



Sustainability Report **2023/2024**

English Version





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1 NO
POVERTY





1. No Poverty

1.1. Equitable Access and Admissions

(Social Admissions, Financial Need Assessment, Financial Waiver)

The university is dedicated to advancing "No Poverty" through equitable access to education by prioritizing support for low-income and first-generation students. This commitment includes implementing transparent admissions processes, assessing financial need, and offering financial waivers and scholarships to reduce barriers for economically disadvantaged students. By providing these resources, alongside academic and advisory support, the university ensures that students from all backgrounds have equal educational opportunities, empowering them to succeed academically and contribute meaningfully to society. Through these inclusive policies, the university fosters a learning environment where every student, regardless of financial status, has a fair chance to thrive.

1.2. Low-Income Student Support

(Affordable Housing, Meal Subsidy, Transportation Assistance, Healthcare Support)

The university is dedicated to fostering academic success and continuity for low-income students by providing a supportive educational environment that addresses both financial and non-financial needs. This support encompasses affordable housing, meal subsidies, transportation assistance, and healthcare services, ensuring that essential resources are accessible to students in need. Through these efforts, the university creates an inclusive setting that reduces financial burdens related to living and education costs, empowering low-income students to focus on their studies and thrive academically.

1.3. Scholarship and Financial Aid

(Scholarship Allocation, Low-Interest Loan, Financial Aid)

The university is committed to promoting equitable access to education by providing scholarships and financial aid that reduce financial burdens for low-income students, supporting their academic continuity and success. This approach includes offering scholarships and low-interest loans to ease students' financial pressures, enabling low-income students to continue their education and ensuring equity and inclusivity in the distribution of financial support. Through these efforts, the university fosters an inclusive academic environment where financial challenges do not hinder students' ability to achieve their educational goals.

1.4. Graduation and Retention

(Academic Mentorship, Academic Support, Psychological and Social Support)



The university is dedicated to improving graduation and retention rates by fostering a supportive educational environment, particularly for low-income students. This commitment includes providing academic and professional mentorship, as well as psychological and social support, to ensure students' academic continuity and success. Through mentorship programs, ongoing assistance, and well-being initiatives, the university aims to enhance students' performance, well-being, and overall academic success, empowering them to complete their education and achieve their goals.

1.5. Social and Economic Empowerment

(Entrepreneurship Training, Microloan, On-Campus Employment, Community Empowerment)

The university is committed to advancing the social and economic empowerment of students and the local community by providing entrepreneurship training, supporting small projects, creating on-campus employment opportunities, and building local capacities for sustainable development. Through programs that cultivate entrepreneurship skills, foster innovative thinking, and offer microfinancing for small projects, the university empowers students and community members to strengthen their economic capabilities. These initiatives support both students and the surrounding community in achieving sustainable growth and self-sufficiency.

1.6. International Cooperation to Support Students from Low-Income Countries

(Scholarship Allocation for International Students from Low-Income Countries, Collaboration with International and Local Institutions for Low-Income Student Support)

The university is committed to supporting international students from low-income countries by providing scholarships and fostering partnerships with international and local institutions, ensuring greater access to higher education and enhancing their ability to impact their communities positively. By offering comprehensive scholarships and strengthening collaborative networks, the university enables students from developing countries to pursue higher education and contribute to sustainable development in their home communities. Through these initiatives, the university empowers students from low-income countries to become agents of change and development.

