



Environmental Management Plan

2016 – 2018

Australia's Global University

Sustainability



Environmental Management Plan

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Acronyms

CO₂e	Carbon dioxide equivalent
EFSTU	Equivalent Full Time Student Unit
EFSTL	Equivalent Full Time Student Load
EMS	Environmental Management System
FTE	Full Time Equivalent
GPTs	Gross Pollutant Traps
GJ	Gigajoules
kWh	Kilowatt hours
MJ	Megajoules
NGER	National Greenhouse and Energy Reporting
PIUs	Performance Indicator Unit
R4	Rethink Reduce Reuse Recycle
MPS	Managed Print Services
NGERS	National Greenhouse Emissions Reporting Scheme
NPI NEPM	National Pollutant Inventory, National Environment Protection Measure

Introduction



Introduction

As a world-class teaching and research institution, with considerable expertise in environmental management, UNSW Australia (UNSW) is already a leader in the global transition to a safe and sustainable future. But we also recognise our duty to practice what we preach. Our campuses must become living laboratories, showcasing the knowledge and research that is advancing this global sustainability transformation.

Environmental sustainability is a guiding principle in UNSW's Strategy 2025 and it is our commitment to continuously improve our environmental performance across all areas of the University – from the way we construct our buildings, dispose of our waste, make purchasing decisions and utilise our resources to how we measure our performance.

This Environmental Management Plan outlines the University's sustainability objectives, targets, indicators, strategies and actions to guide environmental planning and management to 2018 and beyond.

UNSW is also a signatory to a number of international declarations relating to sustainability, including Talloires Declaration and Universitas21 Statement of Sustainability.



1.1 UNSW Environment Policy

UNSW acknowledges that its activities have an impact on the environment both locally and globally and we are committed to minimising this impact. This commitment is detailed in the UNSW Environment Policy which recognises that all staff, students and visitors have a responsibility in reducing our environmental impact.

The Environment Policy sets the high level objectives for the Environmental Management Plan which include:

- Minimising carbon emissions and conserving natural resources for future generations through improvements in energy efficiency.
- Developing effective materials management and recycling practices.
- Increasing awareness of environmental responsibility among staff, students and visitors to the University
- Having an environmental management system that ensures the University complies with environmental legislation.
- Taking into account environmentally sustainable initiatives in new construction projects and redevelopments.
- Maintaining the University grounds in an environmentally sensitive way, having regard to the protection of natural habitats and local wildlife.
- Promoting and encouraging sustainable forms of travel and transport by staff and students.
- Striving to continually improve the University's environmental performance.



1.2. Purpose

This Environment Management Plan establishes a platform for delivering on the aims and objectives of UNSW's Environmental Policy and the aspirations and ambitions of UNSW's Sustainability Strategy 2025.

This plan also aims:

- To establish UNSW as an industry leader in environmental sustainability.
 - To set clearly defined environmental objectives, targets and performance indicators.
 - To ensure compliance with University's legal requirements.
 - To highlight the environmental aspects of University operations and manage the impact of those aspects.
- To provide a basis for reporting against University-wide environmental programs.
 - To ensure a continuous improvement loop is established and maintained.



1.3. Guiding principles

Consistent with the UNSW Environment Policy and international management systems standards:

- This plan recognises that top management support (via authority and resourcing) is required to enable its successful implementation.
- An attitude of cooperation and leadership at all levels is needed across all aspects of our operations.
- This Environmental Management Plan addresses environmental aspects and impacts over which UNSW has direct control, and also those over which UNSW can exert influence as a consumer of goods and services.
- UNSW will ensure that the principles of whole-of-life costing are integral to the University's physical planning, design and development, asset acquisition and management, purchasing and operations.
- It should be noted that strategies and actions are documented within the context of a two-year plan, but that the plan itself represents the first two years of a continual improvement cycle for UNSW. As such, continual improvement and capacity building are also guiding principles.
- A vigorous and targeted program of communication activities will be fundamental to recruiting support and facilitating involvement in the delivery of key actions, in addition to promoting the University's position of leadership in the area.



1.4. Scope and structure

The initial focus of this Environmental Management Plan is the Kensington campus of the University and those activities under the direct control of the University.

Recognising the University's ownership and/or management of a range of other properties such as adjunct campuses and field stations where activities may give rise to significant environmental impacts, the Environment Management Plan includes a number of priority strategies and actions relating to these locations.

The Environment Management Plan also supports collaboration and joint actions with affiliated organisations, tenants and contractors within the University's sphere of influence.

