



The
SUSTAINABILITY
Code

Declaration of conformity 2021

Technische Hochschule Wildau

Indicator set

GRI SRS

Contact

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Indicator set

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

GRI SRS

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General

General Information

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

Wildau University of Applied Sciences was founded on 22.10.1991. Built on the site of a former railroad factory, it still has a technical tradition with a strong application-oriented focus. It is currently the largest university of applied sciences in the state of Brandenburg with approximately 3,200 students; in a national comparison, it is one of the smaller universities in Germany with primarily regional roots and visibility. The two departments of Engineering and Natural Sciences (INW) and Business, Informatics, Law (WIR) currently offer 31 practice-oriented bachelor's and master's degree programs. They are assigned to natural science, engineering, business administration, law as well as administration and management disciplines and are offered as classic direct/full-time studies or as dual or part-time studies. Wildau University of Applied Sciences is characterized by short decision-making processes and close cooperation between the executive board, departments and administration. With its pronounced research orientation and an above-average volume of third-party funding, the university is represented in the research map of the German Rectors' Conference with its three main research areas - Applied Biosciences, Computer Science/Telematics and Optical Technologies/Photonics. Other research fields include production and materials, transport and logistics, and management and law. Other strengths of TH Wildau include excellent spatial and technical facilities and the promotion of cooperative learning and working environments. Thinking and acting at the university are characterized by a cosmopolitan attitude. Good connections to the federal capital Berlin guarantee mobility and proximity to industry networks. The charming surroundings provide quality of life in the lakes and heath landscape of Brandenburg.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis

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

As an educational institution, we are aware of our responsibility towards our students, employees and our environment. In accordance with our [mission statement](#), we reflect on the effects of our actions on society and the environment and are committed to the conservation of natural resources.

The TH Wildau has not yet established an individual understanding of sustainability, but is oriented towards the triangle of sustainability, which includes economic, ecological and social aspects.

Our actions are guided by our [university development plan](#), which provides for a more strategic treatment of the concept of sustainable development and a stronger focus on it in study and teaching, research and administration. Our university mission statement as well as the [mission statement "Teaching and Learning"](#) call on all university members to protect resources, to treat each other fairly and to contribute to the necessary transformation of society.

In order to map the status of our sustainable development, the working group "Sustainability, Environmental and Climate Protection" (NUK) analyzed in 2020 how [aspects of sustainability](#) are integrated into everyday university life and made recommendations for action based on this analysis. We are using these to expand and consolidate our efforts.

At present, there is no concrete timetable for the development of a sustainability strategy.

2. Fields of Action

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

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

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

For TH Wildau, focus topics of sustainable development can be named in all fields of action, although no materiality analysis of sustainability aspects has been carried out so far.

a) Sustainability aspects in research

Research at TH Wildau is usually applied research and often located at the transition between research and transfer. We focus on topics that can be used to master current and future societal challenges. Digitization and a conscious application of artificial intelligence for the benefit of mankind are just as worthy of mention here as regenerative energies and other climate-friendly contributions to the energy and transport turnaround. Already 50 percent of our current research and transfer projects are directly related to sustainability. See [Research Report 2021](#)

b) Sustainability aspects in teaching

Sustainability aspects are understood as a strategic cross-sectional task at TH Wildau. Our mission statement "Teaching and Learning", finalized this year, expresses our orientation towards sustainable development. It strengthens all university members to think in an interdisciplinary way and to assume social responsibility.

We are involved in the working group [Nachhaltigkeit an Brandenburger Hochschulen](#) (Sustainability Working Group at Brandenburg Universities) to jointly promote sustainable development at universities. Our goal is to anchor

education for sustainable development in the consciousness of all university members.

Furthermore, we are constantly expanding the digitization of the university in order to be able to offer optimal services for digital teaching.

c) Sustainability aspects in operation

The Technical facility department is responsible for energy and resource management at the university. In principle, value is placed here on the most efficient and environmentally friendly use of resources possible, even though no comprehensive energy management system or officially defined sustainability goals have been adopted to date.