1.7. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
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1.	Percentage of Admitted Students from Low-Income Households				
2.	Percentage of Students Receiving Financial Waivers				
3.	Number of Students Admitted Based on Financial Need Assessment				
4.	Number of Students Benefiting from Affordable Housing				
5.	Number of Students Benefiting from Meal Subsidy Programs				
6.	Number of Students Benefiting from Transportation Assistance				
7.	Number of Students Benefiting from Healthcare Services				
8.	Number of Students Receiving Scholarships				
9.	Number of Students Receiving Low-Interest Loans				
10.	Average Amount of Financial Aid Per Student				
11.	Graduation Rate for Low-Income Students				
12.	Number of Students Benefiting from Academic Mentorship Programs				
13.	Number of Students Benefiting from Psychological and Social Support				
14.	Number of Students Participating in Entrepreneurship Training Programs				
15.	Number of Microloans Provided to Students				
16.	Number of Students Benefiting from On-Campus Employment				
17.	Number of Community Members Benefiting from Empowerment Programs				
18.	Number of International Students from Low-Income Countries Receiving Scholarships				
19.	Number of International and Local Institutions Partnered with for Low-Income Student Support				

1.8. Activities and initiatives achieved (2023/2024)

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1.9. SDG Scientific Research (2023)

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1.10. SDG Partnerships (2023/2024)

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0 ZERO





2. Zero Hunger

2.1. Campus Food Waste Management

(Food Waste Measurement)

The University is actively working to create a sustainable campus by accurately measuring and reducing food waste. Through structured waste measurement, we track waste volumes to guide data-driven reductions and minimize landfill contributions. To increase awareness, we engage students and staff on the importance of food waste management, and our partnerships with local organizations transform waste into compost and other sustainable resources. Recent efforts include expanding data collection accuracy, offering workshops on waste reduction, and fostering community collaborations, all reinforcing our commitment to an environmentally responsible campus.

2.2. Student Hunger Alleviation

(Sustainable Food Provision)

The University is dedicated to supporting students' well-being and academic success by addressing food insecurity through sustainable food programs. These initiatives provide affordable, nutritious food options, helping to alleviate hunger on campus. Aiming to reduce student food insecurity, the University ensures access to healthy meals and actively promotes awareness of nutritional health. By encouraging students to adopt sustainable, healthy eating habits, these programs contribute to a supportive campus environment where students can thrive academically and personally.

2.3. Sustainability Graduate Enhancement - Agriculture and Aquaculture

(Graduate Tracking in Agriculture and Aquaculture)



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The University is advancing sustainability in agriculture and aquaculture by enhancing educational pathways that equip graduates with critical skills in sustainable development. Aligned with global standards, these initiatives focus on preparing students to effectively apply sustainability principles within their fields. Recent developments include the creation of academic programs tailored to sustainable applications in agriculture and aquaculture, along with specialized workshops and training sessions for students and faculty. Additionally, partnerships with local and international institutions strengthen our research and training capabilities, supporting a future-ready workforce committed to sustainable development in these essential sectors.

2.4. Contribution to National Food Security and Sustainable Agriculture

(Farmer Engagement and Support, University Facilities Access Procedure Sustainable Purchasing)

The University actively contributes to national food security and sustainable agriculture by supporting local farmers and promoting environmentally responsible practices. Through strengthened collaborations with local organizations, we facilitate agricultural events and offer farmers access to our facilities, empowering them with resources and knowledge. Recent initiatives include updating sustainable purchasing standards to prioritize local products, reducing environmental impact while supporting regional production. Additionally, training programs are designed to equip farmers with sustainable agricultural technologies, enhancing both their productivity and commitment to sustainable practices, aligning with national food security goals.

2.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Total Food Waste Generated				
2.	Number of Students Benefiting from Hunger Alleviation Programs				
3.	Proportion of Graduates in Agriculture and Aquaculture				
4.	Number of Events Organized for Farmers				
5.	Number of Farmers Accessing University Facilities				
6.	Percentage of Products Purchased from Local Sustainable Sources				



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2.6. Activities and initiatives achieved (2023/2024)