This Environmental Management Plan is a strategic document that sets objectives and targets for environmental improvement and defines the strategies required to achieve the objectives. A cascading series of management and action plans have also been prepared to ensure the day-to-day delivery of the strategies, including:

- energy and water strategy
- operational waste management plan.

The Environmental Management Plan is divided into the following seven functional areas. However, it is recognised that these areas are interconnected and adverse or beneficial environmental impacts in one area will affect others.

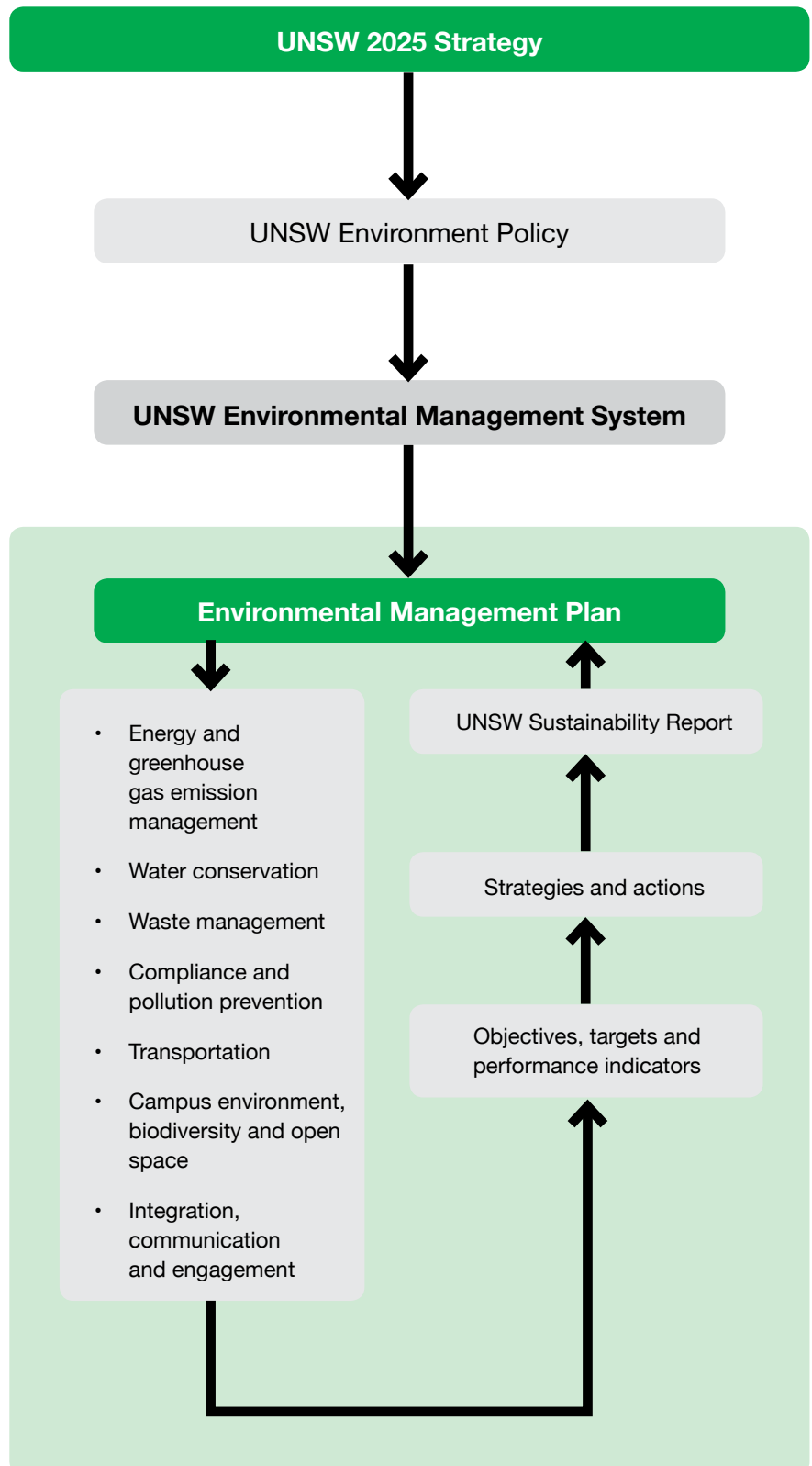
1. Energy and greenhouse gas emissions management
2. Water conservation
3. Waste management
4. Compliance and pollution prevention
5. Campus environment, biodiversity and open space.
6. Integration, communication and engagement
7. Transportation

The strategies and actions in this Environmental Management Plan are within the context of a two-year plan from November 2016 to November 2018. This document should be treated as a living document as it may change subject to any review of the environmental risks and priorities, or to include more detailed environmental performance indicators.