TH Wildau operates photovoltaic systems on two of its building roofs for its own use. A geothermal system is installed in building 16/17, which is used to generate a large part of the heat required in the building.

Current measures include, for example, the successive replacement of light bulbs in all of the university's buildings in order to save energy through the use of LEDs.

Other key topics in the company are the compatibility of family and career as well as health management. TH Wildau has already been recognized as a "[family-friendly university](#)" since 2009 and is striving to further expand the existing measures.

In a cooperation that exists since 2013, a health management system has been established at the TH Wildau together with the Techniker Krankenkasse health insurance company, which covers all levels of the university. The core concerns are the creation of healthy working and study conditions and the promotion of healthy behavior. This is achieved, for example, through the establishment of student health ambassadors who actively communicate on health topics and offers at the university.

d) Sustainability aspects in transfer

The areas of research and transfer are to be regarded as strongly interlinked activities, especially at universities of applied sciences. In addition to the usual collaborative research, transfer includes any transfer of scientific findings, ways of acting and thinking into the environment outside the university. This ranges from raising citizens' awareness of fact-based decision-making, to promoting the study of scientific effects among schoolchildren, to dialogues on the social relevance and use of new technologies.

The TH Wildau is committed as a partner of lifelong learning, e.g. with a children's university as well as a senior citizens' college. Furthermore, we offer schools the opportunity to cooperate, e.g. through lectures by lecturers of the TH Wildau or the support of teachers with thematic workshops on scientific work.

Three offices in Luckenwalde, Fürstenwald and Finsterwalde are central contact points of the university in rural regions far away from universities. They serve

as advisory, information and coordination centers as well as interfaces to the entire science system in Brandenburg. Thanks to the local contact persons, prospective students as well as companies and citizens can benefit from the potential of the entire Brandenburg science system.

For many years, TH Wildau has been one of the strongest research and transfer universities of applied sciences in Germany. With a number of international cooperations, these activities also go far beyond the national context. For example, a collaboration with the University of Kara (Togo) has resulted in the [Center for Renewable Energy Systems](#) (CenRES), which opened this year.

Also this year, the first sustainability symposium took place at TH Wildau. At this event, presentations on sustainability topics from the areas of teaching, research, transfer and governance/operations could be followed, which were held by both internal and external speakers.

e) Sustainability aspects in governance

In a participatory process of students and teachers, our [mission statement "Teaching and Learning"](#) was created this year. With this mission statement, we want to carry our teaching at TH Wildau into the future and contribute to the necessary transformation of society. For this purpose, we develop concepts and technologies for a responsible use of resources and for a fair coexistence.

The mission statement forms the foundation for a transformation of teaching, which in the future should increasingly include content of education for sustainable development (ESD).

We are currently in a selection process to fill a position in the newly created sustainability management, which will be a staff position reporting directly to the president. In a "whole institution approach", a sustainability strategy for the university is to be developed that includes all areas of the university.

3. Objectives

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

The sustainability goals of the TH Wildau are specified by the university development plan (2019-2023). It specifies to focus the sustainable development of the university more strongly and to expand it strategically. Therefore, we have created the conditions that enable the hiring of a

sustainability manager. We are currently in the selection process. By filling the position and introducing sustainability management, we will set ourselves explicit sustainability goals. This is planned for 2022.

4. Organisational Integration

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

The [mission statement](#) of the TH Wildau includes aspects of sustainability that are valid for all university areas and university members and thus have an influence on the entire value chain.

1. Research and development

Already almost 50% of the research and transfer projects of TH Wildau have a direct sustainability context related to the Sustainable Development Goals of the United Nations. In 2022, a research and transfer strategy will be developed to lead TH Wildau into the future.

2. Teaching and education

The Teaching and Learning [mission statement](#) embeds sustainability throughout teaching and thus strengthens future-oriented education.

