



Sustainability starts with

Sustainability Report

01/01/2025 – 31/12/2025

The common thread

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2025 At a glance

 part-time lecturers
1,067

revenue

~54 million EUR



534



full time
employees

30 study programs in total
including **12** for working professionals



total energy consumption

2,941 MWh



80 %

Energy from
renewable sources



26,720 m2

Total floor space including



~21%
green areas



4,259

students
in total

2,888

bachelor students

909

master students

Designing sustainability – assuming responsibility

An interview with Johann Haag and Hannes Raffaseder, CEOs of USTP

Sustainability is a central topic in many organisations today. What special role do higher education institutions play in this context?

Johann Haag: Educational institutions have a dual responsibility. On the one hand, they are themselves organisations with ecological, social, and economic implications – for example, through campus operations, procurement, and personnel management. On the other hand, they shape the competencies, attitudes, and decisions of future generations through teaching, research, and knowledge transfer. This is why to us, sustainability means not only using resources responsibly, but especially enabling people to actively contribute to the management of social and ecological challenges. We take this responsibility very seriously.

How exactly is this understanding of sustainability anchored at USTP?

Hannes Raffaseder: For us at USTP, sustainability is a cross-cutting topic that permeates all three of our central fields of activity: teaching, applied research, and knowledge transfer. In our study programmes, we teach sustainability-related content over a wide technical spectrum and in an interdisciplinary manner. The same is true for our knowledge transfer and university operations.

And in research, we work on practically relevant solutions to socially relevant questions, for example with regard to sustainable mobility, digital healthcare, or artificial intelligence. As a European University, we are an inspiring source of knowledge transfer and the acquisition of competencies for all people who contribute to an inclusive and progressive society.

A central element of this report is the decision to create a sustainability report according to the VSME standard for the first time. Why does USTP pursue this path?

“ This is why to us, sustainability means not only using resources responsibly, but especially enabling people to actively contribute to the management of social and ecological challenges



Johann Haag

Johann Haag: As a higher education institution, we bear responsibility in teaching, research, and in our own operations. The VSME standard offers transparent and comprehensible reporting that takes the actual degree of maturity and the special framework conditions of an unlisted organisation such as USTP into account.

This standard shows openly that we are still in the development phase in some areas: for example, when it comes to a formal sustainability strategy or long-term climate goals. This very openness is important to us because it creates credibility and paves the way for continuous improvement. At the same time, the VSME report establishes a solid basis for systematic follow-up work. The VSME standard offers us a clear framework for this and creates transparency for our stakeholders.

What is the meaning of European networks in this context?

Johann Haag: Future arises from exchange. By coordinating the European University Alliance E³UDRES², we combine regional strength and European collaboration. In this way, we create learning spaces, promote innovation, and develop answers to the questions of our times together.

“ Our mission is to effectively anchor sustainability in all spheres of USTP step by step and to transparently monitor this path.



Hannes Raffaseder

Let us conclude by taking a look ahead: Which next steps are you planning?

Hannes Raffaseder: We will take several central steps in the next few years. For example, we will develop a university-wide sustainability strategy that is firmly committed to the 17 Sustainable Development Goals of the United Nations. A special focus will be on anchoring education for sustainable development in all study programmes as a cross-cutting topic. At the same time, we want to further expand our databases in order to make progress measurable: for instance, in terms of energy, emissions, and social parameters. Our mission is to effectively anchor sustainability in all spheres of USTP step by step and to transparently monitor this path.

Reporting base

Basis of writing | B1

This report was created in line with the currently valid VSME standard, taking into account the standard’s basic and additional modules.

The reporting organisation is Hochschule für Angewandte Wissenschaften St. Pölten GmbH (USTP – University of Applied Sciences St. Pölten) including its wholly owned subsidiary Hochschule für Angewandte Wissenschaften St. Pölten Forschungs GmbH. Generally, the reported data points refer to both organisations.

USTP is predominantly active in Austria. The centre of activity lies in Lower Austria with locations in St. Pölten and Mauer.

Location	Address	Coordinates
Central administration and material assets	Campus-Platz 1 3100 St. Pölten Österreich	48.21407, 15.63185
Bildungscampus Mostviertel	Hausmeninger Straße 221 3362 Mauer Österreich	48.09017, 14.80081

USTP in figures

Balance sheet total	25.58 m €
Total revenue	53.62 m €
Employees	534
Students	4,259
Part-time lecturers	1,067
Sector – NACE Code	Q 85.40–O Tertiary education

Strategy, business model, and sustainability | C1, C2

USTP – University of Applied Sciences St. Pölten operates in the fields of teaching, applied research, innovation, and knowledge transfer. The institution offers practice-oriented bachelor, master, and continuing education programmes and conducts research and development projects in collaboration with companies, public institutions, national and international academic partners. Its core services include academic education and training, applied research, scientific publications, and the development of practical solutions and applications within cooperative research and innovation projects.

The institution's activities are primarily focused on the Austrian and European education, research, and training landscape. On certain occasions, USTP's infrastructure is made available to external organisations for events and cooperations.

Key stakeholder groups and business relationships include students, employees, companies, public institutions, funding bodies, research and project partners, international partner universities, service providers, and infrastructure partners in campus operations. Since 2020, the university of applied sciences has been the coordinator of the European University Alliance E³UDRES².

Sustainability is seen as an inherent component of USTP's mission in education, research, and innovation. The university gradually incorporates relevant content into its strategic and operational processes, including particularly the anchoring of such content in curricula and research activities, measures for the promotion of diversity and equal opportunities, the further development of resource-saving campus operations, and the increasing consideration of sustainability aspects in procurement, development, and evaluation processes.

USTP is currently developing an institutional sustainability strategy based on a double materiality assessment. The goal is to systematically define fields of action, measures, and responsibilities in the fields of environment, social affairs, and government.

Among other things, the institution has already implemented measures to improve energy efficiency, expand the use of renewable energy, and integrate sustainability topics into study programmes and internal development processes.

The Sustainability Coordination unit regularly informs the university management about developments in sustainability. Significant sustainability matters are also reported to the Supervisory Board.

Our Stakeholders

Operational partners

Academic & educational partners



Partner companies



Financial partners



Suppliers & service providers



Internal stakeholders



Students & participants in continuing education



All employees active in teaching, research, and administration



Relevant decision-makers

Regulating & external stakeholders

Politicians & legislators



External quality assurance



Representations of interests in higher education



Civil society & representation of industry/interests



Media & public



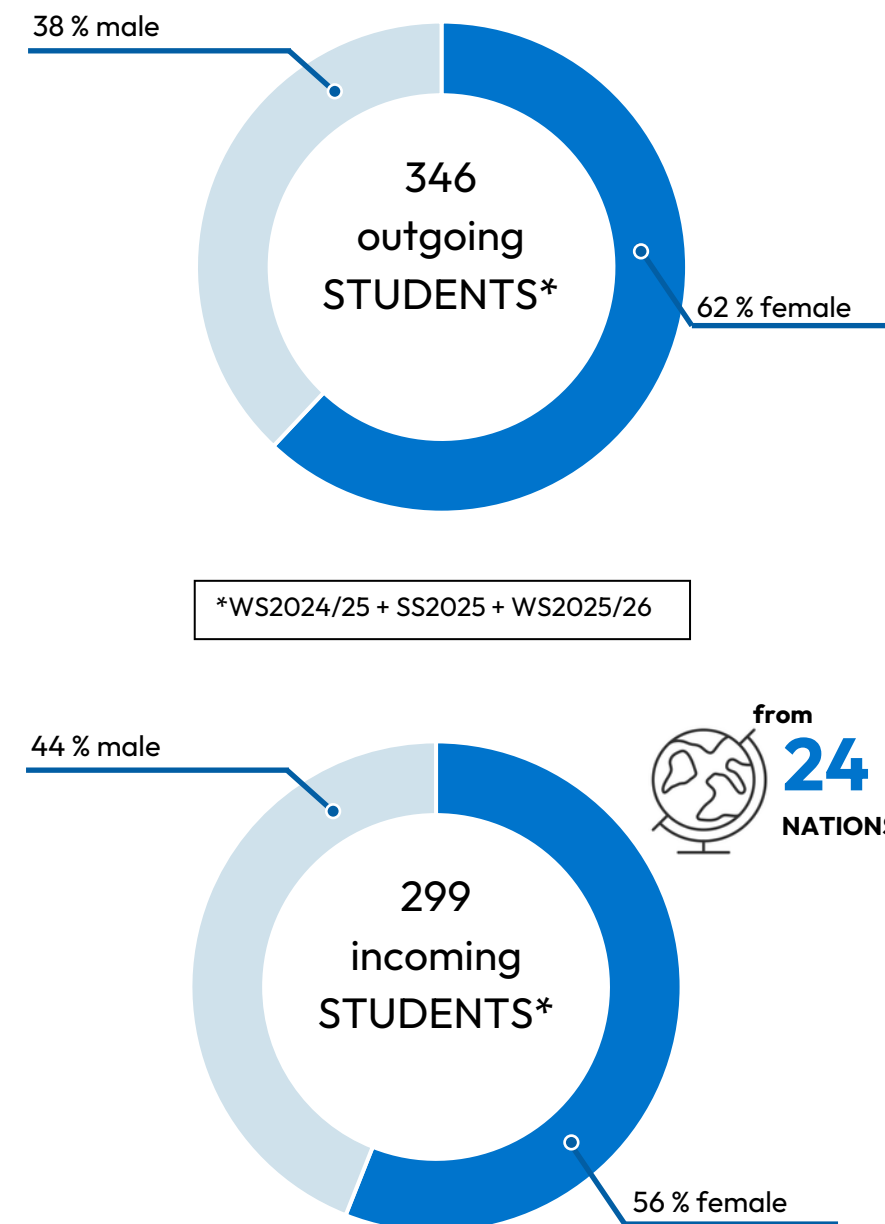
Introduction of USTP

We are USTP – University of Applied Sciences St. Pölten, a higher education institution located in St. Pölten, Lower Austria. In 1996, USTP was established as a GmbH for the common good, and has since then evolved from a regional university of applied sciences to an internationally linked player in higher education. In November 2025, following a rebranding, “the St. Pölten UAS” (German: “FH St. Pölten”) became “USTP”. A step to demonstrate our increasing internationality and reinforce the well-established network we have built to benefit our research and contribute to social development.

