in travel activity.*

**2025 Performance**

The University commenced reporting scope 3 business travel emissions through its greenhouse gas inventory as part of its Climate-Related Financial Disclosure (CRFD). In 2025, the University refined its methodology by transitioning from a predominantly input-output based approach to a hybrid approach incorporating supplier-specific, process-based emissions data for directly purchased air travel.

This change aligns Greenhouse Gas Protocol guidance and improves the accuracy, completeness and transparency of reported emissions through more detailed flight activity data. Tracking business travel emissions is a foundational step in delivering on the University's commitment to reduce travel-related impacts: without reliable data, it is not possible to identify the highest-impact travel categories or set meaningful reduction strategies.



**STRATEGY 14:****Improve environmentally, socially and financially responsible investment practices****Target****Status**

14.1 Review the University's investment portfolio principles and strategy and present a recommendation to the University Senate

**MET**

*The Strategy 14 target was met: the University's investment portfolio principles and strategy were reviewed and presented to Senate. Beyond this target, the University continued to make progress on responsible investment, reducing portfolio emissions intensity by 54% per \$1 million invested against the 2019 baseline, and completing the independent Investment Policies Review Working Group (IPRWG) review of arms-related investments, with five recommendations being actioned.*

**Portfolio Emissions and Responsible Investment**

The University's investment portfolio remains on track to achieve net zero emissions by 2050. When measured per \$1 million invested, emissions intensity has decreased by 54% relative to the 2019 baseline. On a Weighted Average Carbon Intensity (WACI) basis – a measure of portfolio exposure to carbon-intensive companies – the portfolio is now 61% below the 2019 baseline. These results reflect ongoing progress in reducing the carbon intensity of the portfolio while maintaining a diversified investment approach.

**Investment Policies Review: Arms-Related Investments**

The University conducted an independent external review of its investment and divestment policies, focused specifically on defence- and security-related investments. The review was conducted by the Investment Policies Review Working Group (IPRWG), established following concerns raised by students, staff and the wider university community in response to the conflict in the Middle East following 7 October 2023.

The review assessed whether the University's investment approach aligns with its human rights commitments. It examined: whether and how the University invests in companies deriving revenue from arms; the ethical and human rights implications of those investments; and the practical limits on divestment for private pooled investment funds.

Five recommendations were produced from the report:

- Develop, adopt and publish an overarching statement of the University's human rights commitment.
- At earliest practicable opportunity: unwind direct equity and publicly traded holdings in DSGI Part One assets; preserve private fund investments until maturity; actively monitor and annually publish identified assets; engage with private investment managers on human rights commitments.
- CIO to provide an annual attestation to Senate on divestment progress and portfolio state.
- CIO to provide an annual attestation to Senate on how investments conform with human rights commitments.
- Establish an active, ongoing review process focused on human rights implications of the University's investments.



Below: Physics Road.





# Nature-related financial disclosure

*TNFD-aligned disclosure*

# Nature-related Financial Disclosure

This voluntary nature-related disclosure for the year ended 31 December 2025 has been prepared in partial alignment with the recommendations of the [Taskforce on Nature-related Financial Disclosures](#) (TNFD). As outlined by the TNFD, each organisation will have its own pathway in adopting the recommendations that will evolve over time. This disclosure reflects the University of Sydney's evolving capability and maturity in assessing and managing nature-related issues.

## Building on our first nature-related disclosure

In 2023, the University of Sydney became the first Australian university to formally adopt the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). In 2025 we published our first TNFD-aligned disclosure, based on a pilot LEAP assessment conducted in 2024. That disclosure represented our initial step in understanding and managing the University's relationship with nature.

This second disclosure builds on that work, highlighting our Camperdown/ Darlington campus as an essential connector within a highly urbanised ecological network, and describing how nature-related risks and opportunities are progressively integrated into our strategy, risk management, and decision-making.

This broader evolution in sustainability reporting and governance is also reflected in the University's climate-related disclosure practices. Earlier this year we published our first mandatory Climate-related Financial Disclosure, in accordance with NSW Treasury's TPG24-33 *Reporting framework for climate-related financial disclosures*. As climate is one of the TNFD framework's four nature realms, that disclosure provides complementary insights, particularly into physical and transition risks, and can be read as alongside this report.

## Scope of this disclosure

This disclosure covers elements across three of the four TNFD disclosure categories, signposted at each section:

- **Strategy:** assessment and effect of nature-related dependencies, impacts, risks and opportunities.
- **Risk and Impact Management:** processes used to identify, assess, and manage nature-related dependencies, impacts, risks and opportunities.
- **Metrics and Targets:** available data and nature-related targets.

While *Governance* disclosures are not yet fully developed, our 2025 Climate-related Financial Disclosure sets out the foundation for integrating climate risk into governance and decision-making structures. Appendix 1 provides a detailed table mapping our disclosure's alignment with each of the TNFD's 14 recommended disclosures<sup>2</sup>.

2. Appendix 1 – Alignment of this disclosure with the TNFD's 14 disclosure recommendations.

# Our interactions with nature: Deepening our understanding

## STRATEGY

- D. Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.

## Disclosed

Nature underpins the University's ability to educate, research and operate. From urban campuses and agricultural research farms to field stations and natural habitats, our activities both depend on and influence the ecosystems around us. As climate change and biodiversity loss accelerate, understanding these relationships is becoming increasingly important to the University's resilience, performance and long-term success.

As a major landholder, educator and research institution, the University occupies a unique position. We have a responsibility to understand and manage our nature-related impacts and dependencies, while also contributing knowledge, innovation and future capability to support a nature-positive future.