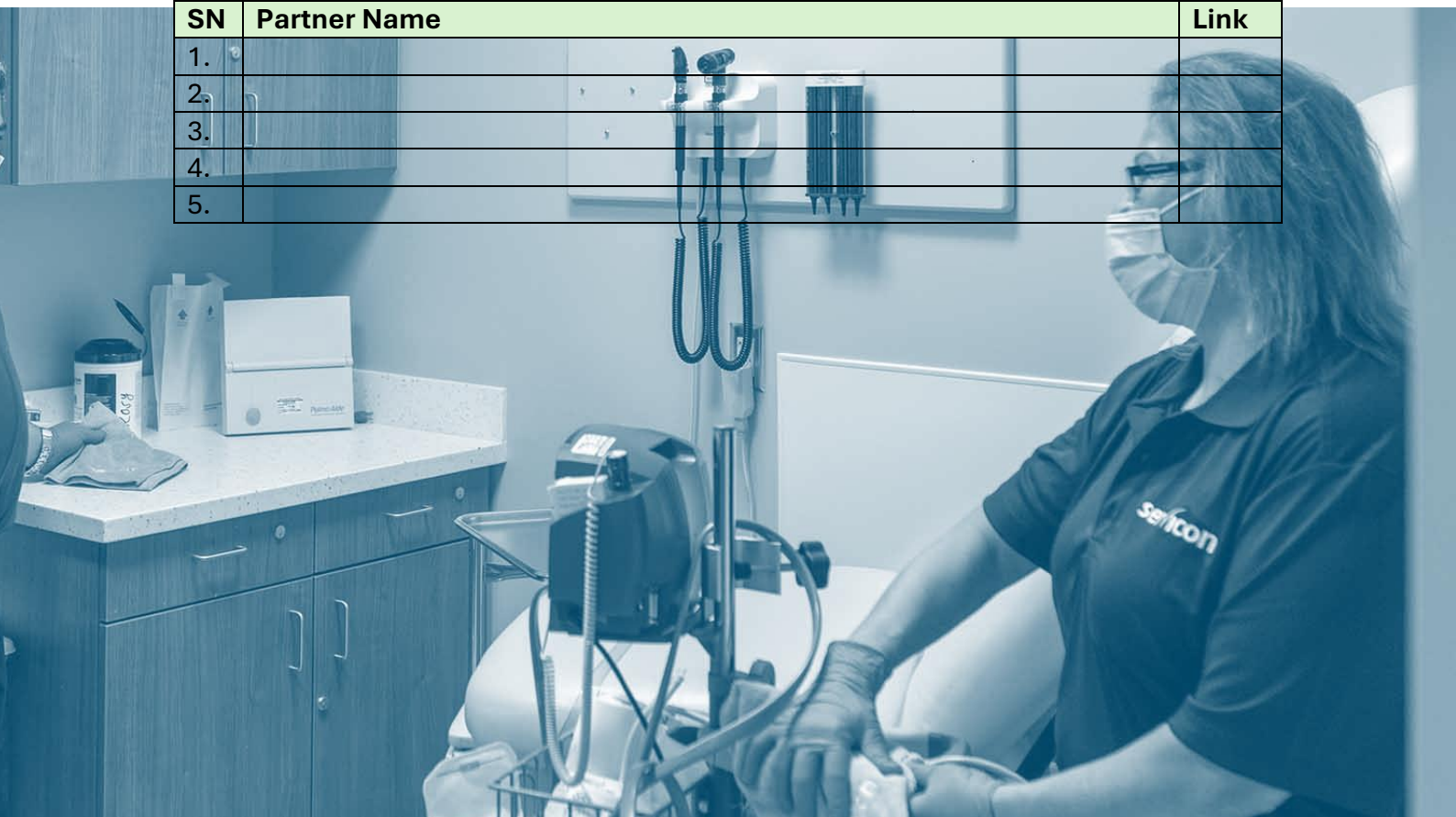
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2.7. SDG Scientific Research (2023)

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2.8. SDG Partnerships (2023/2024)

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3 GOOD HEALTH AND WELL-BEING



3. Good Health and Well-being

3.1. Sustainability Graduate Enhancement - Health Professions.

(Graduate Tracking in Health Professions)



The University is dedicated to preparing graduates in health professions to practice with a strong foundation in sustainability, integrating environmentally and socially responsible principles into their education. By expanding health curricula to include sustainability topics, we ensure that students understand the importance of sustainable practices in healthcare. Practical training and workshops further enhance students' awareness, equipping them to contribute positively to sustainable health initiatives in their future careers. Collaborations with health institutions provide specialized training opportunities, reinforcing our commitment to producing skilled graduates ready to advance sustainable health practices.