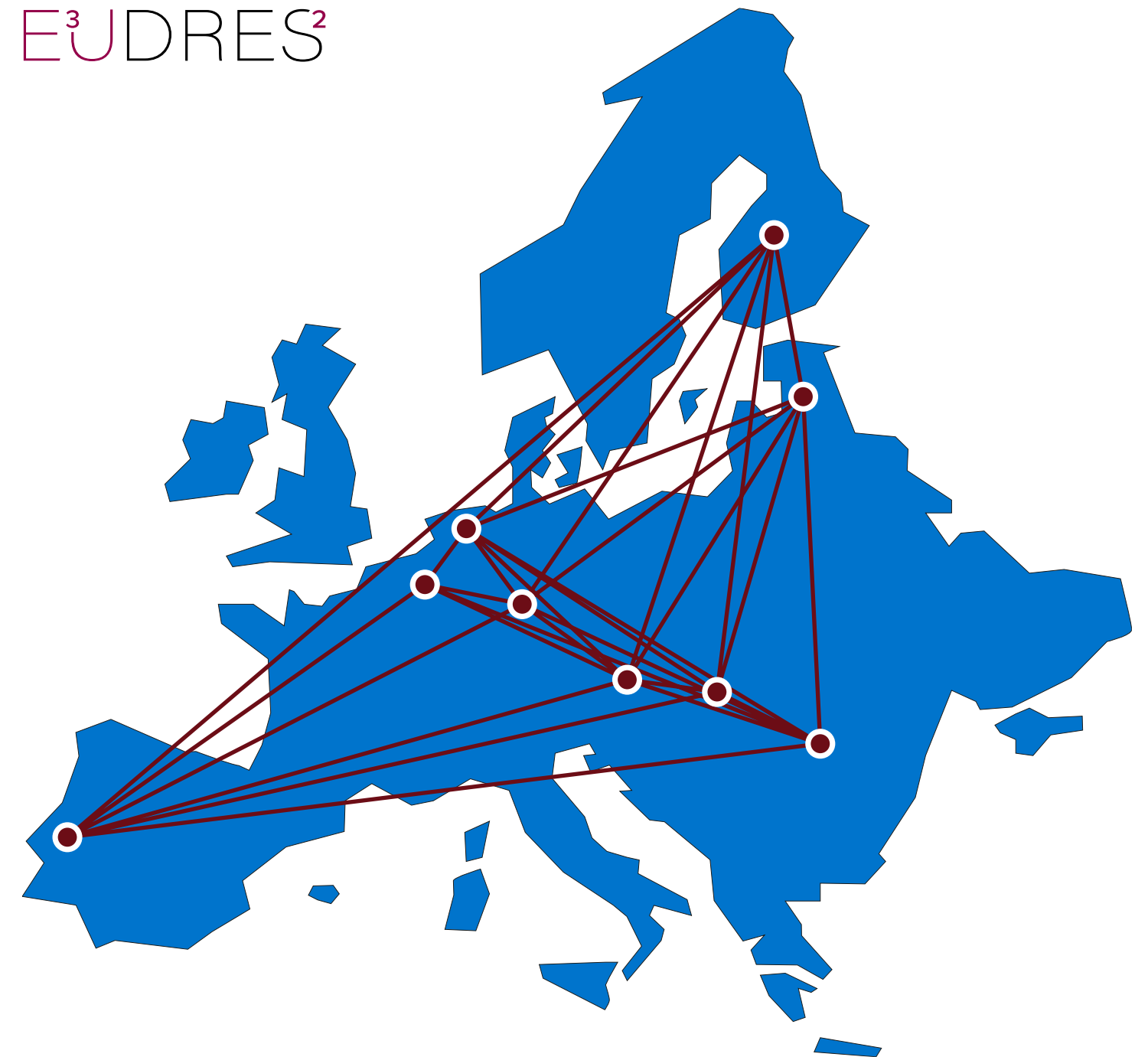
Our range of study programmes includes 30 degrees in Computer Science & AI, Security, Media, Digital Technologies, Communication, Management, Health, Social Sciences, and Rail Technology. In research, we pool our knowledge in over ten institutes and centres. Our values are “forward-looking”, “design-oriented”, “quality-driven”, “open-minded”, and “approachable”. Our mission is: **“We Contribute to Society as an Engaged University”**.

We maintain close ties within the European University Alliance E³UDRES² and offer international Joint Master's programmes with partners in the Netherlands, Latvia, and Finland.

We employ 270 full-time lecturers and research staff, and around 1,067 part-time lecturers. (GB 2025).



E³UDRES²



Departments & Study Programs

Faculty	Department	Bachelor	Master	Continuing education programmes
Faculty Engineering and Business	Rail Technology & Mobility	Rail Technology & Mobility - VZ / BB Rail Vehicle Technology - BB / Dual	Rail Technology and Management of Railway Systems - BB	
	Computer Science & Security	Data Science and Artificial Intelligence - VZ IT Security - VZ / BB	Cyber Security and Resilience - VZ / Dual Data Intelligence - VZ Digital Innovation and Research - VZ / Dual Digital Healthcare - BB Information Security - VZ / BB	
	Digital Business & Innovation	Marketing & Communication - VZ Management & Digital Business - VZ	Digital Business Communications - BB Digital Management & Sustainability - BB Digital Marketing & Communication - VZ	
	Media & Digital Technologies	Creative Computing - VZ Creative Media Production - VZ Media Technology - VZ Smart Engineering of Production Technologies and Processes - BB / Dual Media Management - VZ	Digital Design - VZ Digital Healthcare - BB Digital Media Production - VZ Interactive Technologies - VZ Digital Media Management - BB Gamified Reality Applications for Real-world Challenges and Experiences (GRACE) - VZ Citizen-Centered Digital Health and Social Care - VZ	Certified Professional for UX Development - BB Film, TV & Media - Creation and Distribution (master) - BB
Faculty Health and Social Sciences	Health Sciences	Dietetics - VZ Healthcare and NursingPLUS - VZ Physiotherapy - VZ	Citizen-Centered Digital Health and Social Care - VZ Digital Healthcare - BB	Applied Nutritional Therapy - VZ Palliative Care Level II ¹ - BB Refresher Seminars Offered by the Chamber of Labour - BB
	Social Sciences	Elementary Pedagogy - VZ Social Work - VZ / BB / BB Dual Social Pedagogy - BB / Dual	Citizen-Centered Digital Health and Social Care - VZ Social Work - VZ / BB	Family Council - BB Short Seminars for Practitioners - BB

Legend: VZ - full-time, BB - part-time

Our path towards the report

Double Materiality Assessment Method



First carried out in 2025 · pursuant to ESRS

This report was created in accordance with the VSME standards. It is complemented by information and key figures specific to higher education.

USTP first conducted the Double Materiality Assessment (DMA) in 2025. The assessment was oriented towards the European Sustainability Reporting Standards (ESRS) as recommended in the Corporate Sustainability Reporting Directive (CSRD). To identify and assess the key impacts, risks, and opportunities, a structured, multi-stage process was followed.

The value chain and relevant stakeholder groups were defined as the starting point. Drawing on this starting point, topics pursuant to ESRS 1 AR 16 were screened and non-essential ones were excluded. For the remaining topics, the team formulated questions on their impact and conducted comprehensive research and a peer analysis. A five-stage Likert scale was defined and multiplied by the probability of occurrence to assess the impact materiality. The impact threshold was defined as a mean of ≥ 3 . The financial materiality was determined based on risks and opportunities on the same scale and in agreement with the existing risk management process.

The IROs were assessed during two workshops with internal experts from the fields of Facility Management, Legal Affairs, Human Resources, Security, IT, and Sustainability – separated into environmental topics and social and governance topics. The workshop groups discussed and adapted the defined assessment scales and threshold values and decided on the final IROs. In the end, the results were presented to the Executive Board, the Supervisory Board, and the Works Council and approved by them.

Overview of material IROs

The following table shows the impact, risk, and opportunity topics according to the ESRS areas that were defined as material. Detailed information on the identified key IROs can be found in the annexe.

● ● - Double Materiality
● - Impact Materiality

ESRS-Area	Topic	Materiality
E-Environmental factors	Contribution to climate change	● ●
	Energy	●
	Adaptation to climate change	●
S-Social factors	Secure employment	● ●
	Working hours	●
	Works Council	●
	Collective agreement	●
	Work-life balance	●
	Health & safety	● ●
	Remuneration	●
	Training	●
	Gender equality	● ●
	Inclusion	● ●
	Non-discrimination	●
	Access to products & services	●
G-Governance factors	Access to information	●
	Organisational culture/policy	●
	Corruption	●

Sustainability in campus operations

At USTP, sustainability in campus operations means actively assuming ecological, social, and organisational responsibility in everyday campus life and working towards the continuous improvement of operations. In line with our materiality assessment, we have previously placed a particular focus on energy and inclusion. The goal is to gradually make campus operations more sustainable, while at the same time creating an attractive, inclusive, and future-oriented environment for students, staff members, and external stakeholders.

One key focus was on implementing concrete energy-saving measures. This involves installing a photovoltaic system, gradually equipping the property with LED lights, and fostering optimisation in USTP's IT and service infrastructure. The institution pursues a cloud-first approach in order to design digital processes as energy-efficient as possible – in a targeted effort to remove pressure on existing resources. To systematically identify further saving potentials, a special energy task force was launched to define and implement the necessary measures.