This responsibility extends across a diverse operational footprint spanning more than 12,000 hectares along Australia's east coast, including urban campuses, farms, research stations and natural habitats. Our agricultural and research landholdings depend on ecosystem services such as soil health, water security and pollination, while urban green spaces support biodiversity, cooling, air quality and the wellbeing of staff and students.

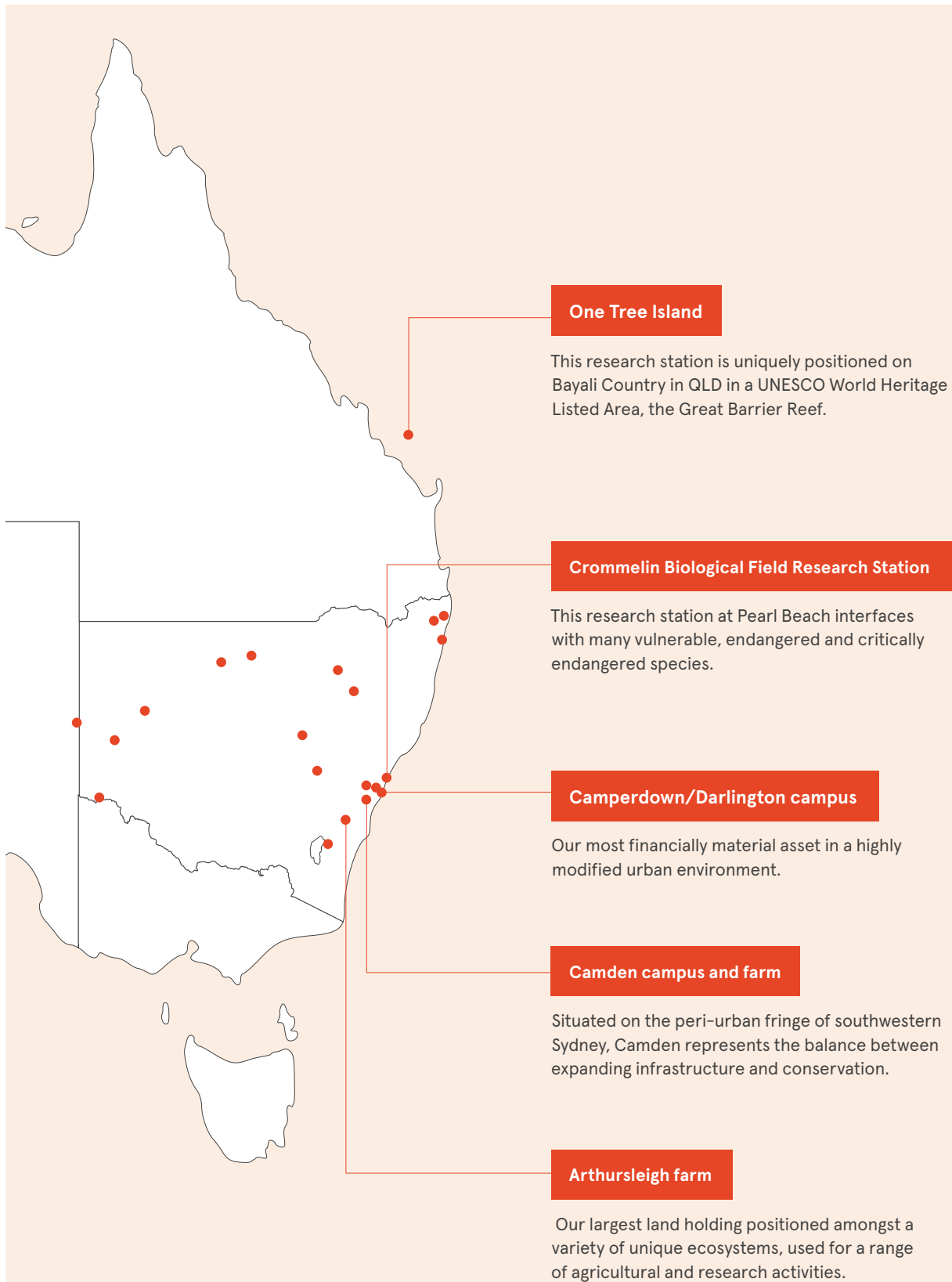
At the same time, our activities can place pressure on nature through land use change, infrastructure development and supply chain impacts. Climate-related hazards, including extreme heat, drought, flooding and bushfire, are also increasing pressure on ecosystems and the services they provide. Understanding and managing these interconnected challenges is essential to the University's long-term resilience and ability to deliver on its teaching, research and operational objectives.

## Our Operational Footprint

Our operations span a diverse range of environments, each with distinct ecological and operational considerations that remain current for 2025:

- **Urban and Highly Modified Sites:** Our primary campuses, located on Gadigal Country (Inner West Sydney NSW) in Camperdown and Darlington, integrate green spaces that support urban cooling, carbon sequestration, and biodiversity corridors.
- **Research and Commercial Farms:** Our agricultural land holdings on Tharawal Country (Greater Sydney) at Camden, Gundungurra Country (Southern Highlands NSW) at Arthursleigh, and Kamilaroi Country at Narrabri (North West Slopes) are key sites where agriculture intersects with biodiversity and climate resilience research.
- **Field Research Stations:** These natural sites are vital for environmental studies and biodiversity research, contributing to conservation science. They span from Crommelin Biological Research Station on Darkinjung Country (NSW) to One Tree Island in the Great Barrier Reef on Bayali Country (QLD).
- **Leased and Limited Land Spaces:** Areas where we have indirect influence but can advocate for sustainable land-use policies and community partnerships.