3.2. Sustainable Health Services Delivery

(Sexual and Reproductive Health Services, Sexual Health Education, Health Education, Student Mental Health Counseling, Staff Mental Health Support, Providing various health services to the university community)

The University is dedicated to delivering sustainable and inclusive health services that support the well-being of students and staff across various aspects of health. Comprehensive services include mental health counseling, sexual and reproductive health, and general health education to foster a healthy campus environment. Through collaborations with health organizations, we continually improve service quality, and our health awareness programs cover essential topics like mental health and stress management. Additionally, the University has allocated further resources to mental health support, ensuring accessible psychological care that enhances both academic and work life within the community.

3.3 Health Collaboration

(Health Collaborations, Health Sustainability Internship Program, Community Health Outreach, Sports Facilities Access, Postgraduate Scholarship - Health Specialties)

The University is committed to advancing public health and well-being by strengthening partnerships with local and international health institutions. Through these collaborations, we aim to create sustainable opportunities for knowledge exchange and to provide comprehensive, integrated health services that benefit both the university and the broader community. Key initiatives include expanding health collaboration agreements with leading institutions to support both university services and community health, developing an evaluation program for sustainable health internships, and enhancing local health awareness programs with a focus on community sports. Additionally, the University offers postgraduate scholarships in health specialties to cultivate expertise in sustainable health practices, fostering a future-ready, health-conscious community.



3.4. Smoke-Free

(Smoke-Free Policy Implementation)

The University is dedicated to maintaining a smoke-free, health-promoting environment to safeguard the well-being of students, staff, and visitors. Enforcing a strict smoke-free policy across all buildings and open spaces, the University fosters a safe and comfortable campus atmosphere. Key initiatives include continuous awareness campaigns on the dangers of smoking and the benefits of a smoke-free environment, alongside counseling programs to support those interested in quitting smoking. To ensure compliance, an effective system for recording and addressing policy violations has been established, reinforcing the University's commitment to a healthier, smoke-free campus.

3.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Proportion of Graduates in Health Professions				
2.	Number of Students Accessing Sexual and Reproductive Health Services				
3.	Number of Students Participating in Sexual Health Education Programs				
4.	Number of Students Participating in Health Education Programs				
5.	Number of Students Accessing Mental Health Counseling				
6.	Number of Staff Accessing Mental Health Support				
7.	Number of Patients Benefiting from Sustainable Health Services				
8.	Number of health cooperation agreements				
9.	Number of Health Institutions Offering Sustainability Internships				
10.	Number of Community Outreach Programs- Healthcare Services				
11.	Number of Community Users of Sports Facilities				
12.	Number of delegates to complete postgraduate studies - medical specialties				



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13.	Number of Violations of Smoke-Free Policy				
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3.6. Activities and initiatives achieved (2023/2024)

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3.7. SDG Scientific Research (2023)

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3.8. SDG Partnerships (2023/2024)

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4 QUALITY EDUCATION



4. Quality Education

4.1. Teaching Qualification Enhancement.

(Teaching Certification Program Delivery)

The University is dedicated to improving the teaching qualifications of faculty members and graduates through specialized certification programs and accredited qualifications that enhance teaching skills and align with higher education standards. These programs, which combine practical and theoretical training, aim to ensure high-quality education and boost the effectiveness of the educational process. Recent initiatives include implementing robust evaluation mechanisms to assess the impact of these certifications on teaching performance, as well as strengthening partnerships with international accreditation bodies to expand the availability of recognized certifications. Through these efforts, the University promotes professional growth and excellence in teaching.