The project closely collaborated with the external facility management service provider. An established bonus-malus system purposefully created incentives to actively promote energy saving and commonly implement sustainability targets. This illustrates USTP's vision of sustainable campus operations as a cooperative task that can be successfully achieved through continuous exchange and common action.

Alongside ecological aspects, social factors also play a key role. USTP sees its campus as an open and accessible meeting place fostering exchange, collaboration, and social participation.

The entire campus of USTP – University of Applied Sciences St. Pölten is built for accessibility. There are three lifts with access to all floors. The doors at the main entrance and the North entrance have an automatic door opener. Various lounge and communication areas support a vivid higher education environment and enable infrastructure use by external organisations and events. In this way, the campus contributes to a sustainable and inclusive higher education culture.

USTP's engagement in 'Bündnis Nachhaltige Hochschulen'

USTP is a member of the 'Bündnis Nachhaltige Hochschulen' (association of sustainable higher education institutions), thereby setting an example for actively integrating sustainable development in higher education. The association aims to incorporate the UN Sustainability Targets in teaching, research, higher education operations, and transfer, thereby visibly assuming higher education's social responsibility. The member institutions foster the exchange of experience and competences, establish synergies, networks, and long-term partnerships, and enable knowledge exchange between universities, students, staff members, and further stakeholders. Being a member helps USTP in strategically developing sustainability and strengthening it across disciplinary boundaries in teaching, research, and organisational development.



Sustainability in teaching & research

USTP treats sustainability and social responsibility as cross-cutting topics in teaching, research, innovation, and knowledge transfer. By allocating them to higher education development, USTP highlights its intention to practice sustainability not as an isolated topic of individual study programmes but rather as an inherent component of institutional development.

USTP teaches sustainability topics both in various topic areas in the curricula and in teaching and voluntary formats across study programmes. The range of offers includes digital technologies, computer sciences and security, management and communication as well as mobility and social issues. Rather than limiting sustainability aspects to individual subject areas, USTP strives to empower students of various disciplines to engage in interdisciplinary collaboration to solve social challenges.

USTP sets great store by fostering practice-oriented teaching and learning formats. Students join I Living Labs, project-based courses, collaborations with companies, public institutions, and civil society organisations to work on concrete challenges from the practical realm. This format makes it possible for sustainability at USTP to go beyond mere theory and allows everybody associated with the university to actively participate in the sustainability journey and include various stakeholders' perspectives when developing solutions. Furthermore, students can choose electives and other voluntary teaching formats exploring various aspects of sustainability.

USTP plays an active role in international exchange and cooperation formats of the E³UDRES² alliance, thereby creating learning and innovation spaces across study programmes and higher education locations. This way, USTP promotes an understanding of sustainability as a common development task bringing together teaching, research, and social cooperation.

USTP is currently establishing concrete sustainability objectives and systematic KPI monitoring. In future, the development of the USTP Sustainability Roadmap will involve the definition of strategic objectives, measures, and appropriate indicators to systematically document progress and allow for the long-term management of the institution's sustainable development.



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Research at USTP is closely tied to assuming social responsibility and actively contributing to the sustainable transformation of society and economy. As a university of applied sciences, research at USTP is not seen as scientific epistemology alone but rather as the practice-oriented transfer of knowledge and innovation to companies, organisations, and the region. Sustainability-related research makes a significant contribution to the development of future-proof solutions for ecological, social, and economic challenges.

Research activities at USTP typically go beyond interdisciplinary borders. Researchers closely collaborate with practice partners from business, the public sector, and society. Various departments and institutes jointly work towards initiating sustainable developments and accompanying concrete transformation processes. The research topics range from digitalisation and technological innovation to healthcare and social inclusion, and resource-efficient production and business systems. Research activities always revolve around the question of how to effectively transfer research outcomes to practice and allow practitioners to exploit them in the long term.

USTP strengthens its role as an initiator of sustainable development through engaging in application-oriented research projects, regional cooperation, and active exchange with stakeholders. By linking science, business, and society, research at USTP is designed to enable innovation, promote responsibility, and create added value for the region.

In the following, institutes and selected projects are presented to demonstrate how USTP addresses sustainability in various fields of research and thereby contributes to regional and social transformation.

Research for sustainability

Institute for Innovation Systems

Overview

The Institute for Innovation Systems (i2s) conducts research at the intersection of digitalisation and sustainability management along the three pillars of eco-design, eco-governance, and digital transformation. The institute is also dedicated to further research topics in the field of digital communication.

Tassilo Pellegrini:

"Sustainability transformation is a complex project with a system of intertwined and manifold dimensions of impact and levers of change. This becomes apparent for topics such as the digital product passport or energy transformation in particular, as these have a profound effect on company processes and often impact the value creation system. Considering and understanding systemic interdependences is key to our research concept. It is only by adopting an integrative perspective on technological, organisational, and legal interdependencies that we can create the prerequisites for needs-based applied research and development that enable society to transfer its results to practice."



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Projects

RAA-AT

The project RAA-AT (Resource Awareness and Acceptance among the Austrian Population)

examines ways of strengthening the knowledge and social acceptance of raw materials and energy generation. The researchers conduct a targeted analysis of knowledge gaps and educational offers to enhance the green energy transition and contribute to more sustainable resource and energy policies in Austria.



ECO-TCO

The project ECO-TCO investigates how data from a Digital Product Passport (DPP) can be utilised to make

the entire life cycle more sustainable. The researchers aim to contribute to the circular economy and strengthen environmental responsibility in industry and production.



DPP4Plastics

DPP4PLASTICS is investigating the implications of a digital product passport (DPP) for plastics producing

and processing companies. The project aims to create more transparency along the supply and value chain to optimise the reuse and recycling of plastics. The DPP improves the traceability of material composition, processing, and recyclability of plastics and contributes to promoting a sustainable circular economy.



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Research for sustainability

Institute of Creative\Media\Technologies

Overview

The IC\M/T conducts human-centred, interdisciplinary research on media and interactive technologies. The institute consists of four research groups and one Josef Ressel Centre with a team of 60+ researchers.



Eric Stumpe:
“Even though Austria generally has good water resources, the availability of water greatly varies across regions, being also increasingly subject to climate change. CanoVine3D aims to improve efficient agricultural water use by developing a 3D canopy capture system in vineyards. The project connects plant-specific traits such as canopy structure, leaf surface, temperature, and key indicators of plant health with data on water consumption to improve transpiration models of grapevines. In the long run, CanoVine3D supports more sustainable irrigation, takes the pressure off local water resources, and offers transferable methods for other cultures such as orchards and vegetables.”

Projects

CanoVine3D

Using artificial intelligence (AI), vision and data science, this research project implements an automated analysis of the canopy of grapevines. The objective is to achieve a precise, AI-assisted optimisation of water consumption in viticulture. Contribution to sustainability: resource efficiency, adaptation to climate change and precision agriculture.



GreenTouch

A co-creatively developed XR prototype to help occupational therapists to find client-centred solutions for handling climate change implications: The project analyses the potential of XR technologies to increase climate competencies.



MODEL-CP

A multidisciplinary approach to minimise the necessity of surgery for children with cerebral palsy (CB). Using deep learning models, 3D gait analyses, and muscle simulations, predictions are made as to whether surgery could be successful or whether targeted gait training might render surgery unnecessary.



Research for sustainability

Institute of IT Security Research

Overview

The Institute of IT Security Research pools the research and development activities of the research groups "Secure Societies" and "Data Intelligence". The institute focuses on practice-oriented solutions in the fields of IT Security, Data Protection, Data Management, and Artificial Intelligence. Its research combines secure and resilient digital systems with innovative approaches in Data Science and Trustworthy AI to design secure and sustainable data-driven processes in business and society.



Torsten Priebe:

“We use data and artificial intelligence to enable the concrete realisation of sustainable transformation: through comprehensible predictions, sound optimisation models, and trustworthy decision-making aids for energy, climate, and the environment. We focus on transparent solutions to real-world challenges: ranging from energy communities and decentralised energy systems, water and energy predictions to AI-assisted monitoring in viticulture and forestry. We set great store by ensuring responsible quality assurance and by the responsible collection and transparent use of data. AI helps to efficiently use resources, identify risks early on, and take sound decisions for a sustainable development that combines ecological, economic, and social objectives.”

Projects

RESET

The project RESET pursues two principal objectives. On the one hand, it aims to reduce energy consumption in smaller towns and villages through better building insulation, targeted remediation, efficient construction, and the establishment of decentral renewable energy systems. On the other hand, it promotes general social change in our understanding of energy and creates an interoperable data management infrastructure to allow for data-based decisions for planning, operations, and governance.



Autonomous Drone Flight

Forest roads are a central prerequisite for maintenance, protection and rescue operations in the forest. Their conditions are decisive when it comes to the time it takes to react to storms, erosion, or infestation. The project develops an autonomous drone system which regularly and autonomously monitors these roads.



KliWaSim

The KliWaSim project aims to research the effects of climate change on small hydropower plants in Austria in order to support the planning, modernisation, revitalization, or new construction of these plants, taking into account future climate scenarios. The use of data-driven approaches and the application of new technologies is intended to make the planning of plants more efficient by equipping plants to allow for more appropriate reactions to changing climate conditions.



Research for sustainability

Carl Ritter von Ghega Institute for Integrated Mobility Research

Overview

The Institute for Integrated Mobility Research conducts application-oriented research and development on the topics of railway technology and mobility. Based on comprehensive expertise in the rail system, the institute researches and develops innovative and sustainable mobility solutions in collaboration with national and international partners. Its researchers approach various disciplines of mobility from an integrated perspective – thus analysing the individual interconnections as a whole.

Frank Michelberger:

"It is evident that the railway sector is an environmentally friendly one. Unfortunately, lorries remain the more efficient and faster choice in freight transport. This is why our researchers work on making railways more competitive, for example, by automating partial processes."



Projects

TopDrone

The application of intelligent drone technologies can make processes in shunting operations safer and increase their levels of digitalisation and resource efficiency. The project makes a significant contribution to sustainable mobility by offering a climate-friendly alternative to road transport.