3. Campus management

In the operation of the university, emphasis is placed on environmentally friendly and efficient use of resources. There is currently no sustainability management system in place. An introduction is to be examined in 2022.

4. Knowledge transfer

Transfer is always thought of together with research at TH Wildau. For this reason, the two fields are combined at TH Wildau and the information mentioned in 1. is equally valid here. We are in constant exchange with our partners and the public on sustainability topics. One example is the [Science Week](#), where the current state of applied and basic research on relevant topics of our time is presented in conferences, symposia, expert meetings and workshops.

5 Marketing and public relations

The TH Wildau's marketing and public relations activities also emphasize the sustainable use of resources. For example, in advertising materials, emphasis is placed on products that bear a sustainable seal of quality.

The TH Wildau does not currently have its own sustainability strategy. It is planned to start developing one in 2022.

University members have the opportunity to actively participate in the development of goals and measures in the working groups Sustainability, Environmental and Climate Protection (NUK) and ESD.

As part of the working group "[Sustainability at Brandenburg Universities](#)", we exchange ideas with other universities and strengthen our network.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

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

The Presidential Board is one of the leading bodies that continuously strengthens and improves sustainable development. Therefore, the Executive Board has decided to establish a sustainability management, which will be located as a staff position at the President.

Likewise, the Senate assumes responsibility for sustainability issues via the NUK working group it initiated and incorporates them into everyday university life.

Content relevant to teaching is developed by the ESD working group and communicated to the university.

6. Rules and processes

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

So far, there is no sustainability strategy at TH Wildau. This is to be developed in the coming year. Therefore, there are currently no specific rules and processes for an implementation that go beyond state law requirements.

7. Ensuring Quality of Results

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

As a system-accredited university, quality is a decisive criterion for TH Wildau. For reporting purposes, the TH Wildau currently records various indicators that are relevant to sustainability. These are published via various channels of internal communication and are partially available to all stakeholders, e.g. in

the university report or the research and transfer report.

Ecological: Energy consumption (electricity/gas/fuel), water consumption, waste generation by type of waste and type of disposal.

Social: personnel with proportion of women/men according to status groups, number of students, proportion of women and men among students according to study programs, international students, students abroad, graduates, exmatriculations, reported accidents of students and employees

Economic: revenues/expenditures, third-party funds by source of funds, success rates for acquiring third-party funds

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

8. Incentive Schemes

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

At TH Wildau, incentives are set in various areas to promote behaviors that are sustainable.

One focus here is on the health of students and employees. For example, the TH Wildau offers the possibility of an "[exercise break](#)". This can be booked for

courses and integrated into lessons. Fixed online appointments are available for employees.

Since the way we eat has a major impact on the climate, the canteen at TH Wildau, which is run by the [Studentenwerk Potsdam](#), offers vegetarian and vegan meals every day. On Wednesdays, only meat-free meals are offered.

Every two years, the president of the TH Wildau awards the "Teaching Prize of the Technical University Wildau". The background is to strengthen the continuous development of the quality of studies and teaching and to recognize the special achievements of individuals and/or teams in teaching. Likewise, the Research and Transfer Prize is awarded regularly for special projects.

Financial incentives specifically for the implementation of sustainability processes have not yet been implemented at TH Wildau; intrinsic motivation has so far been the decisive factor.

Key Performance Indicators to criteria 8

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

The reporting organization shall report the following information:

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

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

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

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

The reporting organization shall report the following information:

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

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9. Stakeholder Engagement

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

At TH Wildau, various stakeholders are involved in the sustainability process.

In the working group NUK, employees meet to jointly develop measures for sustainable development in the operations of TH Wildau. The ESD working group is concerned with integrating sustainability aspects into teaching. Students are cordially invited to participate.

Of course, there is also an exchange in bilateral talks and other regular events (e.g. ASA meetings).

Through the exchange with the Presidential Board and the Senate, the work of individuals as well as the work of groups is included in the planning of goals and measures.

We report on sustainability topics and developments on the sustainability page of the TH Wildau website.