## Our asset locations



# Refreshing our 2024 LEAP Assessment

|                                   |                                                                                                                                                                                                      |                            |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>RISK AND IMPACT MANAGEMENT</b> | A(i) Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.                       | <b>Disclosed</b>           |
|                                   | A(ii) Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s). | <b>Partial<sup>3</sup></b> |

In 2024, we conducted a pilot LEAP (Locate, Evaluate, Assess, Prepare) Assessment aligned with the TNFD framework to better understand the University's nature-related impacts, dependencies, risks, and opportunities (NIDROs). Initially focused on our Camden Farm as a representative site for the breadth of nature-related activities occurring across our campuses, the pilot provided a practical foundation to understand our nature interactions.

The LEAP Assessment involves four key steps:

- **Locate** where we interact with nature,
- **Evaluate** our dependencies and impacts,
- **Assess** the risks and opportunities arising from these interactions, and
- **Prepare** to manage risks and disclose our progress.

The pilot also highlighted that these issues are deeply place-specific, varying across ecosystems, communities and built environments. Recognising this, we refreshed our 2024 LEAP Assessment using updated environmental and operational data from 2025. We set out to better understand how conditions and pressures across our footprint had evolved over time, using this context to review our NIDROs.

It also allowed us to take a closer look at our Camperdown/ Darlington campus through a deep dive on the Susan Wakil Health Building and Sydney Biomedical Accelerator, which commenced construction in early 2026. By shifting our focus to our largest urban campus, embedded within Sydney's fragmented ecological network, we explored the site's dual role as both a source of pressure on natural systems and as an important contributor to urban biodiversity.

3. The LEAP assessment included our upstream value chain only.

**CASE STUDY:****A Student-Led Nature Assessment at Llara Farm, Narrabri**

In 2025, the University adopted a students-as-partners approach at Llara Farm near Narrabri, embedding the TNFD LEAP methodology into the Dalyell Scholar curriculum. As the University's primary rainfed agricultural research hub, the site provides a practical setting for students to apply the framework while strengthening the University's understanding of nature-related risks and opportunities across operations, research, and land management.

Co-supervised by Associate Professors Guy Roth and Rosanne Quinnell (School of Life and Environmental Sciences), students worked alongside professional staff from the Sustainability team and Faculty of Science to apply the *Locate* and *Evaluate* phases in the field. Access to real agrochemical records, livestock data, and site expertise ensured that the students' analysis was grounded in operational realities. Findings identified cattle as a disproportionate emissions source, native vegetation sequestering approximately 297 tCO<sub>2</sub>e, herbicide reliance as a potential risk to surrounding ecosystems, and invasive cacti as an emerging biosecurity threat that prompted a shire-wide response from Narrabri Shire Council.

This project demonstrates how cross-institution collaboration can advance the University's risk management, strengthening partnerships between research, teaching and operations. This project built on relationships with Narrabri Shire Council and neighbouring farmers, equipping students with in-demand ESG skills and building future-ready capability aligned with emerging sustainability standards.

Below: Drone image of Llara.



## Our nature impacts, dependencies, risks and opportunities

|                                   |                                                                                                                                                                                             |                            |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>STRATEGY</b>                   | A. Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.                                         | <b>Partial<sup>4</sup></b> |
| <b>RISK AND IMPACT MANAGEMENT</b> | C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes. | <b>Disclosed</b>           |
| <b>METRICS AND TARGETS</b>        | A. Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.                | <b>Disclosed</b>           |
|                                   | B. Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.                                                                                   | <b>Disclosed</b>           |
|                                   | C. Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.                       | <b>Disclosed</b>           |

Consistent with our previous LEAP Assessment, we've used three key indicators to understand how our campuses interact with nature: *Weighted Species Count*, *asset value and number of physical assets*, and *impact and dependency levels* from the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) database. Updated using 2025 data, these indicators offer a practical snapshot of both our environmental impacts and reliance on natural systems.

- **Weighted Species Count** shows how many threatened species are located near each site, helping us identify areas where our activities may affect and rely on vulnerable ecosystems.
- **Asset value and number of physical assets** (such as buildings and infrastructure) indicate the scale of our footprint at each site, and the potential for habitat disturbance or other environmental pressures.
- **Impact and dependency levels**, drawn from ENCORE, offer a high-level view of how much each site relies on nature and how much it contributes to environmental change based on the activities performed there.

4. As described in Table 2: Our six nature priorities and in Figure 2: How our NIDROs give rise to our six nature priorities.

## Results from our refreshed LEAP Assessment

| SITE                    | TYPE           | WEIGHTED SPECIES COUNT |      | NUMBER OF ASSETS | BOOK VALUE OF ASSETS (\$ MILLIONS) | NATURE IMPACTS <sup>5</sup> | NATURE DEPENDENCIES <sup>6</sup> |
|-------------------------|----------------|------------------------|------|------------------|------------------------------------|-----------------------------|----------------------------------|
|                         |                | 2024                   | 2026 |                  |                                    |                             |                                  |
| Camperdown/Darlington   | Campus         | 194                    | 290  | 185              | >1,000                             | 6                           | 2                                |
| Camden                  | Farm           | 109                    | 164  | 107              | 10-100                             | 12                          | 6                                |
| Lidcombe                | Campus         | 177                    | 256  | 5                | <10                                | 2                           | 6                                |
| Narrabri                | Farm           | 65                     | 107  | 16               | 10-100                             | 12                          | 6                                |
| Kingswood               | Campus         | 109                    | 166  | 2                | 10-100                             | 2                           | 6                                |
| Sydney CBD campus       | Campus         | 201                    | 291  | 1                | <10                                | 2                           | 5                                |
| Arthursleigh            | Farm           | 110                    | 157  | 3                | <10                                | 8                           | 5                                |
| Crommelin (Pearl Beach) | Field Research | 185                    | 282  | 2                | <10                                | 2                           | 6                                |

Results from the refreshed assessment indicated declining ecosystem health across several urban Sydney locations and Pearl Beach within the University's footprint. Comparing 2024 and 2025 data revealed that five species were reassessed to a higher threat category, 58 additional species were recognised as threatened through new listing or elevation from state to Commonwealth registers, and 19 species previously identified within our area of influence were no longer present within the 10km radius.