Objectives and targets are set out for each section, together with environmental performance indicators to monitor the University's progress towards achieving its targets.

Each section includes a set of specific strategies. These provide the basis for developing rolling action plans for the practical implementation of the Environment Management Plan.

Identification and prioritisation of environmental risk will be based on the Australian and New Zealand Risk Management - Principles and guidelines AS/NZS ISO 31000:2009 and Guidelines SA/SNZ HB436:2013, using qualitative likelihood vs. consequence methods.



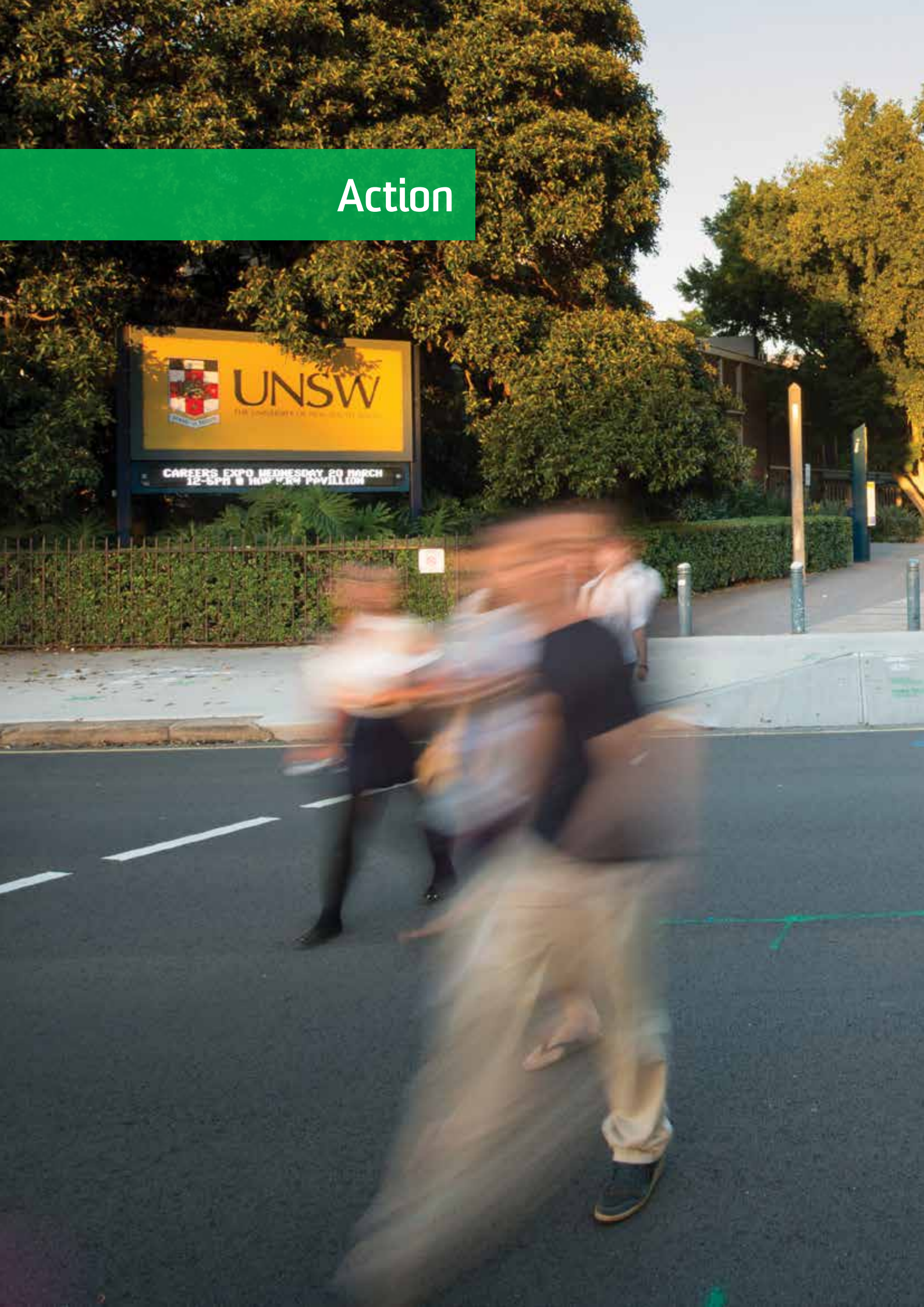
Action



UNSW

THE UNIVERSITY OF NEW SOUTH WALES

CAREERS EXPO WEDNESDAY 20 MARCH
12-5PM @ THE NEW PAVILLION



Objectives, Targets, Strategies and Performance Indicators

The international Environmental Management Systems Standard ISO14001 defines an environmental objective as an:

“overall environmental goal, consistent with the environmental policy that an organisation sets itself to achieve”.