A recording of stakeholder groups in the sustainability process does not yet exist. An introduction is planned for the year 2022.

Key Performance Indicators to criteria 9

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

The reporting organization shall report the following information:

- a. Key topics and concerns that have been raised through stakeholder engagement, including:
 - i. how the organization has responded to those key topics and concerns, including through its reporting;
 - ii. the stakeholder groups that raised each of the key topics and concerns.

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10. Transformation

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

Sustainable development is considered a cross-cutting issue at TH Wildau and is accordingly implemented through the joint work of stakeholders from different fields of activity. In our main fields of activity, the following processes contribute to strengthening the sustainable development of the university.

a Research and transfer

We are currently conducting (inter)national research and transfer projects in the areas of technology and innovation management, regional development, collaboration and digitization, and generally implement them together with complementary research partners, companies, public organizations and

associations, business development institutions or industry networks s. [Transfer passport](#).

Already 50 percent of our projects are directly related to sustainability. One example is the EcO-Innovation project, which promotes the sustainability of lab-based open innovation approaches. The goal is to establish a technical infrastructure that supports Brandenburg companies in implementing sustainable innovation processes. This also creates the opportunity to strengthen the still young research field of EcO-Innovation through new methodological approaches and to professionalize it for use in a corporate context.

Another special focus is on the following research and transfer topics:

- new approaches and instruments in knowledge and technology transfer
- Maker Movement and Makerspaces
- spatial concepts and effects of coworking
- Entrepreneurship education with a regional focus
- Strategic Foresight, especially scenario analyses in regional development
- Technology Scouting
- Citizen Science as a tool for knowledge and technology transfer.

In 2022, the process of developing a dedicated research and transfer strategy will begin.

b Teaching

The [mission statement Teaching and Learning](#), which was developed this year in a participatory process, provides us with a framework for action to which we orient and align ourselves. We want to contribute to the necessary transformation of society by using our resources responsibly and standing up for fair coexistence. The mission statement forms the foundation for a transformation of teaching, which in the future should increasingly include content of education for sustainable development (ESD).

In 2022, a reform process will start in the area of study and teaching that will strengthen the future viability of TH Wildau.

c Operation

In principle, the operation of the TH Wildau attaches importance to the most efficient and environmentally friendly use of resources. A focus is placed here, for example, on the use of renewable energies. For example, 100% of the electricity that is not generated by photovoltaics also comes from renewable sources.

Sustainability targets have not yet been set in the company. However, this is to change in the coming years.

As an excellent "family-friendly university", we would like to ensure a work-life balance for our students and employees. We offer various childcare options. In

the "Campulino", a childminder takes care of small children. In our campus daycare center "Wilde 19", 25 children between the ages of 0-6 are cared for. In addition, the family office offers free flexible childcare in emergency situations.

In our cooperation with Techniker Krankenkasse, the university has established a health management system that covers all levels of the university. Our health coach offers monthly open office hours to get information about health topics. On our health action days, we offer various check-ups every year to support our university members in their health.

d Governance

We are currently in a selection process to fill a position in the newly created Sustainability Management, which will be a staff position reporting directly to the President. In a "whole institution approach", a sustainability strategy for the university is to be developed that includes all areas of the university.

There is currently no internal suggestion scheme to support the internal innovation process.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

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

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Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage and Management of Natural Resources

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

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

TH Wildau attaches great importance to the careful use of resources. Defined reduction and efficiency targets have not yet been set.

a) Life cycle of consumer and capital goods and services

At the TH Wildau, the purchase of consumer and capital goods is made with a view to conserving resources. For example, only 100 percent recycled paper is used in the administration. We are currently working on further digitalizing our work processes in order to be able to save further resources in the area of paper. No savings targets have been set at present. In order to raise awareness among our employees, guides for sustainable purchasing of various products are available for download as direct assistance on the website of our Procurement department.