EuroNight 2.0

The project EuroNight 2.0 develops concepts for future-proof night trains in European rail transport.



In collaboration with research institutes and industry partners, researchers analyse requirements in terms of comfort, sustainability, and accessibility to further develop modern sleeping cars, couchettes, and seating carriages. The results are to be used as the basis for new vehicle concepts and for strengthening international night train transport.

MIKyYo

A digital mobility platform to enable the more sustainable organisation of transport to leisure time activities for children and adolescents. Through carpooling and optimised route planning, the project aims to reduce transport volumes, CO₂ emissions, and individual car transport.



Research for sustainability

Institute for health sciences

Overview

The Institute of Health Sciences combines three fields: Dietetics & Nutrition Research, Nursing Science, and Physio Science. These focus areas are closely connected to the study programmes of the Department of Health Sciences. In addition, the institute integrates four pillars – lifelong learning, sustainability, gender and diversity, and digital health. They do not only bring added value to the focus areas, but also strengthen the connection to USTP-wide research topics.

Barbara Wondrasch:

“From a health sciences perspective, sustainability is much more than an ecological concept – it is a central prerequisite for long-term health and quality of life in society. We see research as a mission to develop evidence-based solutions to current and future challenges in the health sector. Through interdisciplinary and application-oriented research projects, we contribute to a healthy, resilient, and socially just society. We believe that the transfer of scientific insights to practice plays a particularly important role to effect sustainable change in healthcare, prevention, and health promotion.”



© Florian Stix

Projects

NextGen Nurse

The project aims to train nursing educators and students in working with immersive learning methods and foster the use of digital training formats in nursing education. By enhancing international collaboration and working on practice-oriented tests, the project seeks to develop a scalable and future-oriented educational concept to achieve long-term improvements in the health sector.



Flora wächst

Styria vitalis collaborates with companies that hold the Styrian quality seal “Grüner Teller” (‘green plate’). The objective is to firmly anchor plant-based dishes in community catering. USTP examines how to increase acceptance for these dishes and support companies in the transition.



3WinPA

The project focuses on the development of socio-technical solutions for healthy, climate-competent, and socially connected living of caregiving relatives. Together with affected persons, 3WinPA designs digital support offers tailored to the needs of everyday life, which promote health, social participation, and a sustainable lifestyle. Particular attention is paid to caring communities and participative co-creation methods.



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Research for sustainability

Ilse Arlt Institute for Social Inclusion Research

Overview

The Ilse Arlt Institute conducts research and develops theories and methods in social work. The institute's activities are oriented towards social work professions and practices. It pools and organises research and development activities of the study programmes in social work building on over 30 years of social work research at the institute. We see social inclusion as the possibility to use and participate in social processes – such as production, reproduction, communication, and recreation – to lead a self-determined life.

Michaela Moser:

“Linking ecological and social sustainability is of paramount importance to us. We collaborate with colleagues of dietetics, physiotherapy, and mobility fostering citizen science, community-based activities, and the active involvement of marginalised groups to strengthen social cohesion, participation, and local resilience. To us, sustainability stands for taking care of one another, safeguarding just participation, and developing neighbourhoods worth living in for everybody.”



Projects

SPUR

The cooperation project SPUR researched the social space required to allow persons with complex

psychological needs in rural and small-town areas of Lower Austria to lead self-determined lives and experience social inclusion.



GedMig

A citizen science project where school children and students conducted inter-generational interviews in

various languages. These interviews were then translated and made available to the wider public. The collection closes gaps in representation in archives and includes (post-)migrant life stories in Austrian cultural heritage.



SINN

The project SINN promotes inclusive, healthy, and sustainable neighbourhoods in small and medium-sized

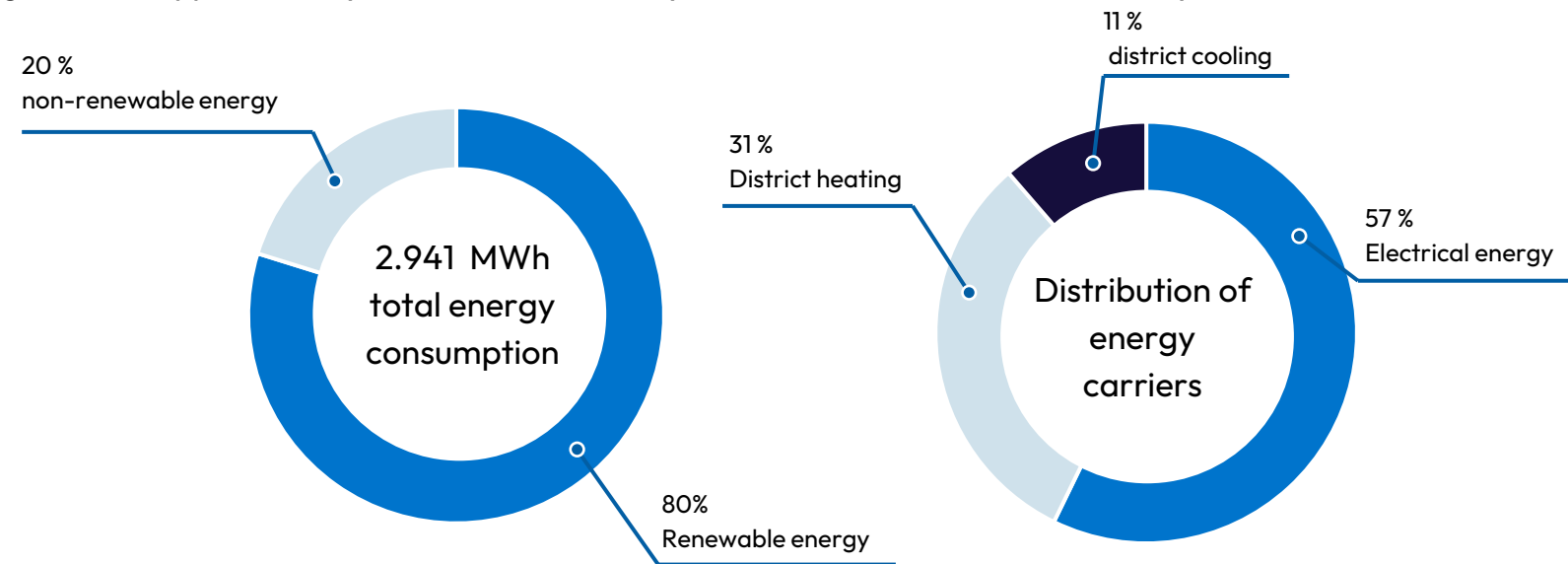
cities through community-based research and activities. Locals, students, researchers, and regional organisations developed and tested initiatives such as movement offers or community cooking to enhance social cohesion and life quality. The researchers applied citizen science methods to design practical solutions and a toolkit that can be used by other cities as a model for sustainable urban development.



Environment

Total energy consumption B3

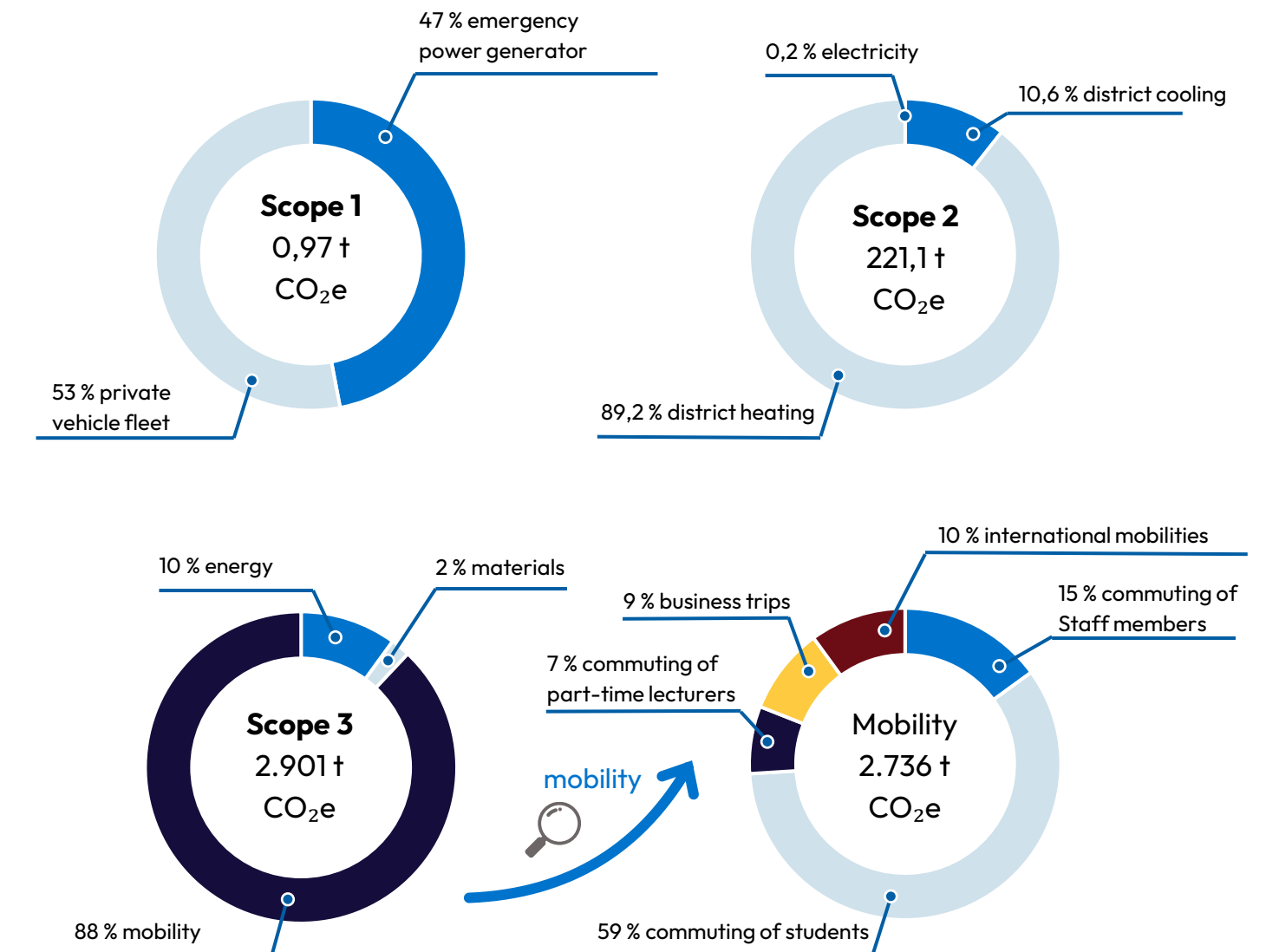
USTP consumes energy in the form of electricity as well as district heating and cooling. In the reporting year of 2025, the total energy consumption amounted to 2,941 MWh, 81.6 % of which came from renewable sources. Electricity from the grid amounted to 1284.19 MWh. An additional 924.51 MWh of district heating and 333.26 MWh of district cooling were bought from Fernwärme St. Pölten GmbH. Since 2024, the USTP buildings' roofs have been equipped with 1,123 photovoltaic modules with a peak capacity of ~ 500 kWp. In 2025, the installation generated approximately 435 MWh of electricity, 399 MWh of which could be used by the institution itself.