Objectives should be quantifiable wherever possible. An environmental target is defined in ISO14001 as a:

“detailed performance requirement[s], applicable to the organisation or parts thereof, that arises from the environmental objectives and that needs to be set and met in order to achieve those objectives”.

Environmental performance measurement provides:

- Feedback on the effectiveness of actions taken to reduce the University’s ecological footprint.
- A basis for reviewing environmental objectives and targets.
- A structure for the annual UNSW Sustainability Report.
- A framework for achieving continual improvement.

Consistent with the international Environmental Performance Evaluation Standard ISO14031, the indicators used to track progress in implementing this Environment Management Plan include:

- Management performance indicators relating to organisational practices and procedures.
- Operational performance indicators to track the significant environmental effects of the University’s activities.

UNSW collects a range of student, staff, financial and resource-based statistical information for internal planning and external reporting. This information is used here to relate the University’s environmental impacts (e.g. greenhouse emissions from energy consumption) to its activities (e.g. teaching students), thereby providing meaningful indicators of environmental performance (e.g. energy use per equivalent full-time student).

The tables below summarise the objectives, targets, strategies and performance indicators required to achieve our environmental sustainability aims and collective aspirations across the following seven identified program areas.

More information:

Any feedback or questions relating to this plan should be emailed to sustainability@unsw.edu.au



2.1 Energy and greenhouse gas emissions management

Objective: To achieve continual improvement in energy conservation and GHG emission reduction.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
To be the lowest in the GO8 for energy use per EFTSL and energy use per m2 GFA	Provide enhanced ESD requirements and input to campus major development and refurbishment projects	Improvements included in the design to deliver better than Construction Code requirements for building performance	Incorporation of ESD measures into the Project's Scheme Design Report	Facilities Management – Energy Manager & FM Project Manager
	Continue to implement the recommendations in the FM Energy and Water Strategy for Kensington Campus (ongoing)	Energy use and associated emissions per year	National Greenhouse Energy Reporting (NGER) TEFMA Reports UNSW Sustainability Report	Facilities Management – Energy Manager
	University-wide implementation of PC Power Management Software and IT infrastructure efficiencies	Energy use and associated emissions per year	Monthly Reports to FM Executive team HSE level 1 report – each term	Facilities Management – Energy Manager
	Evaluate, implement and manage low or zero emission energy generation sources, such as solar thermal, photovoltaic, battery, cogeneration and tri-generation systems.	Annual KWh of electricity generated by alternative sources and associated emissions reductions	Monthly Reports to FM Executive team National Greenhouse Energy Reporting (NGER) Annual UNSW Sustainability Report	Facilities Management – Energy Manager
	Implementation of Load Shedding Programs to manage load at times of high demand	Annual cost of electricity	Annual report to FM Executive team HSE level 1 report – each term	Facilities Management – Energy Manager
	Investigate and analyse campus “baseload” and daily BAU operations to identify opportunities for reducing daytime, overnight and weekend energy use.	Annual GHG emissions Annual use of electricity	Monthly report to FM Executive team Annual Report to UNSW Executive team	Facilities Management – Energy Manager
	Ongoing energy conservation and awareness. Provide input to FM Facilitate articles and newsletters	Information, data and reports to FM communications team	FM Facilitate website and newsletters	Facilities Management – Energy Manager



Objective: To achieve continual improvement in energy conservation and GHG emission reduction.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
To be the lowest in the GO8 for energy use per EFTSL and energy use per m2 GFA	Update Greensense Live Energy Project and associated information dissemination	Number of visitors to the website and social media feedback	Annual report to FM Executive team HSE level 1 report – each term	Facilities Management – Energy Manager
	Provide input to UNSW Sustainability and support their investigation of opportunities for wider implementation of Green Lab Program for energy and water conservation.	Number of staff and students completing the training	Health Safety and Environmental Reports level 1, 2	Program Owner – UNSW Sustainability Input from Facilities Management – Energy Manager
	Work with Strategic Procurement (Finance) and Health and Safety Unit to incorporate energy efficiency requirements including minimum 4 Star Energy Rating for any new equipment.	Relevant procurement procedure and guidelines are updated and implemented	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Strategic Procurement – Director Strategic Procurement
	Campus wide energy and water conservation awareness campaign for staff and students Update and offer the environmental awareness training to all staff - investigate interactive/online delivery	Campus wide campaign plan Number of staff completed the training	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Facilities Management – Energy Manager
	Incorporate environmental awareness in the compulsory Health and Safety New Staff Induction	Health and Safety New Staff Induction is updated and implemented	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability



2.2 Water conservation

Objective: To achieve continual improvement in water conservation

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
To be the lowest in the GO8 for water use per EFTSL and water use per m² GFA	Provide enhanced ESD requirements and input to campus major development and refurbishment projects	Improvements included in the design to deliver better than Construction Code requirements for building performance	Incorporation of ESD measures into the Project's Scheme Design Report	Facilities Management – Energy Manager & Project Manager
	Continue to implement recommendations from the Energy and Water Strategy for Kensington Campus (ongoing)	Water use per year	Monthly Reports to FM Executive team	Facilities Management – Energy Manager
	Ongoing implementation of leak detection through analysis of water use data	Number of leaks detected	Monthly Reports to FM Executive team	Facilities Management – Energy Manager
	Update water conservation information in the environmental awareness sessions for staff and continue implementation (ongoing awareness raising campaign)	Training updated and implemented Number of staff completed the training	Annual UNSW Sustainability Report Live Energy displays	Facilities Management – Energy Manager UNSW Sustainability
	Provide input to UNSW Sustainability and support their investigation of opportunities for wider implementation of Green Lab Program for energy and water conservation	Number of staff and students completing the training	Health Safety and Environmental Reports level 1, 2	Program Owner – UNSW Sustainability Input from Facilities Management – Energy Manager
	Work with Strategic Procurement (Finance) and Health and Safety Unit to incorporate energy efficiency requirements including minimum 4 Star Water Rating for any new equipment.	Relevant procurement procedure and guidelines are updated and implemented	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Strategic Procurement – Director Strategic Procurement


Objective: To achieve continual improvement in water conservation

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
To be the lowest in the GO8 for water use per EFTSL and water use per m² GFA	Campus wide energy and water conservation awareness campaign for staff and students Update and offer the environmental awareness training to all staff - investigate interactive/online delivery	Campus wide campaign plan Number of staff completed the training	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Facilities Management – Energy Manager
	Incorporate environmental awareness in the compulsory Health and Safety New Staff Induction	Health and Safety New Staff Induction is updated and implemented	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability



2.3 Waste management

Objective: To achieve best practice in waste management by implementing waste minimisation strategies and maximising resource recovery.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Increase the turnover in number of items distributed through the furniture reuse program by 5% per annum	Enhance the effectiveness of the furniture reuse program through an improved web interface to the database, greater promotion and exploration of other end users such as charities or staff/ students.	Number of items formally requested for reuse	Annual Sustainability Report	Manager, Waste - Facilities Management
Increase food waste diversion from general waste stream by a total 30% within the duration of this EMP	Work with food retailers and other major food waste generators (eg college kitchens) to increase source separation for off-site composting	% increase of food waste separated	Waste Management Advisory Group	Manager, Waste – Facilities Management
Achieve continuous reduction in solid waste generated at UNSW per EFTSU p.a.	Develop and implement a Waste Minimisation Strategy within the duration of this EMP	Municipal solid waste generated tonnes per EFTSU p.a.	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and ensure wider implementation of already in place waste reduction strategies (water refill stations, reusable Keep Cup Program, stationary reuse centre)	Municipal solid waste generated tonnes per EFTSU p.a.	Annual UNSW Sustainability Report	UNSW Sustainability
Improve quality of general waste by eliminating problem waste streams	Investigate and ensure wider implementation of batteries recycling program	Tonnes of batteries recycled	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and implement strategies for packaging waste reduction including polystyrene	Waste reduction strategies finalised and implemented	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and ensure wider implementation of toner cartridge recycling program	Tonnes of toner cartridges recycled	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and ensure wider implementation of mobile phone recycling program	Tonnes of mobile phones recycled	Annual UNSW Sustainability Report	UNSW Sustainability



