



The
SUSTAINABILITY
Code

Declaration of conformity 2022

Technische Hochschule Wildau

Indicator set

GRI SRS

Contact

Ulrike Tippe

Hochschulring 1
15745 Wildau
Germany

+49 3375 508 100
nachhaltigkeit@th-wildau.de



Indicator set

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

GRI SRS

Table of contents

General

General Information

CRITERIA 1–10: SUSTAINABILITY POLICY

Strategy

1. Strategic Analysis
2. Fields of Action
3. Objectives
4. Organisational Integration

Process Management

5. Responsibility
6. Rules and processes
7. Ensuring Quality of Results
Key Performance Indicators (5-7)
8. Incentive Schemes
Key Performance Indicators (8)
9. Stakeholder Engagement
Key Performance Indicators (9)
10. Transformation
Key Performance Indicators (10)

CRITERIA 11–20: SUSTAINABILITY ASPECTS

Environment

11. Usage and Management of Natural Resources
12. Properties, Construction, Open Spaces (Campus Design)
Key Performance Indicators (11-12)
13. Greenhouse Gas Emissions
Key Performance Indicators (13)

Society

14. Participation of the Institution's Members
15. Equal Opportunities
16. Qualifications
Key Performance Indicators (14-16)
17. Human Rights
Key Performance Indicators (17)
18. Common Good
Key Performance Indicators (18)
19. Social Influence
Key Performance Indicators (19)
20. Conduct that Complies with the Law and Policy
Key Performance Indicators (20)

Date: 2022, source: company data.
The reporting company is responsible
for the information provided.

The data is provided for information
purposes only. Please also note the
disclaimer at
[www.nachhaltigkeitsrat.de/
impressum-und-datenschutzklaerung](http://www.nachhaltigkeitsrat.de/impressum-und-datenschutzklaerung)

Downloaded from
www.nachhaltigkeitsrat.de

General

General Information

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

Technische Hochschule Wildau was founded on 22 October 1991 as Technische Fachhochschule Wildau. Built on the site of a former railway 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 around 3,500 students; compared to the rest of Germany, it is one of the smaller universities in Germany with mainly regional roots and visibility. The two faculties of Engineering and Natural Sciences (INW) and Business, Informatics, Law (WIR) currently offer 31 practice-oriented Bachelor's and Master's degree programmes. They are assigned to natural science, engineering, business administration, law and administration and management disciplines and are offered as full-time studies or as dual or part-time studies. TH Wildau is characterised by short decision-making processes and close cooperation between the President's Office, the faculties and the 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 are production and materials, transport and logistics as well as management and law. Other strengths of the TH Wildau include excellent spatial and technical facilities and the promotion of cooperative learning and working environments. Thinking and acting at the university are characterised by a cosmopolitan attitude. Due to its closeness to the federal capital Berlin, Wildau is well connected to the industry networks. The charming surroundings provide quality of life in Brandenburg's lake and heathland landscape.

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, staff and our environment. In accordance with our [mission statement](#), we reflect on the impact 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 approach to the concept of sustainable development and a stronger focus on it in teaching and learning, research and administration. Our university mission statement and the [mission statement "Teaching and Learning"](#) call on all university members to protect resources, treat each other fairly and contribute to the necessary social transformation. In order to map the status of our sustainable development, the working group "Sustainability, Environmental and Climate Protection" (NUK) analysed 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.

The TH Wildau has not yet pursued a sustainability strategy. In spring 2022, we filled the staff position of sustainability management, which is reporting to the President's office. Since then, we have begun to identify the state of sustainable development of the entire university. We base this on the German Sustainability Code and the Sustainable Development Goals (SDGs) of the United Nations.

In summer 2022, we launched the [Strategy Process 2030](#), in which a university-wide strategy for our university is being developed that takes into account the university's sustainable development. The process is scheduled to be completed in 2023. Following this, we will develop 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.

The analysis conducted in spring/summer 2022 identified focus topics in all fields of action of TH Wildau.

a) Sustainability aspects in research

Research at TH Wildau is usually applied research and often located at the interface between research and transfer. Approximately 44 percent of our current research and transfer projects are directly or indirectly related to sustainability.

We focus on topics that can be used to master the current and future challenges that the society is facing.