Weighted Species Counts have increased at several sites between 2024 and 2025, including Camperdown/Darlington (194 to 290) and Camden (109 to 164). This reflects a combination of real-world biodiversity loss and improved spatial data and methodology, which in

some cases provide a more accurate picture of species presence. However, the scale and consistency of change across sites points to systemic pressure rather than data refinement alone. The species now listed at higher threat categories and the loss of 19 species from the University's area of influence reflect genuine habitat reduction and ecosystem decline in the landscapes where we operate.

Together, these findings reinforce that the University's operations are embedded within and dependent on ecosystems under significant and ongoing pressure, strengthening the case for continued place-based assessment and active nature stewardship across our portfolio.

5. Only impacts with a Medium, High or Very High materiality rating based on [ENCORE's classification system](#) are included here. Impacts are detailed in Figure 3.

6. Only dependencies with a Medium, High or Very High materiality rating based on [ENCORE's classification system](#) are included here. Impacts are detailed in Figure 3.

Below: Planting near Wooley building Camperdown.



## Risks, opportunities and nature-related priorities

Building on our 2024 pilot, we refreshed our assessment of nature-related impacts, dependencies, risks and opportunities (NIDROs) across our operations and procurement. The assessment identified 56 nature-related impacts, dependencies, risks and opportunities, all aligning to the six Nature Priorities established in 2024.

The assessment confirms that biodiversity loss, declining ecosystem health, and the degradation of soil and water systems remain among the University's most significant nature-related challenges. These trends can increase exposure to natural hazards such as floods, storms and bushfires, while reducing the ecosystem services that support our campuses, farms and field sites. As environmental regulation and stakeholder expectations continue to evolve, they also present growing compliance and reputational risks.

Nature also underpins some of the most tangible aspects of campus life. Healthy ecosystems support teaching, research, agriculture, campus amenity and community wellbeing. Declining environmental conditions can affect not only ecological outcomes, but also the environments that enable learning, discovery and connection.

The assessment also reinforces opportunities to integrate nature more deeply into decision-making, campus planning and infrastructure development, strengthen partnerships with First Nations communities, and expand opportunities for students and researchers to contribute to real-world environmental outcomes.

Importantly, the assessment found that the six Nature Priorities established in 2024 remain relevant and appropriate. Ongoing evidence of ecosystem decline across parts of our estate reinforces the importance of delivering against these priorities and strengthening our understanding of nature-related performance over time. These priorities inform our activities in our forthcoming Climate and Nature Transition Plan, providing a clear scope within which we can focus our efforts. Current nature-related metrics and targets can be found on [page 38](#).



Left: Ibis on campus.

Below: Kangaroo Paw on campus.