Objective: To achieve best practice in waste management by implementing waste minimisation strategies and maximising resource recovery.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Improve quality of general waste by eliminating problem waste streams	Investigate and ensure wider implementation of bulbs and globes recycling program	Tonnes of bulbs and globes recycled	Annual UNSW Sustainability Report	UNSW Sustainability
Reduce paper content from general waste by 5% within the duration of this EMP	Investigate and ensure wider implementation of paper recycling program	Tonnes of paper recycled	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and implement innovative paper waste reduction strategies	Tonnes of paper recycled	Annual UNSW Sustainability Report	UNSW Sustainability
	100% printing devices to have standard duplex and mono settings	% of new devices installed with resource saving settings	Annual UNSW Sustainability Report	UNSW Sustainability
	Tracking of simplex and duplex page counts to help track savings, lost opportunities, and understand impact to business	Duplex opportunity value reported in dollars and reams of paper	Annual UNSW Sustainability Report	UNSW Sustainability
Achieve continual reduction in litter and dumping at UNSW	Litter/dumping awareness campaign in all residential colleges including establishment of Green Hub Reuse centres	Number of recycling Green Hubs established	Annual UNSW Sustainability Report	UNSW Sustainability
	Investigate and implement cigarette butt litter reduction strategies	Report on strategies implemented	Annual UNSW Sustainability Report	UNSW Sustainability
	Campus wide dumping reduction campaign in collaboration with Randwick Council	Tonnes of dumped waste collected by Council	Annual UNSW Sustainability Report	UNSW Sustainability



2.3 Waste management (continued)

Objective: To achieve best practice in waste management by implementing waste minimisation strategies and maximising resource recovery.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Integrate environmental criteria into the decision making process of goods and services procurement	Work with Strategic Procurement (Finance) and Health and Safety Unit to incorporate resource management and minimisation in decision making process	Relevant procurement procedure and guidelines are updated and implemented	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Strategic Procurement
	Review and update minimum environmental standards for current and future lease agreement to incorporate waste minimisation strategies	Lease agreements are updated and implemented % of lease agreements with updated minimum environmental standards	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Facilities Management - Manager, Property Services
Integrate environmental criteria into the decision making process of goods and services procurement	70% of the paper purchased to be environmentally sustainable	% of environmentally sustainable paper purchased by Green Print	Annual UNSW Sustainability Report	Program Owner – UNSW Sustainability Input from Strategic Procurement and UNSW Green Print Centre
Promote R4 principal: reduce, reuse, recycling and re-buy philosophy among staff and students	Campus wide resource awareness campaign for staff and students Update and offer the environmental awareness training to all staff - investigate interactive/online delivery	Campus wide campaign plan Number of staff completed the training	Annual UNSW Sustainability Report	UNSW Sustainability
	Incorporate environmental awareness in the compulsory Health and Safety New Staff Induction	Health and Safety New Staff Induction is updated and implemented	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability



2.4 Compliance and pollution prevention

Objective: To achieve full compliance with all environmental legislation and to ensure implementation of pollution prevention strategies.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Achieve and maintain full compliance with all environmental legislative and regulatory requirements	Ensure on time and compliant annual reporting under NGERS and NPI NEPM	NGERS and NPI reports submitted	Reports available online	Program Owner – UNSW Sustainability Input from Facilities Management - Energy Manager
	UNSW Legislative Register to be reviewed and updated annually for environmental legislation	Reviewed register available for UNSW community via Legal and Compliance website	Internal audit report and	Program Owner –Legal and compliance office Input from UNSW Sustainability
	Formalise and promote Emergency, incident and hazard reporting systems and associated compliance responsibilities	Updated environmental reporting tool and emergency response procedure is available and promoted	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability
	Review and continue implementation of the outdoor area Pollution Prevention Program	Environmental incidents and hazards reported Security staff spill management training	Annual UNSW Sustainability Report	UNSW Sustainability UNSW Security