Digitalisation and the conscious application of artificial intelligence for the benefit of humankind are just as worthy of mention here as renewable energies and other climate-friendly contributions to the energy and transport turnaround. Risks in our research consist, for example, of high energy consumption in laboratories. For this reason, the university is striving to introduce an energy management system. Opportunities arise from cooperations with companies and spin-offs such as [PFABO](#).

b) Sustainability aspects in teaching

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

There are risks in teaching in that sustainability topics are not sufficiently addressed and students are not perfectly prepared for their future careers. To counteract this, we offer our lecturers further training, e.g. via the Brandenburg Study Quality Network. The university's sustainability management offers lecturers individual support in integrating

sustainability aspects into their teaching. We are involved in the [Sustainability Working Group at Brandenburg universities](#) in order to jointly promote sustainable development at the universities. Our goal is to establish education for sustainable development in the consciousness of all university members. Furthermore, we are constantly expanding the digitalisation of the university in order to be able to offer services for digital teaching.

c) Sustainability aspects in the company

The Building Facilities and Technical Services department is responsible for the university's energy and resource management. In principle, value is placed here on using resources as efficiently and environmentally friendly as possible. 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. Due to the energy crisis, TH Wildau has made significant savings in thermal energy consumption in 2022. By adjusting the temperature curve and lowering the room temperature in accordance with the requirements of the state authorities, a saving of approx. 25 % of the heat energy was achieved. In order to be able to monitor energy consumers even more precisely in the future, the TH Wildau is striving to establish an energy management system. Other current measures include, for example, the successive replacement of light bulbs in all the university's buildings in order to save energy through the use of LEDs. Social focal points are the compatibility of family and career as well as health management. TH Wildau has already been recognised as a "[family-friendly university](#)" since 2009 and is striving to further expand the existing measures. In a cooperation that has existed since 2013, a [health management](#) system has been established at the TH Wildau together with the Techniker Krankenkasse health insurance fund, which covers all levels of the university. The core concerns are the creation of healthy working and study conditions and the promotion of healthy behaviour. This is achieved, for example, by establishing 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 advertising the study of scientific effects to schoolchildren, to dialogues on the social relevance and use of new technologies (see [Higher Education Development Plan](#)). The TH Wildau is committed to being a partner in lifelong learning, e.g. with a children's university and a senior citizens' college. Furthermore, we offer schools the opportunity to cooperate, e.g. through lectures by TH Wildau lecturers or the support of teachers with thematic workshops on scientific work. The three [offices](#) in Luckenwalde, Fürstenwald and Finsterwalde are the university's central contact points in rural regions far from universities. They serve as counselling, information and coordination centres as well as interfaces to the entire academic 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 academic system of Brandenburg. TH Wildau has been one of the strong research and transfer universities of applied sciences in Germany for many years.

With a number of international collaborations, these activities also go far beyond the national context. This year, for example, the third German-West African conference on sustainable and renewable energy systems, "[SusRes](#)", took place at the University of Kara in Togo.

After the [sustainability symposium](#) in 2021, the first Sustainability [Day](#) took place this year at the campus of TH Wildau. In a varied programme, interested parties were able to inform themselves and participate in lectures and workshops on various everyday sustainability topics.

One challenge for the transfer of sustainability topics is to find the right format that encourages people to engage with sustainability topics and raise awareness. TH Wildau has increased its commitment to sustainability communication in 2022, and will continue to expand this in the coming year with various formats.

e) Sustainability aspects in governance

In March 2022, the position of sustainability manager was filled, which reports directly to the president. Since then, we have started to identify the state of sustainable development of the entire university. In the summer, we launched the [Strategy Process 2030](#), in which a university-wide strategy for our university is being developed that takes into account the sustainable development of the university. The process is scheduled to be completed in 2023. Following this, we will develop a sustainability strategy.

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 TH Wildau are defined by the higher education development plan (2019-2023). It stipulates that the sustainable development of the university should be more focused and strategically expanded.

Our goal is to promote the sustainable development of the university in all areas. Strategic goals are developed in the [2030 strategy process](#) and the subsequent sustainability strategy process.

Achieved goals 2022:

- Saving of thermal energy by approx. 25 % compared to the average of the last 4 years.
- Increase the sustainability awareness of all university members through
 - the implementation of events, e.g. the [2nd Sustainability Day of the TH Wildau](#).
 - the participation of the sustainability manager in events e.g. the [week of university didactics](#) and the presentation of sustainability management in

various modules

- Increasing sustainability communication, e.g. revising the [website](#) and conducting surveys

Our goals for 2023 are derived from the analysis. There has been no prioritisation within the goals, but they are being worked on with the same high level of commitment. All goals refer to the Sustainable Development Goals of the United Nations.