4.2. Free Access to Educational Resources

(Free Library and Educational Resources Access)



The University is dedicated to ensuring equal learning opportunities by providing free access to a wide range of educational resources, including library facilities, courses, and digital resources, for both the university and local communities. In line with this commitment, the University is expanding digital access channels to enhance resource availability, while ongoing improvements to digital infrastructure facilitate seamless access for community members. Regular evaluations are conducted to ensure that access to educational resources remains efficient and effective, supporting a culture of knowledge sharing and accessibility for all.

4.3 Equal Opportunity and Non-Discrimination

(Monitoring and Evaluation of Equal Access)

The University is committed to fostering an inclusive environment that upholds equal opportunities and prevents all forms of discrimination in academic and administrative spheres, including education, employment, and service provision. This dedication to equity and inclusion is supported by enhanced awareness and training programs that emphasize the importance of diversity. A transparent, confidential process is in place for submitting and addressing discrimination complaints, ensuring they are handled effectively. Additionally, regular reviews of employment and academic policies are conducted to ensure they align with equal opportunity and anti-discrimination standards, reinforcing a fair and respectful environment for all.

4.4. First-Generation Student Support

(First-Generation Student Mentoring Programs)

The University is dedicated to empowering first-generation students by providing tailored academic and social support to ensure their success and smooth integration into the university community. Specialized mentoring programs offer guidance in both academic and social skills, addressing unique challenges these students may face. To strengthen this support, the University is developing mentoring content specific to first-generation students, increasing the number of academic advisors for personalized assistance, and implementing continuous monitoring to track their academic and social progress. These initiatives create a supportive environment that fosters growth and achievement for first-generation students.

4.5. Managing Educational Activities for the Public (Internal and External)

(Educational Events Management- Internal and External)

The University is committed to organizing high-quality public educational activities, both on and off campus, to foster knowledge sharing and broaden educational opportunities for the university and the local community. To ensure these events are impactful, a structured framework is in place for managing educational events, with mechanisms



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developed to measure community impact and track yearly progress. Collaborations with local partners help extend the reach of external educational initiatives, while ongoing training programs for event organizers enhance the quality of these events. These efforts support sustainable learning and community engagement, reinforcing the University's role in knowledge dissemination.

4.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Students Enrolled in Teaching Certification Programs				
2.	Number of Individuals Accessing Free Resources				
3.	Number of Discrimination Complaints Received				
4.	Number of First-Generation Students				
5.	Number of First-Generation Students in Mentoring Programs				
6.	First-Year Completion Rate for First-Generation Students				
7.	Number of Public Educational Events Organized - Internal				
8.	Number of Participants in Public Educational Events - Internal				
9.	Number of Public Educational Events Organized - External				
10.	Number of Participants in Public Educational Events - External				

4.7. Activities and initiatives achieved (2023/2024)

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4.9. SDG Partnerships (2023/2024)

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5

GENDER
EQUALITY





5. Gender Equality

5.1. Non-Discrimination Against Women

(Monitoring and Ensuring Equal Opportunities, Anti-Discrimination Awareness)

The University is committed to organizing high-quality public educational activities, both on and off campus, to foster knowledge sharing and broaden educational opportunities for the university and the local community. To ensure these events are impactful, a structured framework is in place for managing educational events, with mechanisms developed to measure community impact and track yearly progress. Collaborations with local partners help extend the reach of external educational initiatives, while ongoing training programs for event organizers enhance the quality of these events. These efforts support sustainable learning and community engagement, reinforcing the University's role in knowledge dissemination.

5.2 Women's Access to Education Enhancement

(Female Scholarships Provision, Academic Mentoring and Underrepresented Fields)

The University is dedicated to fostering an inclusive environment that promotes equal opportunities for women and prevents discrimination across all academic and administrative areas. Committed to supporting women's rights and active participation, the University works to enhance female representation in academic programs and employment positions. Key initiatives include providing a discrimination-free environment and conducting regular workshops to raise awareness about the importance of equal opportunities and non-discrimination. Through continuous monitoring and targeted awareness programs, the University ensures a respectful and supportive environment for women's growth and success.