Objective: To achieve full compliance with all environmental legislation and to ensure implementation of pollution prevention strategies.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Conduct environmental audit / inspections of identified high risk facilities to ensure and monitor compliance and environment improvement	Incorporate Environmental into Health and Safety auditing programs within the duration of this EMP (such as Self-Audit Tool, Task Force Inspections)	Audit and inspection tools updated Inspection and audit reports	Health Safety & Environment Level 2 Report	UNSW Sustainability UNSW Security
	Conduct environmental audits of 25% of high risk laboratories on campus within the duration of this EMP	Proportion of laboratories with complete environmental audit	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability
	Establish environmental improvement programs for the audited laboratories	Number of labs with environmental improvement programs initiated	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability UNSW Staff
	Partner with schools and faculties to implement environmental improvement initiatives	Health Safety and Environment inspection reports	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability
Develop and implement strategy for reducing quantity and toxicity of hazardous chemicals and chemical waste at UNSW	Work with Health & Safety to explore role of SciQuest ERM as a tool to minimise toxicity and quantity of hazardous chemicals	SciQuest ERM report Hazardous Waste report	Health Safety & Environment Level 2 Report	UNSW Safety and Sustainability
	Review and continue implementation of Green Lab environmental compliance training	Green Lab training report	Health Safety & Environment Level 2 Report	UNSW Sustainability
	Continue implementation of the batteries and toner cartridges recycling program	Tonnes of batteries and toner cartridges recycled	Annual UNSW Sustainability Report	UNSW Sustainability
Enhance the compliance management of hard waste	Install CCTV cameras for all skip bins not currently monitored to allow for monitoring of non-compliant disposal	Percentage of skip bins with CCTV footage	Waste Management Advisory Group	Manager, Waste – Facilities Management and Manager, Security – Facilities Management



2.5 Campus environment, biodiversity and open space

Objective: To continually improve the land under UNSW control by conserving and enhancing biodiversity and to make UNSW campuses more liveable and sustainable

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Maintain the number of trees on campus	Ensure that when any trees are removed during campus development that an equivalent number are replanted somewhere on the same campus	% change in number of trees	Annual Sustainability Report	Manager, Grounds – Facilities Management
Enhance the biodiversity of bare or degraded areas by replanting with Eastern Suburbs banksia scrub species (250 plants per year)	Replant bare or degraded areas with Eastern Suburbs banksia scrub species	Number of plants planted per year	Annual Sustainability Report	Manager, Grounds – Facilities Management
Ensure that at least 70% of all plantings on campus are native species	Influence major project planting schemes to ensure this target is met. Ensure that all landscaping orders overall adhere to this target.	% native species planted	Annual Sustainability Report	Manager, Grounds – Facilities Management
Create a bushland habitat corridor for fairy wrens	Intensive planting in several areas across campus to create a link. This program is to be run in conjunction with a wider Randwick City Council program	Corridor complete	Annual Sustainability Report	Manager, Grounds – Facilities Management
Maximise on-site retention of stormwater from Kensington campus via natural infiltration and aquifer recharge	Increase staff, students and community awareness and knowledge of UNSW bore water usage and stormwater recharge on campus	No of visits to UNSW Sustainability website/Facebook Page	Annual UNSW Sustainability Report	UNSW Sustainability UNSW Security
	Continue implementation of outdoor area Pollution Prevention Program. Ongoing management of stormwater pits, grates and GPT's	No of pollution incidents reported	Health Safety & Environment Level 2 Report	UNSW Sustainability UNSW Security



Objective: To continually improve the land under UNSW control by conserving and enhancing biodiversity and to make UNSW campuses more liveable and sustainable

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Make UNSW campuses bicycle friendly	Make more cycle pathways.	Number of new cycle ways on campus	Annual UNSW Sustainability Report	UNSW Sustainability
	Improve bike facilities including storage, fixing and trip planning information.	Number of cycle stands and other bike facilities	Annual UNSW Sustainability Report	UNSW Sustainability
Continue implementation of Smoke Free UNSW Policy	Promote and implement (ongoing) of Smoke Free UNSW Policy	Smoke Free UNSW policy implemented	Annual UNSW Sustainability Report	UNSW Sustainability UNSW Security
	Ongoing communication of the policy with help of UNSW Security and Facilities Management	Number of complaints regarding smoking on campus	Annual UNSW Sustainability Report	UNSW Sustainability UNSW Security
Gain recognition for UNSW as an environment leader and engage the UNSW community in environmental management	Increase staff, students and community awareness and knowledge of plantings on campus (ongoing)	Number of visits to UNSW Sustainability website/Facebook page	Annual UNSW Sustainability Report	UNSW Sustainability
	Revive and promote UNSW Green Trail	Green trail revived and promoted	Annual UNSW Sustainability Report	UNSW Sustainability



2.6 Integration, communication and engagement

Objective: To achieve high standards in environmental sustainability by integration, communication, engagement