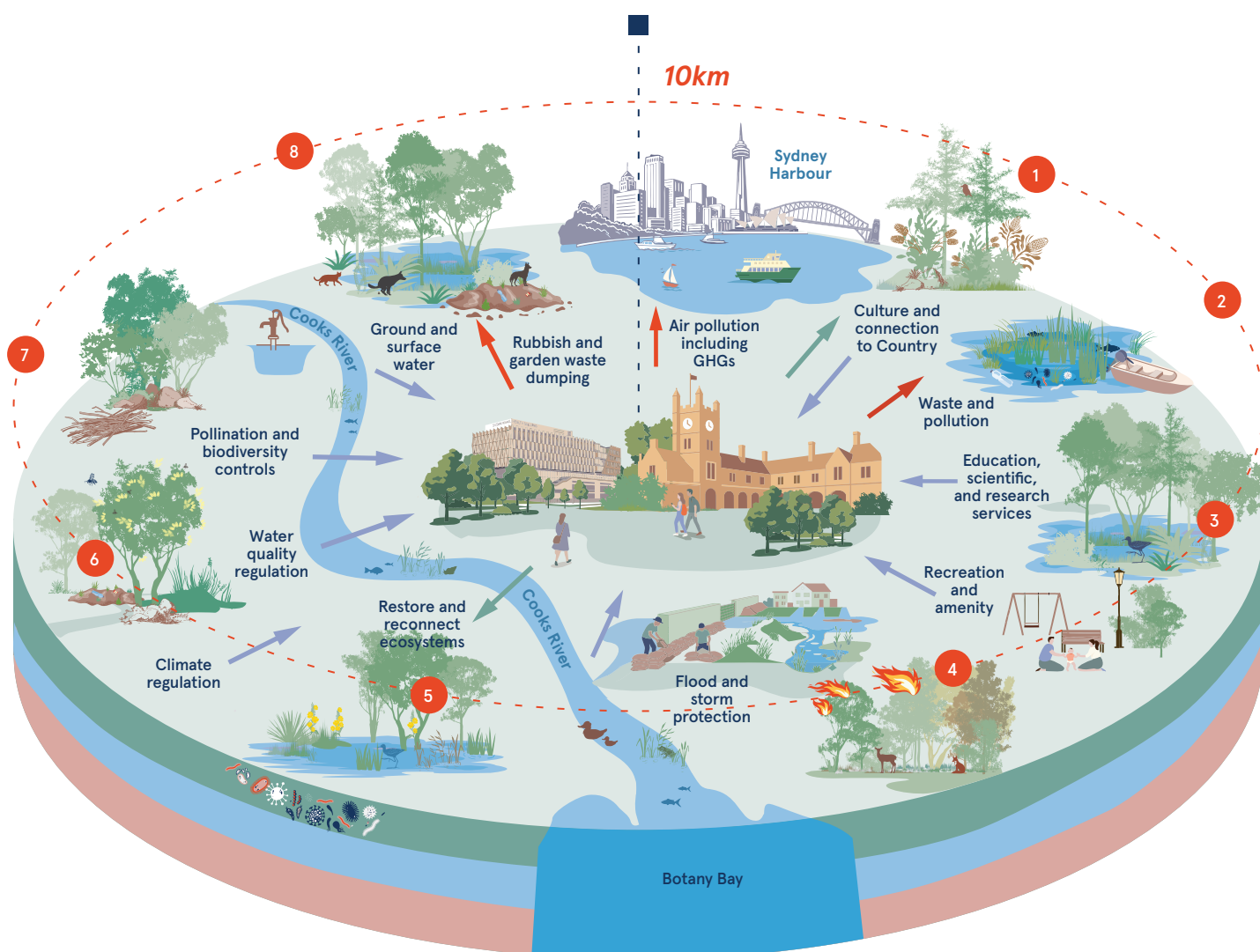


# Camperdown/Darlington

## *Visualising our impacts and dependencies*

Every day, the University of Sydney's Camperdown/Darlington campus draws on nature: the air we breathe, the water we use, and the climate that shapes our seasons all underpin our core work in teaching, research and campus operations. Our TNFD-aligned LEAP assessment revealed that campus activities also place pressure on the natural systems that support them, contributing to greenhouse gas emissions, habitat loss, and pollution across air, soil, light, noise and water. These pressures can compound external threats to these systems, including invasive species, coastal development and dredging.

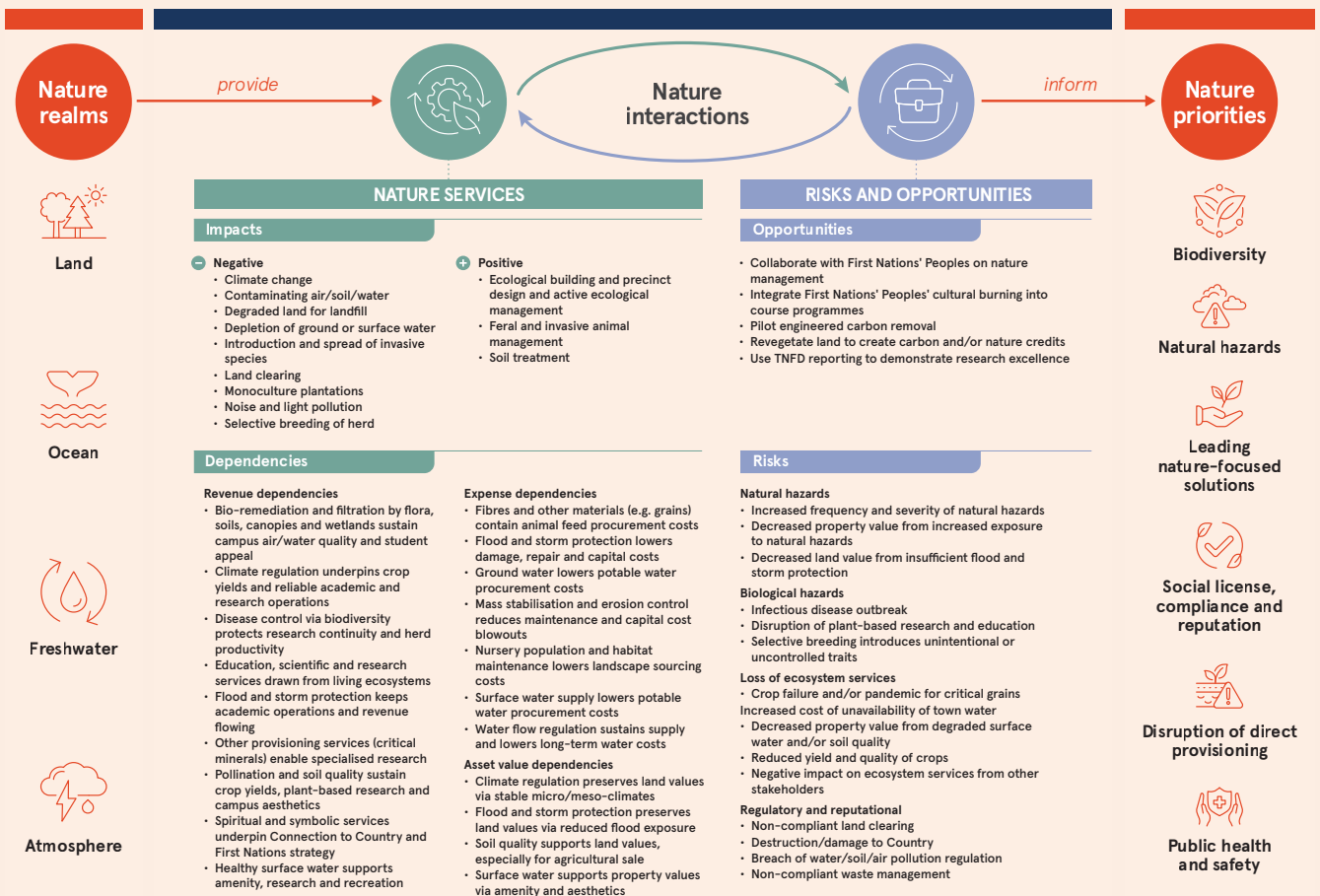
Together, these interconnected dynamics reveal both risks to manage and opportunities to pursue, which we explore further in the Nature Priorities diagram on the following page.