Goals 2023:

- Introduction of energy management (subject to funding) (SDG 7)
- Strengthening resilience through new construction of a photovoltaic plant (completion 2024) (SDG 7)
- Strengthening the awareness of university staff (SDG 4)
- Ban on short-haul flights (SDG 13)
- Switch advertising materials to sustainable alternatives (SDG 12)

The achievement of the strategic sustainability goals is monitored through the status of implementation and the collection of key figures. The sustainability management is responsible for this.

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

About 44 % of the research and transfer projects of TH Wildau have a direct sustainability relevance and are related to the Sustainable Development Goals of the United Nations. The development of a research and transfer strategy is currently paused for the university-wide [strategy process 2030](#).

There are various sustainability aspects that are important in research at TH Wildau. On the one hand, the selection of research and development topics itself plays a significant role. An example of this is the research project "[Food4future: Smart Nutrition & Wearable Sensors and Digitalisation](#)". In the project, a healthcare app for nutritional counselling is being developed. Secondly, the equipment and use of laboratories has a direct impact on the university's resource consumption. This is an area of focus for future action.

2 Teaching and Training

The guiding principles of [teaching and learning](#) anchor sustainability in the entire teaching process and thus strengthen future-oriented education.

3. Campus Management

In the operation of the university, emphasis is placed on the environmentally friendly and efficient use of resources. In 2022, we conducted a comprehensive analysis on the basis of which goals for 2023 were derived (see 3. Objectives).

4. Knowledge Transfer

At TH Wildau, transfer is always thought of together with research. 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, specialist meetings and workshops.

5 Marketing and Public Relations

The TH Wildau's marketing and public relations work also attaches great importance to the sustainable use of resources. For example, in advertising materials, emphasis is placed on products that bear a sustainable seal of quality. For 2023, we are planning a complete the revision of our advertising materials in order to clearly communicate the sustainable development of the TH Wildau to the outside world.

TH Wildau does not currently have its own sustainability strategy. This will be developed following the university-wide [strategy process 2030](#). University members have the opportunity to actively participate in the development of goals and measures in the sustainability working group. As part of the working group "[Sustainability at Brandenburg universities](#)", we exchange information 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 the leading responsible body that continuously strengthens and improves sustainable development. Therefore, sustainability management is a staff unit of the President. The sustainability manager implements projects and measures to increase sustainability at TH Wildau and advises all university members on sustainability-related topics.

The Senate is also committed to the sustainable development of the university. An interdisciplinary exchange takes place within the Sustainability Working Group. In their role as multipliers, the participants inform their departments and thus contribute to an increase in sustainability awareness.

6. Rules and processes

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

There is no sustainability strategy at TH Wildau yet. This is to be developed when the university-wide [strategic process 2030](#) is completed. For this reason, there are currently no specific rules and processes for 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 partly 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 degree programmes, international students, students abroad, graduates, exmatriculations, reported accidents of students and staff.

Economic: income/expenditure, third-party funding by source of funds, success rates for acquiring third-party funding

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 sustainable behaviour and habits. One focus here is on the health of students and staff. For example, the TH Wildau offers a gym course for employees and students. This can be booked for courses and integrated into lectures. Fixed online appointments are available for employees. Since the way we eat has a major impact on the climate, the TH Wildau canteen, 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 at TH Wildau"](#). The background to this is to strengthen the continuous development of the quality of studies and teaching and to recognise the special

achievements of individuals and/or teams in teaching. Likewise, the [research and transfer prize](#) is regularly awarded for special projects. Financial incentives specifically for implementing sustainability processes have not yet been implemented at TH Wildau and are not currently planned; intrinsic motivation has been the decisive factor so far.

Key Performance Indicators to criteria 8

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

The reporting organization shall report the following information:

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

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

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.

This year, a stakeholder analysis has been carried out to determine the interested parties in the sustainability process of TH Wildau. The most important stakeholders of TH Wildau are its students and employees. Furthermore, the state of Brandenburg and society are to be named as priorities among other groups. Following the stakeholder analysis, the dialogue with the stakeholders has been increased in order to integrate them into the sustainability process. For example, several surveys on sustainability topics have been conducted to integrate university staff into the process.

In the Sustainability Working Group, staff and students meet to exchange ideas and jointly develop measures for the sustainable development of TH Wildau. As the Sustainability Working Group is a merger of the previously existing ESD and NUK working groups, it is currently in the process of realigning the group.