b) Recycling management and waste disposal

At TH Wildau, paper baskets are available to all employees at their workplaces. Further waste bins for the separate collection of waste are available in the tea kitchens and partly in the corridors of the university buildings. Furthermore, it is possible to hand in used batteries at various locations, e.g. in the library, which are then disposed of properly.

c) Mobility

The TH Wildau is directly connected to public transport by a stop of the S-Bahn (suburban railroad) in the Berlin Brandenburg transport network. This service is used equally well by both staff and students. The use of public transport is supported by the provision of the low-cost semester ticket for students and the so-called job ticket for employees. Due to the pandemic situation, the mobility of employees and students has decreased significantly. While in 2019 just under 50% of all employees have been on campus 5 days a week, in 2021 this figure is only just under 18%. Most employees spent 4 days a week in the home office this year (about 23%), while just under 18% were in the office every day. Students have also seen a sharp decline in on-campus attendance as most courses are taught online. Most students (just under 27%) study from home 4 days a week and are on campus only one day a week, while only just under 5% came to the college daily.

d) Nutrition

The refectory of the TH Wildau, which is operated by the Studentenwerk Potsdam, offers vegetarian and vegan dishes daily. Wednesdays even exclusively. The meatless offer accounts for about 9% of all food portions at TH Wildau. In addition, emphasis is placed on regionality when it comes to food. These are marked with their own icon, which makes it easier for guests to recognize them.

e) Energy

TH Wildau uses 100% green electricity. Photovoltaic systems are installed on two of its buildings. The electricity generated there is consumed entirely by the building itself. Gas is used for heat generation at TH Wildau. In addition, a geothermal system is installed in one of the buildings, which covers about 70 % of the building's heat output. The illuminants are successively replaced at TH Wildau in order to achieve savings through LED technology. In 2021, 3293 MWh of electricity were consumed. This corresponds to a saving of just under 9% compared to 2019. The consumption of thermal energy in the form of gas has increased by about 24% to just under 3300 MWh compared to 2019. This can be explained by a significantly colder heating period. Although employees and students spent less time on campus, it was necessary to heat the buildings permanently for building protection reasons.

f) Water

TH Wildau also relies on conservation measures when it comes to water usage. Water taps in the sanitary facilities are mostly equipped with sensors to immediately stop the flow of water after use. Waterless urinals are installed in some buildings. The toilets have water-saving controls. Rainwater is largely

infiltrated at TH Wildau so that it remains in the natural cycle. In 2021, the TH Wildau will have a consumption of 5731 m³. This corresponds to a per capita consumption of 0.69 m³/university employee. The consumption has decreased by slightly more than 25% compared to 2019 due to the pandemic situation.

Properties, Construction, Open Spaces (Campus Design)

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

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

The buildings of the TH Wildau will be further upgraded to meet today's energy efficiency requirements within the scope of financial possibilities and in consideration of the protection of historical monuments.

A concrete goal to increase the resource efficiency of the university is the recommissioning of the photovoltaic system on the roof of building 15, which is planned for 2022.

Light sources are being successively replaced at TH Wildau in order to achieve savings through LED technology. No statements can be made at present about the completion of the measures. The TH Wildau is already able to cover approx. 70 % of its thermal energy of the buildings 16/17 by operating a geothermal system.

The main risks in terms of resources and the environment also lie in the area of energy consumption. Here, further efficiency measures must be implemented in the future to minimize the impact on the environment.

Many open areas of the TH Wildau are sealed. Part of it is open for use as a parking lot. The open space between the refectory and building 13 has tables and benches available for seating year-round. The largest open space is divided into a sports area and a green area. In the sports area there are two

beach volleyball courts as well as hammocks and seating stones that invite you to linger. In addition, there is children's play equipment in this area, such as an ear trumpet, or walkable sound woods. The green area consists to a large extent of meadow. In one part there is a group of trees, the so-called chestnut grove. From January 2022, it will house the memorial site commemorating Nazi forced labor.