The illustrated forests represent the eight ecosystems that influence the Camperdown/Darlington campus, listed below:

- |                                                                                |                                                                                          |
|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| ➊ Eastern Suburbs Banksia Scrub of the Sydney Region                           | ➋ Coastal Upland Swamps in the Sydney Basin Bioregion                                    |
| ➌ Posidonia australis seagrass meadows of the Manning-Hawkesbury ecoregion     | ➍ River-flat eucalypt forest on coastal floodplains of southern NSW and eastern Victoria |
| ➎ Coastal Swamp Oak (Casuarina glauca) Forest of NSW and South East Queensland | ➏ Shale Sandstone Transition Forest of the Sydney Basin Bioregion                        |
| ➐ Turpentine-Ironbark Forest of the Sydney Basin Bioregion                     | ➑ Coastal Swamp Sclerophyll Forest of New South Wales and South East Queensland          |

## A snapshot of our NIDROs, giving rise to our six nature priorities



# Our six nature priorities

These priorities reinforce institutional resilience by protecting the natural systems that underpin campus operations and agriculture, lowering the risk of hazard-related disruption to teaching and research, and turning nature management into research and engagement opportunities for both staff and students.

|                                                                                     |                                                   |                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <b>Biodiversity</b>                               | The loss of biodiversity threatens the ecosystem services we rely on every day. By protecting and nurturing biodiversity on and around our campuses, we not only strengthen ecological health but also reduce risk to our organisation and create richer opportunities for research and learning.                                                                        |
|    | <b>Natural hazards</b>                            | When ecosystems degrade, we lose natural shields against floods, storms, and bushfires. By investing in nature-based solutions to natural hazards, we can protect our infrastructure, safeguard our communities, and build resilience for the future.                                                                                                                    |
|  | <b>Disruption of direct provisioning services</b> | Our agricultural operations, research, and daily life on campus depend on healthy soil, clean water, and abundant natural resources. Disruption of these supply chains would significantly impact our ability to conduct our work and degrade student experience. Managing these resources as sustainable steward, we can improve the resilience of these supply chains. |
|  | <b>Leading Nature-based solutions</b>             | By embracing Aboriginal and Torres Strait Islander perspectives and harnessing our research expertise, we have a unique chance to lead in sustainable practices and champion nature-based solutions that improve long-term value and resilience in harmony with nature.                                                                                                  |
|  | <b>Public health and safety</b>                   | Healthy ecosystems keep our air clean, regulate disease, and support wellbeing. When ecosystems falter, so do we. Protecting nature protects the health and safety of our community.                                                                                                                                                                                     |
|  | <b>Social license, compliance and reputation</b>  | Our actions impact the ecosystems we share with others. By understanding and addressing these impacts, we can strengthen our reputation, meet evolving regulations, and maintain the trust of our stakeholders.                                                                                                                                                          |

**CASE STUDY:****Camden Living Lab:  
Dairy Emissions  
and Water Quality  
Assessment**

In 2024, the University's TNFD assessment identified Camden Farm as one of the locations where nature-related impacts and dependencies were most concentrated. Key challenges included greenhouse gas emissions from dairy operations and potential impacts on local waterways from wastewater management.

Rather than ending with risk identification, the University used these findings to launch the Camden Living Lab in 2025. Co-funded by the Net Zero Institute and the Sustainability team, the project brings together researchers, students, operational staff and farm management to better understand and reduce environmental impacts on the site.

Led by Dr Aisha Faruqi, the project estimated annual emissions from the dairy operation at 2,774 tonnes CO<sub>2</sub>-e, with wastewater management responsible for 71% of emissions and livestock contributing 29%. Through a partnership with Eco Detection, real-time monitoring technology was installed to track wastewater quality and generate the data needed to assess environmental risks and evaluate future management options.

The project demonstrates how nature-related disclosures can drive practical action. By connecting sustainability reporting with research and operations, Camden is becoming a living laboratory where environmental risks are not only identified, but actively investigated, managed and reduced. The next phase of work will continue through student research projects and operational decision-making, helping translate environmental data into measurable outcomes for both nature and the University.



Left: Sustainability team decommissioning monitoring equipment.  
Below: Cows at Camden.





## Looking ahead

This disclosure reflects the continued evolution of the University's approach to understanding and managing nature-related risks and opportunities. Over the past year, we have strengthened our understanding of the University's impacts and dependencies on nature, expanded our assessment to include our most significant urban campus, and begun translating identified risks into practical action.

Importantly, this work is moving beyond assessment. Initiatives such as the Camden Living Lab demonstrate how nature-related insights can inform operational decision-making, while our broader LEAP assessment process is helping build a clearer understanding of where nature considerations intersect with the University's long-term resilience, performance and objectives.

The next phase of our journey is to further embed nature into decision-making across the institution. This includes strengthening the integration of nature considerations into planning, investment, risk management and operational processes, supported by improved data, governance and performance monitoring.

The University's proposed Climate and Nature Transition Plan 2026-2032 represents an important step in this evolution. Drawing on insights generated through our TNFD assessments, the Plan is intended to establish a long-term framework for managing climate- and nature-related risks and opportunities across our operations. In doing so, it will help move nature from an area of assessment and reporting to a core consideration in how the University plans, invests and creates value for future generations.

Below: Heritage building with red flowers on campus.