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Integrate environmental criteria into the decision making process of goods and services procurement	Work with Strategic Procurement (Finance) and Health and Safety Unit to incorporate resource management and minimisation in decision making process	Relevant [procurement procedure and guidelines are updated and implemented	Annual UNSW Sustainability Report	Director Strategic Procurement UNSW Sustainability
	Incorporate sustainability principles in staff position descriptions	Staff position descriptions include sustainability principles	Annual UNSW Sustainability Report	Human Resources UNSW Sustainability
Integrate environmental criteria into UNSW planning and policy system	Review the Environmental Management System and raise awareness across all campuses	Environmental Management System reviewed and updated	Annual UNSW Sustainability Report	UNSW Sustainability
	Integrate Environment principles into Faculty level planning and policy documents	Environmental principles integrated into Faculty level planning and policy documents	Health, Safety & Environment Level 2 Report	UNSW Safety and Sustainability Faculty administration
Provide environmental leadership through cutting edge Sustainability reporting	Develop and communicate Annual UNSW Sustainability Report	Sustainability Report released annually	Annual UNSW Sustainability Report	UNSW Sustainability
Gain recognition for UNSW as an environment leader and engage the UNSW community in environmental management	Participate in at least one international Green University ranking programs	Annual participation and ranking	Annual UNSW Sustainability Report	UNSW Sustainability
	Ensure marketing materials and promotional products reinforce the University's sustainable image	Compliant marketing materials	Annual UNSW Sustainability Report	Marketing Unit UNSW Sustainability
	Showcase and share stories of environmental best practice of UNSW staff and students	Number of stories published on different websites, newsletters etc	Annual UNSW Sustainability Report	UNSW Sustainability and all faculties and schools



Objective: To achieve high standards in environmental sustainability by integration, communication, engagement

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
To actively engage local, national and international community in addressing sustainability related issues of any scale	Establishment of UNSW Grand Challenges Institute to engage experts around the globe to discuss global challenges of society	Forum established and first topic events in progress	Annual UNSW Sustainability Report	UNSW Sustainability and Wider UNSW community
	Organise international level events to showcase climate change and other sustainability initiatives	Number of events organised	Annual UNSW Sustainability Report	UNSW Sustainability and Wider UNSW community



2.7 Transport

Objective: To minimise the environmental impact of commute to UNSW and transport related carbon emissions.

Targets	Strategies & programs	Sustainability indicators	Reported via	Program owner
Achieve 3% per annum increase in the proportion of UNSW staff and students travelling to work/study by foot, bicycle and or shared or public transport Achieve 100% offset equivalent emissions from the UNSW vehicle fleet within the duration of this EMP	Develop sustainable transport strategy to reduce car dependence	Surveyed percentage of staff and students travelling to work/study by foot, bicycle and/or public transport	Annual UNSW Sustainability Report	UNSW Sustainability
	Improve bike facilities including establishment of a Bike Hub	Number of bicycle parking spaces available on campus Number of bike pumps	Annual UNSW Sustainability Report	UNSW Sustainability
	Review, improve and promote sharing services (Carpooling, GoGet)	Number of staff students using carpooling services Number of cars shared	Annual UNSW Sustainability Report	UNSW Sustainability
	Develop transport emissions reduction and offsets plan	CO2 equivalent emissions from UNSW vehicle fleet, tonnes per km travelled p.a.	Annual UNSW Sustainability Report	UNSW Sustainability
	Establish annual data collection and reporting processes for relevant transport data	Data collected and reported	Annual UNSW Sustainability Report	UNSW Sustainability
Gain recognition for UNSW as an environment leader and engage the UNSW community in environmental management	Develop a communication plan to promote active transport	Measure of student and staff satisfaction with public transport experience	Annual UNSW Sustainability Report	UNSW Sustainability
	Organise and participate in Ride to work/Uni and Walk to Work day events	Event organised and promoted	Annual UNSW Sustainability Report	UNSW Sustainability UNSW Arc

Reporting and appendices

References

- UNSW 2025 Strategy
- UNSW Environment Policy
- International Environmental Management Systems Standard ISO14000 series
- UNSW Energy and Water Strategy
- Talloires Declaration
- National Greenhouse and Energy Reporting
- Environmental Management Plan Guidelines, Commonwealth of Australia 2014

Reporting

The University will regularly report on its environmental sustainability performance via an annual Sustainability Report in accordance with recognised standards and the targets in this Environmental Management Plan.

Legal and policy framework

UNSW's Environment Policy sets out that the roles and responsibilities for implementing the Environment Policy shall be set out in the Environmental Management Plan which shall operate as if it is a procedure under the policy.

Review

In the context of an ever-changing environment this Environmental Management Plan will be reviewed annually, in consultation with staff and students, to ensure it remains relevant and reflects the aspirations of the University's stakeholders. .

Acknowledgements

In developing this Environmental Management Plan UNSW acknowledges Universitas 21 partner; the University of Nottingham and the University of Wollongong.





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