5.3 Non-Discrimination and Respect for Personal Diversity

(Diversity and Personal Respect Guidelines)

The University is dedicated to creating an inclusive environment that respects personal diversity and prohibits discrimination based on race, religion, gender, disability, or any other personal attributes. This commitment ensures a respectful and supportive educational and work environment that values justice and equality for all. Key actions include establishing a confidential reporting and investigation system for discrimination



cases, conducting regular workshops on diversity and cultural understanding, and consistently reviewing policies to align with diversity and equality standards. These efforts uphold the University's dedication to fostering a community grounded in respect and inclusivity.

5.4. Support for Women's Participation (Maternity and Paternity)

(Maternity and Paternity Leave Provision, Flexible Work for Supporting Parents)

The University is dedicated to supporting women's participation and promoting work-life balance through flexible maternity and paternity policies. These policies encourage both parents to share childcare responsibilities, helping employees balance their professional and family roles. Key initiatives include raising awareness on shared childcare through workshops, evaluating the impact of flexible work policies on employee satisfaction and productivity, and providing guidance programs on time management and work-life balance. These efforts support working mothers and fathers, enhance women's workforce continuity, and contribute to a more balanced and supportive work environment for all parents.

5.5. Protection of Whistleblowers Against Discrimination

(Safe Reporting Mechanism, Legal Protection Provision for Whistleblowers)

The University is dedicated to safeguarding individuals who report cases of discrimination by providing a secure environment and protected reporting channels. This commitment includes legal protection to ensure that whistleblowers experience no adverse effects on their academic or professional careers. Efforts to support this initiative involve conducting regular awareness sessions on whistleblower rights and reporting mechanisms, improving follow-up procedures to handle complaints swiftly and effectively, and establishing periodic reviews of reported cases. These measures help maintain a fair and safe educational and work environment, reinforcing the University's commitment to justice and protection for all.

5.6. Parental Participation in Childcare Duties Support

(Work-Family Balance Support Programs)

The University is committed to supporting employees in balancing work and family responsibilities by promoting programs and services that encourage active parental involvement in childcare. Flexible policies allow parents to participate fully in childcare without compromising their career growth. Key initiatives include offering work-family balance programs, such as workshops and awareness events, and fostering partnerships with external organizations to provide discounted childcare services, easing financial burdens. Additionally, the University encourages professional development for parents by providing flexible schedules and online learning platforms, enabling career progression while accommodating family needs.



5.7. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Complaints Related to Gender Discrimination				
2.	Percentage of Female Representation in Academic Programs and Positions				
3.	Number of Anti-Discrimination Workshops Conducted				
4.	Number of Female Scholarship Recipients				
5.	Number of First-Generation Female Scholarship Recipients				
6.	Percentage of Female Students in Underrepresented Fields				
7.	Number of Complaints Related to Personal Discrimination				
8.	Number of Female Staff Utilizing Maternity Leave				
9.	Number of Male Staff Utilizing Paternity Leave				
10.	Number of Employees Utilizing Flexible Work Options				
11.	Resolution Rate of Whistleblower Complaints				
12.	Number of Cases Utilizing Legal Protection				
13.	Number of Employees Participating in Work-Family Balance Programs				

5.8. Activities and initiatives achieved (2023/2024)

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6. Clean Water and Sanitation

6.1. Campus Water Consumption Management (Water Consumption Measurement, Drought-Tolerant Landscaping Building Standards for Water Conservation)

The University is committed to sustainable water management on campus by setting stringent standards for measuring and reducing water usage and enhancing water-use



efficiency. Key actions include implementing advanced irrigation systems that utilize smart technology and selecting drought-tolerant plants to minimize water demand in landscaping. Additionally, awareness campaigns are conducted to educate students and staff on water conservation practices. Regular assessments are performed to ensure buildings meet water efficiency standards, with improvements made as needed, supporting the University's goal of environmental sustainability through responsible water consumption management.