Carbon Footprint B3

The carbon footprint of USTP was calculated using the ClimCalc tool. The direct greenhouse gas emissions (scope 1) come from diesel consumption by the emergency power generator and USTP's vehicle fleet, amounting to 0.97 t CO₂e in the reporting year. The scope 2 emissions from electricity, heating, and cooling amounted to 221.1 t CO₂e according to the market-based method and to 378.6 t CO₂e according to the location-based method. The largest proportion of the carbon footprint stems from scope 3 emissions. These amounted to 2,901 t CO₂e, and were therefore >90 %. The mobility behaviours of staff members and students constituted a significant source of emissions. This applied, in particular, to students commuting to USTP with 80% of students already using public transport, going by bike, or walking to campus (for details, see [USTP – carbon footprint](#)).

SCOPES 1, 2, AND 3 IN DETAIL (MARKET-BASED METHOD)



Social factors

Employment and working conditions | B8 , B10 , C5

With 534 full-time employees, 1,067 part-time lecturers, and over 4,000 students, USTP – University of Applied Sciences St. Pölten is a major venue for work and education in Lower Austria.

We set great store by providing stable employment, fair working conditions, and a good balance between professional and private life.

Our commitment to these areas is made visible through various external recognitions and memberships:



In the reporting year of 2025, USTP employed 226 male and 308 female employees. This corresponds to a ratio of 42 % to 58 %.

The majority of employees have a permanent employment contract (493 persons), whereas 33 employees have a fixed-term contract. The fluctuation rate for the reporting period was 10.8%.

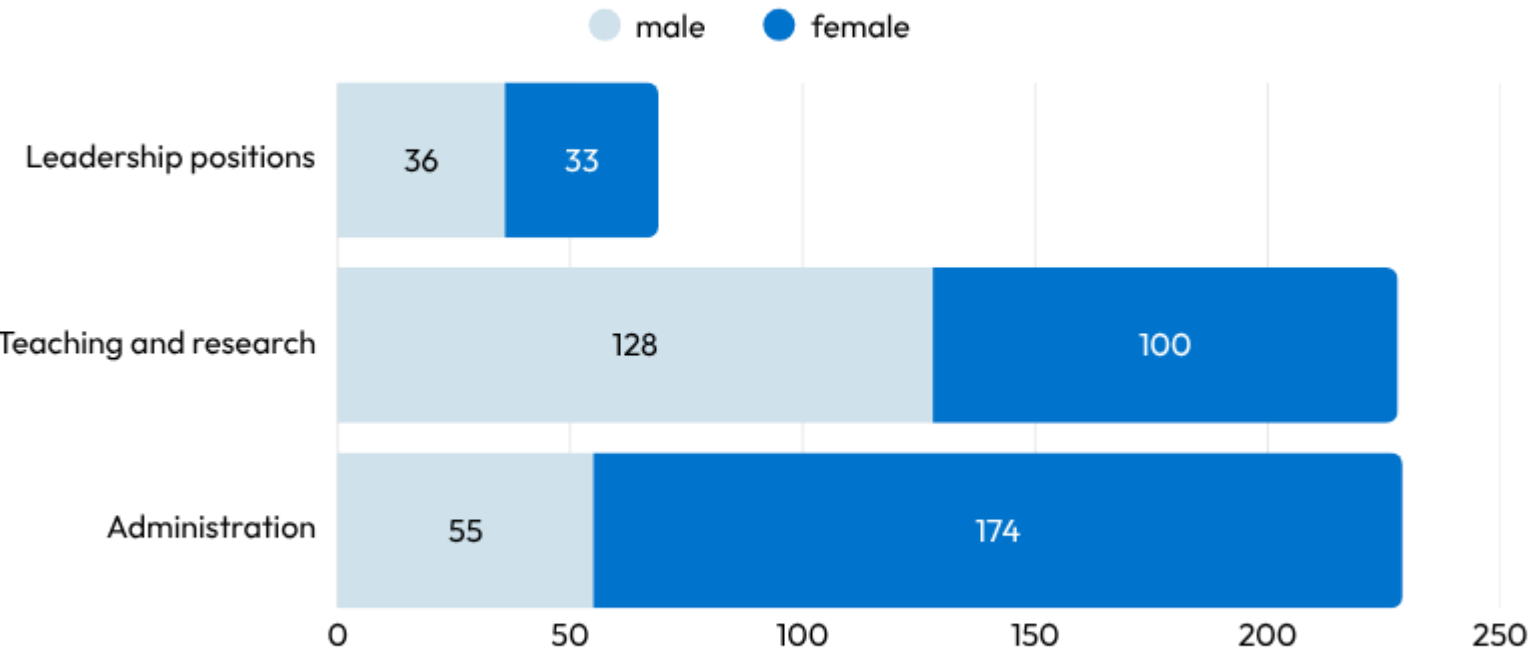
We believe fair and transparent working conditions to be a decisive component of a responsible higher education culture. All employees at USTP receive a remuneration above the collective agreement minimum salaries common in Austria. The lowest monthly gross remuneration in the reporting year amounted to EUR 2,500. USTP is not subject to a collective agreement. To create uniform principles and ensure equal treatment of employees, Staff Regulations were developed and implemented in collaboration with the Works Council.

As a higher education institution, we see great value not only in the education of our students but also in the regular training of our staff members. Internal training offers are used slightly more by female (1.36/FTE) than male (0.73/FTE) employees. However, we know that a substantial proportion of professional further education is completed through external offers, which are currently not fully documented.

Characteristics of the organisation’s employees				
	male	female	diverse	not indicated
fixed-term	14	21	-	-
permanent	204	287	-	-
staff who left USTP	19	38	-	-
new hires	22	39	1	1
non-guaranteed working hours	not applicable			

Source: USTP income report – data excluding apprentices

Gender distribution among employees



Social factors

Diversity, equity, and personnel development | B10, C5

We at USTP greatly value diversity, equity, and personnel development. These principles are laid down in the Statutes of USTP. We pursue the goal of ensuring equal opportunities in all positions and functions and promote a balanced relationship between the genders (pursuant to Section 2 and Section 4). We have already established a Gender Equality Plan since 2023, which is regularly evaluated and updated. Our Gender & Diversity Management is integrated into our organisational structure and part of both our internal and external corporate communications.

To us, diversity is much more than gender. We ensure that no form of discrimination, for example, based on a disability, ethnic origin, or age, is permitted (Section 14). During the reporting period, no cases of discrimination were reported. The number of employees with the status of “begünstigte*r Behinderte*r” (registered disabled persons) could be raised from 4 to 11 persons, amounting to 2%.

The gender pay gap in the reporting year is 15.3% (unadjusted) and varies depending on the function group. An adjusted value considering differences between functions and experience levels is currently not available.

 15.3% gender pay gap

 Equal opportunities / equality

 Every position must also be advertised as a part-time position

 Guideline for inclusive communication

 Training for employees / Sabbatical / educational leave

 Zero tolerance policy against sexual and other forms of harassment

 Expanding the talent pool by positioning USTP as an inclusive university

Our staff – important indicators

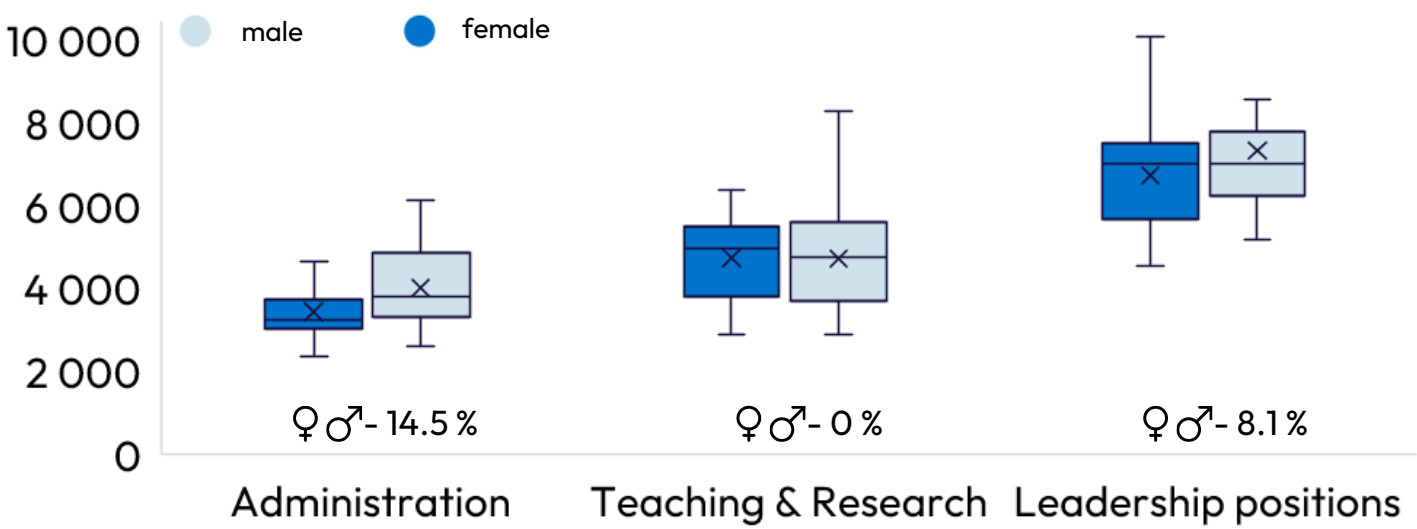


We show great understanding for the diverse life circumstances and situations of our employees. To provide the best possible environment for balancing private and professional life, they have the opportunity to work up to 50% from home or from any other place in Austria. In addition, our employees can flexibly plan their working hours and use a flexitime model depending on their areas of activities.