Key Performance Indicators to criteria 11 to 12

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

The reporting organization shall report the following information:

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

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

- a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c.** In joules, watt-hours or multiples, the total:
 - i.** electricity consumption
 - ii.** heating consumption
 - iii.** cooling consumption
 - iv.** steam consumption
- d.** In joules, watt-hours or multiples, the total:
 - i.** electricity sold
 - ii.** heating sold
 - iii.** cooling sold
 - iv.** steam sold
- e.** Total energy consumption within the organization, in joules or multiples.
- f.** Standards, methodologies, assumptions, and/or calculation tools used.
- g.** Source of the conversion factors used.

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

The reporting organization shall report the following information:

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

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

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

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

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

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.

- b.** Contextual information necessary to understand the data and how the data has been compiled.

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

13. Greenhouse Gas Emissions

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

The greenhouse gas emissions of TH Wildau are approx. 590 t CO₂-equivalent from Scopes 1 and 2 (according to GHG).

Emissions from Scope 3 have not been recorded so far.

The largest source of emissions is thermal energy. Savings potentials are being examined here. Reduction targets have not yet been set. This is to be done in 2022.

However, electricity consumption also has a significant impact on greenhouse gas emissions. For this reason, previous light sources are gradually being replaced with energy-saving LEDs.

The TH Wildau does not have a climate strategy yet. Goals, which are explicitly attributed to the reduction of greenhouse gases, cannot be named at the moment.

Key Performance Indicators to criteria 13

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

- a.** Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d.** Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.
- e.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- f.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Criteria 14–20 concerning SOCIETY

Criteria 14-16 for HIGHER EDUCATIONAL REQUIREMENTS

14. Participation of the Institution's Members

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

Students and employees are our basis for the sustainable development of the TH Wildau. For this reason, in addition to the opportunities for participation through the generally existing structures (e.g. Senate, Staff Councils, Student Councils, Student Council and Student Parliament), there are further opportunities to actively promote the future viability of the TH Wildau.

This can be done, for example, by taking on the position of a student health ambassador, who draws attention to health-related topics, events and measures within the university. At the same time, they are important first points of contact and signposts for all questions and problems relating to health and healthy studying.

Our students and employees are committed to strengthening the sustainable development of the TH Wildau in the working groups ESD and NUK. Officers and committees such as the Equal Opportunity Officer are important components of our university culture.

Information about events at TH Wildau is communicated via the online event calendar as well as via social media. As a family university, there is close personal contact between students and staff at TH Wildau, so information about events and opportunities is often passed on informally.

The constitutionally guaranteed freedom of research and teaching also allows teachers to focus on sustainability in their courses.

As a university located in Germany, TH Wildau complies with all applicable regulations and laws. For this reason, we cannot currently identify any risks that have a negative impact on employee rights.

There are currently no other objectives.

15. Equal Opportunities

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

People are the focus for the TH Wildau. As described in our [mission statement](#), we stand for open-minded action and respectful interaction at eye level. We are a family-friendly and equality-oriented university. Our teaching is diversity-sensitive. We stand for equality, anti-discrimination and accessibility in teaching. This is especially true for gender, age, color, origin, faith, sexual identity, and disability. S. [Mission Learning and Teaching](#)

Interested students and students with questions about studying without a high school diploma, guest auditor status, lateral advancement, and other questions can contact our study-related counseling services, such as study coaching, health coaching, family services, psychological or social counseling through the Studentenwerk Potsdam.

Our Equal Opportunity Officer ensures that everyone has the same opportunities at TH Wildau. She advises and supports the university's bodies and committees in the development and realization of equal opportunity measures and serves as a point of contact for those affected and interested to seek advice in cases of discrimination and disadvantage.

TH Wildau has been certified as a "[family-friendly university](#)" since 2009. In May 2014, TH Wildau joined the charter "Family in Higher Education" as one of the first signatories. TH Wildau is committed to a broad and modern concept of family and understands "family" as a way of life in which personal relationships are characterized by solidarity, connectedness and care. This broad understanding of family also includes single parents, as well as patchwork or rainbow families. The family includes the younger generation of one's own children and the older generation of one's own parents.