## Appendix 1: Alignment of this disclosure with the TNFD's 14 disclosure recommendations<sup>7</sup>

|                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                      |                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Governance:</b> Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.                                                                                      |                                                                                                                                                                                                                                                                                                                                      |                            |
| A.                                                                                                                                                                                                               | Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.                                                                                                                                                                                                                                     | <b>Not disclosed</b>       |
| B.                                                                                                                                                                                                               | Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.                                                                                                                                                                                                                  | <b>Not disclosed</b>       |
| C.                                                                                                                                                                                                               | Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities. | <b>Not disclosed</b>       |
| <b>Strategy:</b> Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material. |                                                                                                                                                                                                                                                                                                                                      |                            |
| A.                                                                                                                                                                                                               | Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.                                                                                                                                                                                     | <b>Partial<sup>8</sup></b> |
| B.                                                                                                                                                                                                               | Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.                                                                                                 | <b>Not disclosed</b>       |
| C.                                                                                                                                                                                                               | Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.                                                                                                                                                                                     | <b>Not disclosed</b>       |
| D.                                                                                                                                                                                                               | Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.                                                                                                                                | <b>Disclosed</b>           |
| <b>Risk and Impact Management:</b> Describe the processes used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risks and opportunities.                    |                                                                                                                                                                                                                                                                                                                                      |                            |
| A(i)                                                                                                                                                                                                             | Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.                                                                                                                                                            | <b>Disclosed</b>           |
| A(ii)                                                                                                                                                                                                            | Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).                                                                                                                                       | <b>Partial<sup>9</sup></b> |
| B.                                                                                                                                                                                                               | Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.                                                                                                                                                                                                                    | <b>Not disclosed</b>       |
| C.                                                                                                                                                                                                               | Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.                                                                                                                                             | <b>Disclosed</b>           |
| <b>Metrics and targets:</b> Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.                                                   |                                                                                                                                                                                                                                                                                                                                      |                            |
| A.                                                                                                                                                                                                               | Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.                                                                                                                                                            | <b>Disclosed</b>           |
| B.                                                                                                                                                                                                               | Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.                                                                                                                                                                                                                               | <b>Disclosed</b>           |
| C.                                                                                                                                                                                                               | Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.                                                                                                                                                                   | <b>Disclosed</b>           |

7. [Taskforce on Nature-related Financial Disclosures \(TNFD\) Recommendations](#)

8. Time horizons were included as part of the LEAP assessment output and are integrated into the NIDRO register for internal consideration. To limit complexity, time horizons are not currently disclosed.

9. The LEAP assessment included our upstream value chain only.

Below: Native grass  
on campus.



# Pillar 3

*Empowering good governance and coordination*

“Through transparent and open communication, the University will be honest about our progress and demonstrate an enduring commitment to sustainability at all levels.”

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Sustainability Strategy 2020

STRATEGY 15:  
Establish effective governance

| Target                                                                                                       | Status  |
|--------------------------------------------------------------------------------------------------------------|---------|
| 15.1 Implement a governance and operating framework by end 2020 to support strategic sustainability ambition | MET     |
| 15.2 Develop methods to engage academic expertise through a community of practice                            | MET     |
| 15.3 Rescind the 2015 Environmental Sustainability Policy and develop a new policy                           | NOT MET |

*A governance and operating framework has been in place since 2020 and academic expertise has been engaged throughout the life of the strategy through Sustainability Working Groups and governance forums. The one exception is the Sustainability Policy, which has not been updated; this has been paused to ensure alignment with the incoming Climate and Nature Transition Plan.*

Governance Structure and 2025 Activity

Since launching our Strategy in 2020, we have maintained a governance framework to advise, support, and direct the work of our central Sustainability Strategy Team and coordinate sustainability initiatives across the University. Our Sustainability Working Groups (SWGs) included student representation, while both the SWGs and the Sustainability Program Control Board (SPCB) engaged academic staff to leverage their knowledge and expertise.

As our Strategy draws to a close, our governance structures are also evolving. The existing SWGs were dissolved at the end of 2025, with new groups established in alignment with our Climate and Nature Transition Plan. This transition ensures stakeholders across the University community remain actively engaged as we draft and establish the Plan.

Capability building was a major focus in 2025. University Executive members undertook externally facilitated climate governance training, strengthening their understanding of climate-related risks, collective oversight responsibilities, and the implications for strategic and operational decision-making. Senate Fellows completed a climate competency self-assessment, with findings to inform a targeted development program in 2026.

Investing in the climate capability of our key governance committees is critical to ensuring climate and nature-related risks, opportunities and strategic decisions are effectively understood, challenged and governed at the highest levels of the University.



## Governance Structure

| BODY                                               | ROLE                                                                                                                                                                                              | 2025 ACTIVITY                                                                                                                            |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Senate</b>                                      | Provides oversight of major University decisions, including strategic direction, risk, budgets and performance.                                                                                   | 2 sustainability briefings                                                                                                               |
| <b>University Executive (UE)</b>                   | Oversees University-wide strategy, planning and operational decision-making, and reports to Senate on strategic and financial performance                                                         | 2 sustainability briefings.<br>Sustainability Executive Sponsor: Provost                                                                 |
| <b>Sustainability Program Control Board (SPCB)</b> | Provides strategic oversight of Sustainability Strategy delivery, including implementation, resourcing, risk, budget and reporting. Includes senior leaders across key sustainability functions.  | 5 meetings. Chair: Vice-Provost                                                                                                          |
| <b>Sustainability Working Groups (SWGs)</b>        | Provides subject matter expertise and stakeholder engagement to support delivery of Sustainability Strategy targets and initiatives. Includes academic, professional and student representatives. | 7 meetings. Chair: Sustainability Program Lead. Dissolved end 2025; new groups established under the Climate and Nature Transition Plan. |
| <b>Major Projects Advisory Committee (MPAC)</b>    | Provides technical and operational advice to support delivery of major sustainability projects and initiatives.                                                                                   | 3 meetings. Chair: Sustainability Program Lead                                                                                           |
| <b>Sustainability Strategy Team</b>                | Leads implementation and coordination of the Sustainability Strategy and related initiatives.                                                                                                     | –                                                                                                                                        |

Below: Jacaranda trees near the Law School.