Moreover, we offer our employees additional free days (Good Friday, 24 and 31 December) to allow for maximum convenience in planning their time around these public holidays.

Employees with children can benefit from on-campus childcare during school holidays, for example, during Easter week and for three weeks in the summer.

SALARIES & GENDER PAY GAP 2025



Social factors

Health and safety of employees | B9

USTP adopts a preventive approach towards health and safety. Workplace health promotion has been structurally anchored since 2019 and is steadily developed further.

The measures include services such as:

- Movement and dietary offers
- Psychological support services
- Occupational health services
- Ergonomic assessments



Workplace health promotion has been structurally anchored since 2019

In the reporting year, six workplace accidents were recorded. This corresponds to an accident rate of 1.1%. Long-term sick leaves of more than eight weeks affected 16 employees. There were no records of deathly accidents in connection to work-related injuries or work-related illnesses in the reporting year.

In the field of health and safety, we strive for continuous prevention and promotion of working conditions that are beneficial to our employees' health. All workplaces are equipped with ergonomic height-adjustable desks. In addition, we have generally limited the maximum working hours at USTP to ten hours. Exceeding these hours is only possible by obtaining separate approval. There are no concrete quantitative target requirements for the reporting period.

OUR MEASURES AT A GLANCE



Movement and dietary offers



Psychological support services



Occupational health services



Ergonomic assessments

Students and social responsibility towards learners

To us, our students are our central stakeholders. We aim to create the best possible framework conditions for their studies, personal development, and career start. Providing transparent information and easily accessible support services during the course of their studies is therefore of particular importance at USTP.

Students have access to comprehensive informational and service offers. These include central points of contact such as the Campus and Study Center, digital information platforms, and study-specific consultation services. In addition, USTP provides structured support measures: the advisory services of the Austrian Students' Union (ÖH), peer programmes such as Peers4You, and the Ombuds Office for Students as an independent point of contact in the event of conflicts and overstress.



Ombuds Office for Students

Students are represented in the USTP Board and in all USTP Board Committees. They also have possibilities for participation through the evaluation of courses and they are part of the curriculum evaluation processes. Furthermore, there is an annual graduate survey and a student survey in the form of a dialogue taking place annually or every two years.



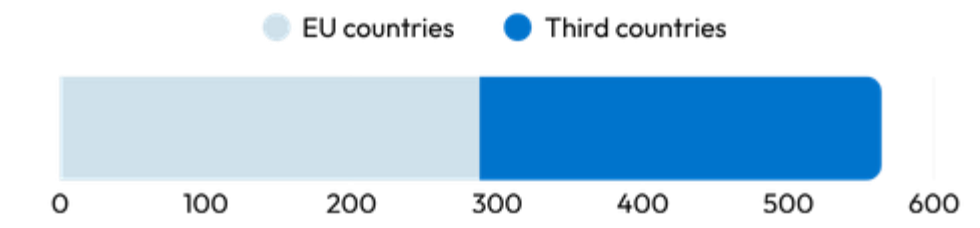
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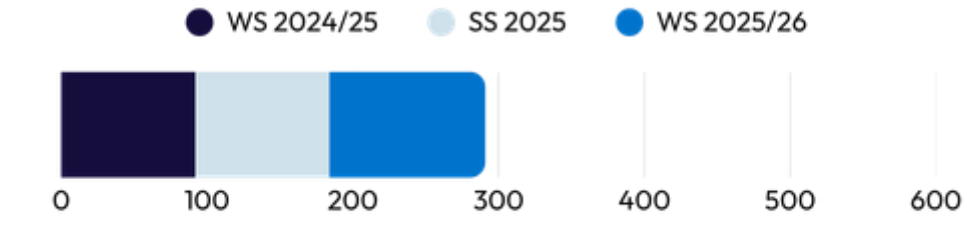
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International students

Students*

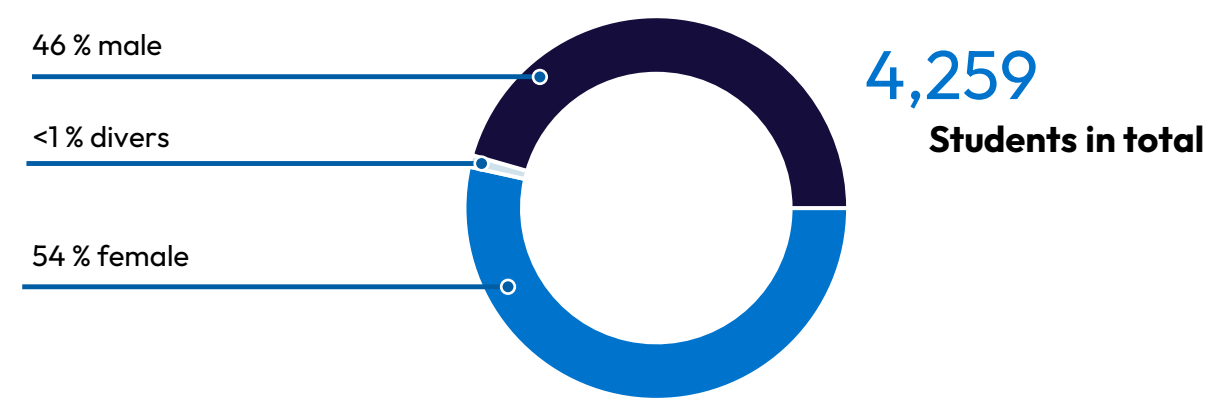


Incoming students



*Students include degree and non-degree students

Gender distribution among students *



Diversity & inclusion among students

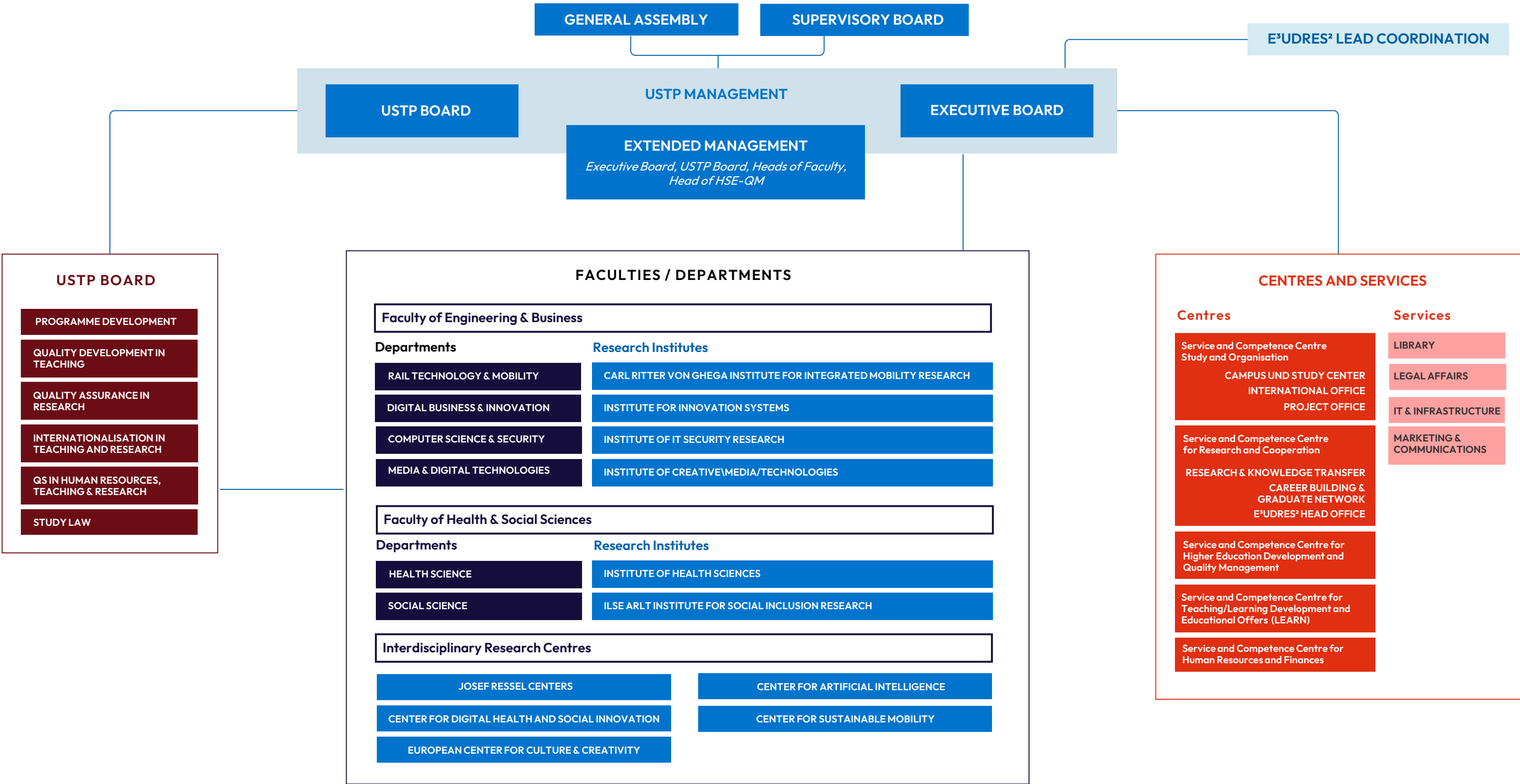
We at USTP are convinced that access to higher education plays a significant role in the development of a society. We therefore promote a diverse student body. In the reporting year, the proportion of international students amounted to 14.6%. The percentage of students opting for study programmes for working professionals was 27.8%.