Of course, there is also an exchange in bilateral talks and other regular events (e.g. ASA meetings). Through the exchange with the Presidium and the Senate, both the work of individuals and the work of groups are included in the planning of goals and measures. We report on sustainability topics and developments on the sustainability page of the TH Wildau website.

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.

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 in different fields of activity. In our main fields of action, 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 digitisation and generally implement them together with complementary research partners, companies, public organisations and associations, business development institutions or sector networks (e.g. [Transfer passport](#)). Almost 45 per cent of our projects have a direct

or indirect link to sustainability. An example of this is the project [EcO-Innovation](#) (duration 10/2020-11/2022), which promotes the increase in sustainability of lab-based open innovation approaches. The aim 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 professionalise it for use in the 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 an instrument of knowledge and technology transfer.

This year, the process of developing a research and transfer strategy has been launched.

b. Teaching

The [Teaching and Learning Mission Statement](#), which was developed in 2021 in a participatory process, provides us with a framework for action to which we orientate and align ourselves. We want to contribute to the necessary social transformation by using our resources responsibly and standing up for fair coexistence. The mission statement forms the foundation for a transformation of teaching, which in future should increasingly include content from Education for Sustainable Development (ESD). This year, a reform process was started in the area of study and teaching that will strengthen the future viability of TH Wildau.

c. Operation

In principle, the TH Wildau attaches importance to using resources as efficiently and environmentally friendly as possible. One focus here, for example, is on the use of renewable energies. For example, 100 % of the electricity that is not generated by photovoltaics also comes from renewable sources. Due to the energy crisis, a target of 30 % savings in the area of thermal energy has been set for the first time in 2022. About 25 % savings could be achieved. The crisis has shown that resource consumption will be an even greater focus in the future. Therefore, TH Wildau is looking into the introduction of an energy management system. As an award-winning "family-friendly university", we want to ensure that our students and staff can combine family and career. We offer various childcare options. At "Campulino", a childminder looks after toddlers. Our campus day care centre "Wilde 19" looks after 25 children between the ages of 0-6. In addition, the Family Office offers flexible childcare in emergency situations free of charge. 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 consultation hours to inform students about health topics. On our annual health action days, we offer various check-ups to support our university members in their health. d) Governance In spring, the position of sustainability manager was filled, which reports directly to the president as a staff position. We have started to build up a sustainability management system that includes all areas of the university according to the "whole situation

approach". There is currently no internal suggestion scheme that supports internal innovation processes.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

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

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 been set this year in the area of energy consumption.

a) Life cycle of consumables, capital goods and services

At TH Wildau, care is taken to ensure that resources are used sparingly when purchasing consumer and investment goods. For example, 100 percent recycled paper is used in the administration. We are currently working on further digitalising our work processes in order to be able to save more resources in regards with the usage of paper. No savings targets have been set at present. In order to increase the awareness of our employees, guidelines for the sustainable purchase of various products are available for download as direct assistance on the website of our procurement department.

b) Circular economy and disposal

At TH Wildau, all employees have access to waste paper baskets 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 on the S-Bahn (suburban railway) 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. TH Wildau is an attendance university. Since the pandemic situation has weakened considerably over the course of the year, it is now possible to study, teach and work on site again. However, mobility has changed due to the partial online teaching and home office offered. While in 2019 just under 50% of all employees were on campus 5 days a week, in 2022 this figure is only just under 30%. Most employees were on campus for an average of 3 or 4 days this year (approx. 44%). There has also been a change in attendance on campus among students. Most students (approx. 50%) are on site for 3 or 4 days during the lecture period. In 2021, this was only approx. 20%.

d) Nutrition

The cafeteria of the TH Wildau, which is operated by the Studentenwerk Potsdam, offers vegetarian and vegan dishes daily. On Wednesdays, this is exclusively the case. Meatless meals account for about 9% of all meals served at the TH Wildau. In addition, regionality is emphasised in the food. These are marked with their own icon, which makes it easier for guests to recognise 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 to generate heat at the 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 light bulbs at TH Wildau are gradually being replaced in order to achieve savings through LED technology. In 2022, about 6800 MWh of electricity were consumed. This corresponds approximately to the previous year's value. The consumption of thermal energy in the form of gas has decreased by about 24% to just under 2400 MWh compared to the average of the last 4 years due to the lowering of the operating temperature.

f) Water

The TH Wildau also uses water sparingly. Taps in the sanitary facilities are mostly equipped with sensors to stop the flow of water immediately 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 2022, the TH Wildau will have a consumption of 5759 m³. This corresponds to a per capita consumption of 1.4 m³ /university employee.