STRATEGY 16:  
Be transparent about our progress

| Target                                                                                               | Status  |
|------------------------------------------------------------------------------------------------------|---------|
| 16.1 Report annually to the University community and broader public during the life of this strategy | MET     |
| 16.2 Sign up to the STARS rating system and achieve a gold rating                                    | NOT MET |

The Sustainability Annual Report has been delivered each year over the lifetime of the strategy. The STARS submission did not proceed due to resource constraints; instead, the University focused on other international sustainability rankings, placing third in Australia and 15th globally in the QS World University Rankings: Sustainability 2026.

Disclosure and Reporting

Expectations around transparency are changing fast. Regulators, staff, students and the broader community increasingly expect institutions to be transparent about their climate and nature impacts. In 2025, the University rose to meet those expectations, publishing two sector-leading disclosures.

The University published its first mandatory Climate-Related Financial Disclosure in line with NSW Treasury’s Phase 1 reporting requirements as part of the University’s 2025 Annual Report, following the earlier voluntary publication of its 2024 disclosure.

Alongside this, the University became the first university to publish a nature-related financial disclosure aligned with the TNFD framework, mapping the University’s dependencies and impacts on nature across more than 12,000 hectares of campuses, farms and field stations.

Community Engagement and Knowledge Sharing

Beyond annual reporting, the University expanded how it communicates sustainability progress. Eleven email campaigns were delivered, including eight newsletters

and four targeted Electronic Direct Mails (EDMs), reaching more than 1,000 subscribers. Instagram engagement continued to grow, with top posts reaching up to 599 accounts.

Sustainability was brought to life in person through seven Sustainability Trail Tours engaging 99 staff, students and alumni, and 40 events attracting 1,570 attendees in total, spanning zero-waste cooking demonstrations, e-bike tours, climate cafés and strategy co-design workshops.

The University of Sydney Union released its inaugural Sustainability Plan in 2025, establishing a framework to manage ESG performance across six focus areas, supported by a cross-functional ESG Working Group comprising USU staff, student directors and key campus community members convening monthly. Knowledge sharing with peers remained a priority, with the team presenting at the Australian Campuses Towards Sustainability (ACTS) Conference and participating in the Go8 Sustainability Forum at the Australian National University.



World first

First university globally to publish a nature-related financial disclosure aligned with the TNFD framework.



15th globally

and 3rd in Australia in the 2026 QS World University Rankings for Sustainability.



Below: Warratah on campus.



# Climate and Nature Transition Plan

The next stage of sustainability delivery

This report closes the chapter on our first Sustainability Strategy. **The Climate and Nature Transition Plan 2026–2032** is the University's roadmap for the next stage, sharpening our ambitions into clear, deliverable commitments.

Where a strategy sets a direction, a transition plan sets a pathway: what will be delivered, who is accountable, when, and how success will be measured.

The plan is structured around four focus areas, informed by the University's climate and nature risks and

opportunities. It is underpinned by twelve measurable targets each supported by defined actions, accountable owners and transparent public reporting.

Five targets from the Sustainability Strategy extended beyond the life of the Strategy. The commitment to achieve Net Zero Scope 1 and 2 emissions by 2030 continues unchanged. The remaining targets have evolved to reflect implementation experience, with clearer scope, practical delivery pathways and more robust approaches to measuring and reporting progress.

## SUSTAINABILITY STRATEGY 2030 TARGET

- |      |                                                                 |
|------|-----------------------------------------------------------------|
| 7.1  | Zero waste to landfill by 2030                                  |
| 7.2  | 20% reduction in waste generated per person (FTE/EFTSL) by 2030 |
| 9.4  | 30% canopy cover by 2030                                        |
| 11.1 | 30% reduction in potable water reliance per person by 2030      |

## CLIMATE AND NATURE TRANSITION PLAN TARGET

- |            |                                                                                  |
|------------|----------------------------------------------------------------------------------|
| Target 12: | Divert 70% of total waste from landfill by 2032                                  |
| Target 10: | Reduce total waste generated by 10% per person by 2032                           |
| Target 8:  | Tree canopy cover reaches 25% by 2032                                            |
| Target 7:  | All priority sites have water stewardship and ecosystem resilience plans by 2032 |

Below: The Climate and Nature Transition Plan 2026-2032.



Climate and Nature  
Transition plan  
2026–2032



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University Sustainability Reports and Strategies Reference List

| Pillar                 | Document link                                                                 |
|------------------------|-------------------------------------------------------------------------------|
| ALL                    | <a href="#">Sydney in 2032 Strategy</a>                                       |
| ALL                    | <a href="#">Sustainability Strategy 2020-25</a>                               |
| ALL                    | <a href="#">Climate and Nature Transition Plan 2026-2032</a>                  |
| ALL                    | <a href="#">Sustainability Strategy Annual Reports (2020 – 2025)</a>          |
| Foundation, Strategy 6 | <a href="#">One Sydney Many People 2025 – 2032</a>                            |
| Foundation, Strategy 6 | <a href="#">Indigenous Procurement Strategy</a>                               |
| Foundation, Strategy 6 | <a href="#">Walanga Wingara Mura Design Principles</a>                        |
| Strategy 1-4           | <a href="#">UN Principles of Responsible Management Education Report 2025</a> |
| Strategy 8             | <a href="#">Climate-related Financial Disclosure 2025</a>                     |
| Strategy 10            | <a href="#">Modern Slavery Statement and Policy</a>                           |
| Strategy 12            | <a href="#">USU ESG Strategy</a>                                              |
| Strategy 14            | <a href="#">Investment Policy 2022</a>                                        |

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### **Contact us**

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