At USTP, promoting international and regional networks is of paramount importance. Being a member of the European University Alliance E³UDRES², USTP provides students with additional possibilities for international collaboration, interdisciplinary learning, and exchange with partner universities across Europe. On top of this, students may also participate in international exchange programmes and cooperations with partner universities. Formats such as “internationalisation at home” allow students to gain international experiences without the necessity to engage in physical mobility. The rate of participation in exchange programmes in the academic year (07/25 – 06/26) was 6% and included 136 short-term mobilities, 77 exchange semesters, and 43 internships abroad. In addition, USTP welcomed 299 incoming students throughout the reporting year.

Furthermore, USTP adopts an integrative approach with the objective of ensuring equal access to study programmes. The support services target students with special needs in particular and include individual consultation, accessible infrastructure, and flexible study design.

The effectiveness of these measures is demonstrated in the study results: A total of 1,012 graduations could be recorded in the reporting year. The number of study terminations was 262. The high numbers of students reinforcing their decision to study speak for themselves: 78% would select the study programme again, 79% the same institution, 87% a study programme in general.

Governance



Governance

Respectful and diverse company culture | C9

We consider diversity to be a broad range of different perspectives, experiences, and life situations. Respect, equal opportunities, and mutual appreciation are cornerstones of our higher education culture and deeply engrained in collaboration in teaching, research, and administration. This is also reflected in our Guiding Principle “Shaping the future together, growing as an individual”.

Diversity at USTP plays a significant role in achieving quality in teaching, research, and innovation. This is why we promote a work and study environment that provides everybody with the same opportunities regardless of gender, age, disability, ethnic or social origin, and cultural background. We explicitly invite qualified women to apply. We give precedence to applications by persons with disability in case of equal suitability. We also expressly encourage persons with a migration background to apply.

Our university of applied sciences has signed the diversity charter “Charta der Vielfalt”. We have a strategically and organisationally anchored Gender and Diversity Management. The proportion of women among staff currently amounts to approx. 58%. Women fill 48% of leadership positions. The Works Council has been creating annual salary reports since 2016 to increase transparency. In addition, Gender and Diversity Reports have been created since 2022, which have been internally released.

Objectives

We seek to maintain the proportion of women in leadership positions at a minimum of 40% and further expand it. Furthermore, we regularly evaluate, update, and adjust the existing Gender Equality Plan to current requirements.



Lead of	USTP 2025	Target UAS*
EB	0 %	40 %
USTP Board	50 %	40 %
USTP, general	43 %	40 %
Study programmes	45 %	35 %

* Targets according to the Austrian Higher Education Plan (HoP)

Code of conduct and whistleblowing platform | B11, C6

Ethical and rule-abiding behaviour is the foundation of USTP’s self-image as an institution. To detect wrongful conduct early on and provide structural notification paths, the university operates a digital whistleblowing platform at whistleblowing.ustp.at.

The platform empowers employees, students, and external persons to report potential violations of laws, internal guidelines, and ethical standards under full confidentiality. The system was developed according to security and data protection standards and complies with valid legal requirements. Persons who report incidents are protected from disadvantages and repressions. USTP is currently developing a formal code of conduct and an extensive compliance system.

The existing code of conduct was deemed outdated in the context of the double materiality assessment. The university of applied sciences has started working on it after the reporting year and the document has not been completed at the time of delivering this report. It is thus not yet possible to make any statements about its implementation and effect.

Sustainability strategy

Sustainability is an important future topic to USTP. We currently work on establishing a systematic sustainability strategy to integrate ecological, social, and governance aspects (ESG) more profoundly into our processes and decisions. At the time of reporting, the institution has not yet produced an overarching strategy document putting the binding measure towards reaching the ESG targets to paper by integrating them into the higher education strategy. This VSME report lays an initial foundation for structured and transparent sustainability reporting.

Targets

We strive to develop and implement an extensive sustainability strategy by mid-2027. The strategy should define binding ESG indicators. It should furthermore be integrated into the existing higher education strategy and serve as the foundation of regular sustainability monitoring and annual reporting.

Outlook

Our planned Sustainability Strategy is based on the United Nations' 17 Sustainable Development Goals (SDGs). We set great store by anchoring Education for Sustainable Development (ESD) in the curricula as a cross-cutting topic of all our study programmes. Interdisciplinary formats such as the "iLab" support students in developing solutions to social and global challenges.

USTP has been continuously further developing its range of study programmes. In autumn 2026, for example, the bachelor degree programme Early Childhood Education* will be launched. The university of applied sciences also continues to expand its international cooperations. One such example is the new Joint Master "Citizen-Centered Digital Health and Social Care". Furthermore, USTP aims to further expand its research in the fields of artificial intelligence and sustainable mobility to contribute to society's development.

* subject to accreditation by AQ Austria



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Interview with Viktoria Leitner

What exactly do you do as a Sustainability Coordinator at USTP?

I am responsible for pooling and strategically optimising the many sustainability initiatives that we have at USTP and making them visible. As a Sustainability Coordinator, I see myself as the link between teaching, research, higher education operations, and external stakeholders such as companies, municipalities, or other educational institutions. This involves measures such as the development of strategic measures, the coordination of the sustainability report, project support, and the promotion of a common understanding of sustainability at USTP. In addition, I represent USTP as a board member of the sustainability alliance "Bündnis Nachhaltiger Hochschulen".

What are the sustainability targets USTP is planning to achieve for the years to come?

A central objective of the upcoming years is to strategically anchor the topic of sustainability in the form of a comprehensive sustainability roadmap with concrete goals, measures, and responsibilities for the various fields of action at our institution. We could already successfully start this process this year and we plan to complete it in 2027. Moreover, we will increase our efforts to integrate sustainability into teaching, research, and higher education operations, expand our collaboration with external partners, and make existing initiatives more visible. We also plan to enhance active participation by students and employees.

Sustainability can only be successful in the long run if it is supported by the entire higher education community. I clearly see our greatest potential in Education for Sustainable Development and its integration into our curricula. If we fully understand Education for Sustainability at its core, we see that it is already at the stage of the language, examples, and images we use that our way of thinking is influenced.

In your opinion, what is the responsibility that USTP has as a higher education institution in the field of sustainability – and beyond the campus?

Higher education institutions are not only places of education but also of innovation, thought leadership, and role models. Implementing a sustainability report is therefore of great importance to us. Transparency creates trust. We intend to be a point of contact for SMEs and for other organisations. We believe that it is a university's responsibility to generate new knowledge, actively shape social transformation, and foster knowledge transfer in society and business. After all, higher education institutions lay the groundwork for tomorrow's decision-makers.



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VSME overview table

Area	Standard	Report Page	Omitted	Reason for omission
General information	B1 - Basics of the report, company data	6	no	not applicable
General information	B2 - Practices, strategies, and future initiatives for the transition to a more sustainable economy	not applicable	yes	USTP - Sustainability Roadmap currently under preparation
Environment	B3 - Energy and greenhouse gas emissions	19	no	not applicable
Environment	B4 - Air, water, and soil pollution	not applicable	yes	not material
Environment	B5 - Biodiversity	not applicable	yes	not material
Environment	B6 - Water	not applicable	yes	not material
Environment	B7 - Use of resources, circular economy, waste management	not applicable	yes	not material
Environment	B8 - Staff - general characteristics	20	no	not applicable
Environment	B9 - Staff - health and safety	22	no	not applicable
Environment	B10 - Staff - remuneration, collective agreement negotiations & trainings	20-21	no	not applicable
Governance	B11 - Convictions and penalties for corruption and bribery	25	no	not applicable

VSME overview table

Area	Standard	Report Page	Omitted	Reason for omission
General information	C1 - Strategy: business model and sustainability	6	no	not applicable
General information	C2 - Practices, strategies, and future initiatives	6	no	not applicable
Environment	C3 - Reduction targets and climate change	not applicable	yes	nothing to report yet
Environment	C4 - Climate risks	not applicable	yes	nothing to report yet
Social	C5 - Additional general characteristics of staff	20-21	no	not applicable
Social	C6 - Human rights guidelines and processes	25	no	not applicable
Social	C7 - Serious negative human rights incidents	not applicable	yes	nothing to report
Governance	C8 - Revenues from certain sectors	not applicable	yes	not applicable
Governance	C9 - Gender diversity in the governance board	25	no	not applicable

Understanding sustainability

 Environment	 Social factors	 Governance	 Reporting & regulation
01 CO₂ emission Umbrella term for greenhouse gases with specific conversion factors (eCO₂ - equivalents) 02 Scope emission Greenhouse gases emitted by the company itself (scope 1), within the context of its business activities (scope 2), and along the supply chain (scope 3) 03 EU taxonomy EU directive on the identification of sustainable business activities based on a three-stage system 04 Supply chain A company's subcontractors and suppliers	05 Gender pay gap The average salary difference between women and men 06 Gender & diversity management Active promotion of diversity and equal opportunities (regardless of gender, origin, age, or other factors) 07 Sabbatical leave A longer paid or unpaid planned break from a job 08 Stakeholder Persons or groups of persons being concerned with a topic and/or being affected by or having influence on it	09 Compliance Conformity with laws, rules, and internal regulations 10 Code of conduct Rules for ethical behaviour in a company as laid down in writing 11 Whistleblowing platform A secure and safe channel for reporting violations confidentially and anonymously 12 Governance Company management as a topic area of ESG; structures and rules that ensure that a company is managed responsibly and transparently	13 Double materiality analysis An assessment method to identify relevant topics. From a corporate perspective on environmental issues and vice versa 14 IRO Impacts, risks, and opportunities of the company in relation to the environment and vice versa 15 VSME Voluntary Sustainability Reporting Standard for SMEs. 16 CSRD Corporate Sustainability Reporting Directive. An EU Directive introducing obligatory sustainability reporting 17 ESRS European Sustainability Reporting Standards. An EU Directive introducing obligatory sustainability reporting