12. 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 are being further upgraded to meet today's energy efficiency requirements within the limits of financial possibilities and in consideration of the protection of historical monuments.

In 2022, the photovoltaic system on the roof of building 15 was put back into operation after work.

Light sources are gradually being replaced at the TH Wildau in order to achieve savings through LED technology. No statements can be made about the completion of the measures at the moment. The TH Wildau is already able to cover approx. 70 % of its thermal energy for buildings 16/17 through the operation of a geothermal system. The main risks in terms of resources and the environment also lie in the area of energy consumption. Further efficiency measures must be implemented here in the future in order to minimise the impact on the environment. Concrete objectives such as the introduction of an energy management system and the construction of another photovoltaic system are planned for 2023/2024. Here, the university is dependent on the release of financial resources, for example by the state of Brandenburg. Targets can only be given a specific timetable from the time of release.

Many open spaces at TH Wildau are sealed. Part of it is open for use as a parking. On one of the open spaces, tables and benches are available for seating all 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 opportunities. In addition, there is playground equipment for children in this area, such as an ear trumpet or walk-in sound woods. A large part of the green area consists of meadow. In one part there is a group of trees, the so-called chestnut grove. Since January 2022, it has been a memorial to the victims of the forced labour during the Nazi time.

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.

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.

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

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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. 420 t CO₂ equivalents from Scopes 1 and 2 (according to GHG).

Emissions from Scope 3 have only been partially recorded so far. These include the emissions from business flights and, in part, the emissions from the mobility of university staff. Thus, the aspects recorded so far result in 413 t CO₂ equivalents.

The TH Wildau does not yet have a climate strategy. A goal that has been set for this year is to save 30 % of thermal energy compared to the average of the last 4 years. About 25 % of thermal energy could actually be saved.

In the future, the TH Wildau would like to produce more of its own renewable energy in order to reduce its greenhouse gas emissions. Further photovoltaic systems are planned for this purpose in 2023.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 contacts for all questions and problems related to the topics of health and healthy studying. The aim is to maintain and expand the cooperation with the Techniker Krankenkasse health insurance company so that all students and staff can be offered even more health protection services. At the same time, it is our task as a university to comply with occupational safety. To this end, we train all employees annually and offer further training courses for first aiders and fire protection assistants. The aim is to enable all interested parties to participate.

Our students and employees are committed to strengthening the sustainable development of the TH Wildau in the sustainability working group. Officers and committees such as the Equal Opportunities 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 that information about events and opportunities is often passed on informally.

The constitutionally guaranteed freedom of research and teaching also enables 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. The participation of all university members in the sustainable design of the university should be promoted. For this reason, it is necessary to sensitise university members to sustainability aspects and

issues. In various events, such as the [Sustainability Day](#), members of the university are made aware of sustainability issues and invited to participate in order to strengthen the sustainable development of the university. In 2023, the aim is to hold at least one sustainability event every month during the lecture period in order to bring sustainability issues closer to staff and students as well as to public society.

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).

TH Wildau puts people at the centre of every field of its activity. As described in our [mission statement](#), we stand for open-minded action and respectful interaction with flat hierarchies. 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 applies in particular to gender, age, skin colour, origin, faith, sexual identity and disability (see [mission statement Teaching and Learning](#)).

Interested parties and students can turn to our study-related counselling services, such as study coaching, health coaching, family service, psychological or social counselling by the Studentenwerk Potsdam, with their questions about studying without an Abitur, guest auditor status, lateral advancement and other questions.

Our Equal Opportunities 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 realisation of equal opportunity measures and serves as a contact point for those affected and interested in counselling in cases of discrimination and disadvantage.

TH Wildau has been certified as a ["family-friendly university"](#) since 2009. In May 2014, the TH Wildau became one of the first signatories of the charter "Family in Higher Education". TH Wildau is committed to a broad and modern concept of family and understands "family" as a form of life in which personal relationships are characterised 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 measures so far:

- Flexible working hours and location-independent working are possible through a service agreement
- The study programme can be flexibly organised through part-time study as well as individual special study plans in all study programmes

- The management guidelines and the TH Wildau dialogue (staff appraisal) include the compatibility of work and family life
- A university day care centre and childminder look after pre-school children
- Short-term flexible childcare is offered at the Family Service Office for all HS members
- The family-friendly university is anchored as a cross-cutting theme in all important policy documents of the university

Our goal is to maintain and further expand our previous successes, for example by founding a working group for inclusion and diversity at the TH Wildau.