We have implemented these topics so far:

- Flexible working hours and location-independent working are possible through a service agreement
- Studies can be arranged flexibly through part-time studies as well as individual special study plans in all study programs
- The management guidelines and the TH Wildau dialogue (employee discussion) include the compatibility of work and family.
- A university daycare center and childminder care for children of preschool age

- Short-term flexible childcare is offered at the family service office for all HS employees
- The family-friendly university is anchored as a cross-cutting issue in all important policy documents of the university

Our goals are the consistent continuation of our work. Above all, this includes strengthening women in STEM fields. The number of female first-year students is to be increased, for example, through the LiveCounselling project.

Likewise, the internationalization of the TH Wildau is to be advanced. For this purpose, an internationalization strategy is currently being developed, which will be presented in 2022.

16. Qualifications

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

TH Wildau promotes the qualification and competencies of all university employees through various measures:

Sustainability aspects that contribute to the achievement of the 17 Sustainable Development Goals are addressed in all our study programs.

To ensure and develop quality, TH Wildau has been [system accredited](#) since 2015. As a member of the [Working Group on Sustainability at Brandenburg Universities](#), it is possible for all our teachers and multipliers to participate in further training on the topic of ESD.

This year, the first [sustainability symposium](#) took place at TH Wildau. External experts as well as teachers and employees of TH Wildau presented examples of sustainable actions from the areas of teaching, governance/operations and research in order to sensitize our students and employees to sustainability issues.

The national and international networking with actors from business, politics, society and science enables a permanent dialog and close cooperation. This enables our students and employees to continue their education and development.

In order to further qualify university staff comprehensively for an international university/work life, the Center for International Affairs and Human Resources Development have jointly developed a certificate program for international competencies.

The concrete objective is to introduce sustainability management in 2022, and this year we have advertised the associated position of sustainability manager. A specific target for the qualification of our employees has not yet been set. Significant risks arising from our business activities that have a negative impact on the qualification of our employees have not been identified.

Key Performance Indicators to criteria 14 to 16

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

a. For all employees:

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

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

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

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

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

The reporting organization shall report the following information:

a. For all employees:

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

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

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

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

The performance indicators according to GRI and EFFAS are not part of the

university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

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

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

a. Average hours of training that the organization’s employees have undertaken during the reporting period, by:

i. gender;

ii. employee category.

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

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

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

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

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

- i.** Incident reviewed by the organization;
- ii.** Remediation plans being implemented;
- iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- iv.** Incident no longer subject to action.

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

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

The TH Wildau is characterized by a cosmopolitan, respectful interaction at eye level. We are guided by the Basic Law of the Federal Republic of Germany and the fundamental values of the European Union.

With the offers of our [Welcome Center](#), we address refugees in order to enable them to successfully participate in society and to develop their individual potential. To this end, we work in an international team, closely networked regionally and nationally with other projects and actors from the university, civil society, institutions and organizations.

In public procurement, it has become possible in recent years to take ecological and social aspects into account in the award criteria. For this we have set ourselves the goal to sensitize our employees. For this reason, we link to useful assistance in the form of guidelines on our website. We also offer seminars on public procurement to help new employees.

To strengthen our international focus, we are currently working on our internationalization strategy. Positive synergy effects can be exploited by promoting internationality. These include, for example, multicultural learning and understanding as well as strengthening creativity and innovation in research and teaching.

As a university based in Germany, we naturally observe all human rights. At present, we are unable to guarantee that our suppliers will check their compliance. There is a risk here that human rights are not observed in the indirect supply chain. There are currently no targets in this area, as this exceeds our capacities.

Key Performance Indicators to criteria 17

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Criterion 18 concerning SOCIAL MATTERS

18. Common Good

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

TH Wildau is closely linked to its region. As a public educational institution, the university is in constant exchange with the public through various formats.