Further important terms

18 KPIs Key Performance Indicators. Calculation methods to evaluate performance, measurable indicators	19 SDGs Sustainable Development Goals. 17 UN goals defined in 2015 to advance sustainable development	20 Due diligence Obligation to systematically and thoroughly assess risks before acting	21 Greenwashing If sustainability is only communicated as a pretence to the outside but not practised in reality	22 Value chain Suppliers and subcontractors that contribute to a company's value creation (could potentially be merged with the supply chain)	23 ESG Environmental Social Governance. The three main categories of modern sustainability: environmental aspects, social topics, and business management
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Overviews of IROs

E1 Climate Change				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
E1 – 1 Adaptation to climate change	Adaptation to climate change as a focus in teaching and research	The effects of climate change are increasingly felt, from extreme weather events and heatwaves to disruptions in global markets. The necessary adaptations affect all disciplines at USTP. Placing a focus on this topic both in teaching and research creates new, future-oriented development opportunities.	O	3
E1 – 2 Climate protection	Carbon footprint (scopes 1, 2, and 3)	USTP's carbon footprint (scopes 1, 2, and 3), which is mostly impacted by the mobility behaviour of lecturers and students and by heating and cooling, contributes to global warming and enhances the negative consequences of climate change.	I (-)	3
E1 – 2 Climate protection	Green transition as a strategic research topic	Access to additional/subject-specific funding in strategic integration of green transition in research activities.	O	3
E1 – 3 Energy	Total energy consumption	USTP's energy consumption to generate electricity for heating and cooling leads to increased pressure on the environment through greenhouse gases, thereby contributing to global warming and climate change.	I (-)	3
S1 Own workforce - working conditions				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S1- 1.1 Safe employment	Fixed-term contracts	USTP as an established public educational institution offers its staff members safe employment models allowing them to plan ahead. These long-term perspectives are further enhanced by concluding permanent contracts.	I (+)	3,5
S1- 1.1 Safe employment	Secure employment through flexibility	By providing flexible working time and contract models, USTP can react to its employees' changing life situations, e.g., parenthood, care responsibilities, or continuing education. This flexibility supports employment safety and enables employee retention.	I (+)	3,5

Overviews of IROs

S1 Own workforce – working conditions				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S1- 1.1 Safe employment	High inflation	Inflation means the increase in price levels of a national economy over a certain period. In case of a general price hike, people can buy fewer goods and services for their money. As a consequence, loss in purchasing power can lead to a decrease in demand for study and continuing education programmes. At the same time, higher education institutions might need to raise their fees. This, in turn, can result in yet another decline in demand. On the other hand, a failure to adapt the funding to inflation at the federal, provincial, and municipal levels can jeopardise financial stability. A reduction in funding as a consequence of rising inflation is also possible.	R	3
S1- 1.2 Working hours	Introduction of part-time opportunities at all levels of hierarchy	By introducing part-time opportunities at all levels of hierarchy, including leadership positions, USTP promotes work-life balance, increases employee satisfaction, and paves the way for greater participation in leadership responsibilities. This measure supports diversity, gender equality, and equal opportunities and has a positive effect on employees, potential applicants, and their families.	I (+)	4
S1- 1.2 Working hours	Flexible working hours models and maximum working hours rules	Long working hours are harmful to health and wellbeing and increase the risk of accidents. By introducing flexible working time models and limiting the maximum working hours to 10 hours, USTP supports the health and wellbeing of its staff members.	I (+)	4
S1- 1.3 Appropriate remuneration	Ensuring appropriate, long-term remuneration	USTP ensures long-term, appropriate remuneration and compliance with payment deadlines, thereby contributing to its staff members' social safety.	I (+)	3,5
S1- 1.5 Freedom to form associations, company Works Council, participation	Including the Works Council in decision-making processes	By including the Works Council in decision-making processes, USTP considers employee interests.	I (+)	3,5
S1- 1.6 Collective bargaining	Promoting equal opportunities through binding staff regulations	To create common principles and safeguard the equal treatment of its employees, USTP implemented Staff Regulations negotiated with the Works Council which apply in lieu of a collective agreement.	I (+)	4
S1- 1.7 Work-life balance	Balancing private and professional life	USTP supports its employees in combining family, work, and private life by offering flexible working hours, attractive working models, holiday childcare, and an equality-oriented management of leave periods.	I (+)	4,5

Overviews of IROs

S1 Own workforce – working conditions				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S1- 1.8 Health and Safety	Health promotion for employees	USTP cannot adequately fill important positions in teaching and/or administration. Key workers leave a gap because of longer illness, death, or resignation.	R	4,5
S1- 1.8 Health and Safety	Employee health	Longer absences of employees because of psychological problems (e.g., burnout or boreout) or physical problems (work or leisure time accidents, damages to the musculoskeletal system)	R	3
S1	Skilled labour shortage	USTP cannot adequately fill important positions in teaching and/or administration. Key workers leave a gap because of longer illness, death, or resignation.	R	3,5
S1 Own workforce – equal treatment and equal opportunities for everybody				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S1- 2.1 Gender equality and equal pay for work of equal value	50% women, inter, trans, and non-binary persons in leadership positions	USTP has 50% of women, inter, trans, and non-binary persons in leadership positions. This large proportion contributes to a more diverse and inclusive leadership culture and enables a broader perspective in decision-making processes.	I (+)	3,5
S1- 2.1 Gender equality and equal pay for work of equal value	Closing the gender pay gap	Gender equality is part of USTP's strategy and positioning, overcoming the gender pay gap promotes trust and strengthens USTP's brand.	O	3
S1- 2.2 Training and skills development	Staff training	By enabling staff members to regularly participate in training measures, USTP contributes to strengthening their skills.	I (+)	4,5
S1- 2.3 Employment and inclusion of persons with disabilities	Expanding the talent pool through inclusive positioning in higher education	By positioning USTP as an inclusive higher education institution and creating adequate framework conditions, the potential employee pool is expanded. This increases USTP's attractiveness as an employer, supports diversity and equal opportunities, and may be a unique selling point in the higher education sector.	O	3
S1- 2.4 Measures against violence and harassment in the workplace	Zero tolerance policy for sexual harassment	By creating various possibilities for support and a subject-specific complaint process, USTP strengthens the protection of employees and students in case of sexual harassment.	I (+)	4

Overviews of IROs

S1 Own workforce – equal treatment and equal opportunities for everybody				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S1- 2.5 Diversity	Inclusive communication	Through conscious use of language and gender-neutral communication in writing and in images, USTP contributes to an inclusive environment.	I (+)	4
S3 Affected communities				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S3	Regional value creation	Teaching and research activities of USTP strengthen the business location and infrastructure by promoting innovation and supporting regional development.	I (+)	3,5
S3	Projects dedicated to sustainable development	USTP makes targeted use of multidisciplinary knowledge, thereby contributing to social transformation across all dimensions of sustainability.	I (+)	3
S4 Consumers and end-users				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S4- 1.3 Access to (quality) information	Providing study-relevant information	Access to high-quality information through physical and digital libraries, the possibility of interlibrary loans and ordering of books. Information on studying through eCampus and several information events.	I (+)	3,5
S4- 3.1 Non-discrimination	Support measures for students	USTP promotes social mobility and fair opportunities by providing students with psychological and organisational support measures.	I (+)	4
S4- 3.1 Non-discrimination	Promoting international and local collaboration	USTP contributes to cultural and social diversity and connection by promoting international and local collaboration, mobility, and exchange.	I (+)	4

Overviews of IROs

S4 Consumers and end-users				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
S4- 3.2 Access to products and services	Inclusion of students	USTP seizes the opportunity to strengthen diversity in higher education by targeting a student body that did not receive much attention in the past comprising, among others, students with various assistance needs, special needs, or diverse social, cultural, and health backgrounds. A strategy that perfectly aligns with USTP's internationalisation strategy.	O	3
G1 Business conduct				
Sustainability matter	IRO - name	Identified material impacts, risks, and opportunities	IRO	Materiality
G1 – Business Conduct	Missing sustainability strategy	Sustainability is of paramount importance to USTP, which is why it is also integrated into the corporate strategy. However, the lack of a specific sustainability strategy with clearly defined objectives and measures and the frequent lack of visibility of individual initiatives prevents USTP from living up to its exemplary role and often decreases the influence on the subsequent value chain.	I (-)	3,5
G1 – 1 Corporate culture	Respectful, diverse corporate culture	By providing sufficient personnel resources for gender and diversity and including gender and diversity in the company strategy, USTP promotes a respectful, diverse company culture.	I (+)	3
G1 – 6 Corruption and bribery	Code of conduct and training on corruption and bribery	The current code of conduct is not extensive enough and there is a lack of regular staff training on the topic. This increases the threat of undue influence, corruption, and bribery at USTP.	I (-)	3

Content Design



This sustainability report was developed in collaboration with students from the Digital Business Communications degree programme.

As part of their specialisation in "Sustainability Communications & Digital Reporting", the students prepared the initial version of the report and helped shape it, most importantly in terms of its structure, editorial style, and graphic design. This publication builds on this joint effort. We extend our sincere thanks to all the students involved for their dedication, creativity, and valuable contribution to bringing this report to life.

THANK YOU

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Legal Note

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