A particularly important focus is the targeted strengthening of women in STEM sciences. Concrete quantitative goals still need to be worked out in the future. Nevertheless, individual projects specifically address female pupils, prospective students and first-year students. For example, the number of female first-year students is to be increased through the project [LiveCounselling](#) - online communication formats for STEM-oriented student recruitment. The Live Counselling project was carried out at Wildau University of Applied Sciences in the project period from 01.07.2020 - 31.10.2022. In the process, 577 women were reached through webinars, school visits and personal counselling sessions. In addition, 160 women took part in individual short counselling sessions. Likewise, the internationalisation of TH Wildau is to be increased as one of the central strategic goals of university development. To this end, we have developed an [internationalisation strategy](#). We have set ourselves specific goals in the four fields of action Campus, Network, Mobility and Language, such as maintaining a proportion of 20% of foreign students and also achieving this figure for employees. |

16. Qualifications

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

The TH Wildau promotes the qualification and competences of all university members in the field of sustainability through various measures: Sustainability aspects that contribute to the achievement of the 17 Sustainable Development Goals are addressed in all our degree programmes.

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](#), all our teachers and multipliers are able to participate in further training on the topic of ESD. This year, the second Sustainability Day took place at TH Wildau. Teachers, staff and students of the TH Wildau presented examples of how to deal with resources in order to sensitise

students and staff to sustainability issues.

The national and international networking and collaboration with actors from business, politics, society and science enables a permanent dialogue and close cooperation. This enables our students and staff to continue their education and develop their skills. In order to provide university staff with comprehensive qualifications for an international university/working life, the Centre for International Affairs and Human Resources Development have jointly developed a [certificate programme for international competences](#). By hiring a sustainability manager, we have created a position that advises and supports all university employees in their actions in the field of sustainability. A specific objective for the qualification of our employees has not been set so far, as these are determined individually.

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

HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched

in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 characterised by open-minded, 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 Centre](#), 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 that is closely interconnected regionally and nationally with other projects and actors from the university, civil society, institutions and organisations. In public procurement, it has become possible in recent years to take ecological and social aspects into account in the award criteria. We have set ourselves the goal of raising awareness among our employees. For this reason, we link to useful assistance in the form of guidelines on our website. For new employees, we offer seminars on public procurement. To strengthen our international orientation, we have developed an [internationalisation strategy](#). By promoting internationality, positive synergy effects can be used. This includes, 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 comply with all human rights. At present, we cannot ensure the control of all the suppliers we are cooperating with. There is a risk that human rights are not respected 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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched

in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 deeply rooted in the region we are located. 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 [strategie](#), our transfer and cooperation activities primarily address companies, especially transfer-affine SMEs, facilities and institutions (e.g. hospitals), politics, chambers, business associations, regional initiatives as well as the economic development agencies of the municipalities and federal states. The activities are supported by the [transfer service](#), the presence offices and 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 far from the university and offer fast and direct access to the university. The contact points tailor their services to regional needs. They are geared to the respective situation in the regional growth cores, which closely support you as cooperation partners.

In addition, the university offers educational events for people in different age groups and phases of life 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 HS-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. Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.

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

- Ulrike Tippe (President TH Wildau): Vice-Presidency for Digitisation and Continuing Academic Education in 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 adopted by the Presidential Board. This includes, for example, the [mission statement](#) of TH Wildau and the [mission statement "Teaching and Learning"](#).

In 2021, only 1.3 % of the third-party funds acquired by the TH Wildau come from the private sector. Thus, a possible influence by third parties is to be regarded as 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 HS-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. Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 leadership, which is not aimed at personal gain, 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. The TH Wildau has appointed an anti-corruption officer to [prevent corruption](#). She supports the university in identifying faulty organisational structures and is the contact person for all employees. In order to assess whether a workplace is generally at risk of corruption, regardless of the individual, the existing risks are analysed. Corruption and bribery risks exist in contract awards and hiring. However, these are minimised by the clear regulations in the public service and further reduced by the application of a multiple-eye principle. All employees are required to observe the guidelines of the corruption prevention unit of the state administration.

To ensure compliance with the rules of scientific work, TH Wildau published a [statute](#) in 2022 to ensure [good scientific practice](#) in accordance with the recommendations of the German Research Foundation. Responsible and respectful treatment of people, animals, the environment and cultural assets is cultivated, and the results of 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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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 HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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

HS-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.

Currently, university-specific sustainability indicators are being researched in the [UNISIMS](#) project. TH Wildau is participating as an interested institution.

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.