TH Wildau is a significant driver of transfer, regional development and economic growth. In accordance with our [transfer strategy](#), our transfer and cooperation activities primarily address companies, especially SMEs with an affinity for transfer, facilities and institutions (e.g. hospitals), politics, chambers, business associations, regional initiatives, as well as the economic

development agencies of the municipalities and states. The activities are supported by the [transfer centre](#), the presence sites as well as by projects such as the "[Innovation Hub13-Fast Track to Transfer](#)", in which the university is involved.

Our [presence offices](#) in Luckenwalde, Fürstenwalde and Finsterwalde are central contact points in the rural regions remote from the university and offer fast and direct access to the university. The contact points tailor their services to regional needs. They are oriented to the respective situation in the regional growth cores, which are closely available to you as cooperation partners. (<https://www.th-wildau.de/forschung-transfer/zentrum-fuer-forschung-und-transfer/presenzstellen/>)

In addition, the university offers educational events for people in different age groups and life phases that support civically relevant exchange processes between the university and its environment. These include, for example, the Children's University or the Senior Citizens' Seminars. This also creates a new visibility and external perception of the university - with sustainable feedback effects on the transfer activities as a whole.

Key Performance Indicators to criteria 18

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

The reporting organization shall report the following information:

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

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the

depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Social Influence

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

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

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

TH Wildau is closely connected to other organizations both as an institution and through the individual activities of individual employees.

Three examples are given here as examples of the diverse commitment of all university members:

- Ulrike Tippe (President TH Wildau): Vice-Presidency for Digitization and Continuing Academic Education at the German Rectors' Conference.
- Klaus-Martin Melzer (Vice President Research and Transfer): Board member of the non-profit transport alliance "Pro Schiene".
- Jörg Reiff-Stephan (Vice President for Teaching): Board member of the Association for Applied Automation Technology in Teaching and Development at Universities (VFAALE e.V.)

The addressing of socio-political aspects is approved by the executive committee. This includes e.g. the [mission statement](#) of the TH Wildau as well as the "[Mission Statement Teaching and Learning](#)".

In 2021, only 4.4 % of the acquired third-party funds of the TH Wildau come from the private sector. Thus, a possible influence by third parties is to be considered very low.

Key Performance Indicators to criteria 19

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

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

20. Conduct that Complies with the Law and Policy

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

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

"The selfless, disinterested conduct of official business, which is not aimed at any personal advantage, is one of the foundations of a public service oriented towards the common good (...)", as provided by the TH Wildau, according to the preamble of the administrative regulation on the acceptance of rewards and gifts by employees of the state of Brandenburg.

For the prevention of corruption, the TH Wildau has appointed an anti-corruption officer. She supports the university in identifying faulty organizational structures and is the contact person for all employees.

In order to assess whether a workplace is generally at risk of corruption, irrespective of the person occupying the respective position, the existing risks are analysed.

Corruption and bribery risks exist when awarding contracts or hiring. However, these are minimized by the clear regulations in the civil service and further reduced by the application of a multiple-eye principle.

The staff is encouraged to follow the guidelines of the Corruption Prevention Unit of the State Administration.

For compliance with the rules of scientific work, TH Wildau follows the [Guidelines for Ensuring Good Scientific Practice](#)" of the German Research Foundation. In 2022, a separate university statute is to be published.

Responsible and respectful treatment of people, animals, the environment and cultural assets is cultivated, results from research and teaching are documented transparently and comprehensibly. As early as 2007, the TH Wildau made a clear commitment to Open Access by signing the Berlin Declaration and began to develop a corresponding range of services related to electronic publishing.

Key Performance Indicators to criteria 20

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

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

The reporting organization shall report the following information:

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

The performance indicators according to GRI and EFFAS are not part of the university specific DNK for the time being. The indicators are not sufficiently meaningful for our university or (at the present time) cannot be reported in the depth requested. In the long term, it is being considered to report according to a university-specific indicator set (yet to be developed).

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.