6.2 Water Treatment and Reuse

(Waste Water Treatment, Water Pollution Prevention, Water Reuse)

The University is dedicated to sustainable water resource management through best practices in wastewater treatment and reuse, aimed at reducing environmental impact. This commitment includes the development of advanced water treatment systems to ensure high wastewater quality, prevent pollution, and promote the safe reuse of treated water according to health and safety standards. Key initiatives involve regular updates to treatment systems to stay compliant with the latest environmental guidelines, awareness programs for students and staff on the benefits of water reuse, and partnerships with local institutions to extend the use of treated water beyond campus.

6.3 Water Management Education and Awareness

(Community Water Management Education, Water Usage Awareness Campaign)

The University is dedicated to promoting environmental awareness and reducing water consumption through comprehensive educational and awareness programs on water management. By instilling a culture of water conservation, the University encourages sustainable practices within both the campus and local community. Key initiatives include regular awareness campaigns on water sustainability, workshops and training sessions to enhance students' understanding of water resource management, and collaborations with local entities to develop joint programs focused on water conservation and quality improvement.

6.4. Water Security and Conservation Collaboration

(Water Security Collaboration, Off-Campus Water Conservation Support Procedure)

The University is committed to enhancing water security and conservation by collaborating with government and community organizations to promote sustainable water resource management beyond campus. Key initiatives include developing joint programs with governmental and community institutions to share expertise on effective water conservation practices. The University also offers awareness workshops in partnership with these organizations to deepen community understanding of water's importance and conservation methods.



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6.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Volume of Water Used on Campus				
2.	Water Consumption Per Person				
3.	Area of Drought-Tolerant Landscapes				
4.	Percentage of Buildings Compliant with Water Conservation Standards				
5.	Percentage of Treated Waste Water				
6.	Number of Water Pollution Incidents				
7.	Percentage of Water Reused				
8.	Number of Water Management Education Programs				
9.	Number of Water Usage Awareness Campaigns				
10.	Number of Water Security Partnerships				
11.	Number of Off-Campus Water Conservation Initiatives				

6.6. Activities and initiatives achieved (2023/2024)

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6.8. SDG Partnerships (2023/2024)

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7 AFFORDABLE AND CLEAN ENERGY





7. Affordable and Clean Energy

7.1. University Building Energy Efficiency

(Water Security Collaboration, Off-Campus Water Conservation Support)

The University is committed to achieving energy efficiency across all campus buildings and facilities, incorporating advanced standards in both new constructions and renovations to minimize energy consumption and carbon emissions. This commitment aligns with global environmental goals, creating a more sustainable campus. Key initiatives include staying current with international energy efficiency standards, applying these practices in all construction and renovation projects, and conducting workshops to educate faculty, staff, and students on energy-saving practices. Additionally, collaborations with specialized sustainable energy institutions facilitate knowledge exchange and the adoption of cutting-edge technologies, reinforcing the University's leadership in energy efficiency.

7.2 Carbon Management and Emissions Reduction

(Carbon Emissions Management)

The University is dedicated to reducing carbon emissions and minimizing environmental impact through innovative strategies, including the integration of solar panels and other renewable technologies across campus. By enhancing energy efficiency, investing in low-carbon energy sources, and adopting eco-friendly standards in all facilities and future projects, the University aims to foster a sustainable campus environment. Key initiatives include developing a long-term plan with clear targets for carbon reduction, organizing training programs and workshops to promote sustainable practices, and implementing solar panels to support energy needs with renewable power. Regular assessments of carbon management procedures ensure continued effectiveness in achieving the University's environmental goals, positioning it as a leader in carbon management and sustainability.



7.3 Energy Efficiency and Clean Energy Education

(Community Energy Efficiency Education Programs)

The University is committed to promoting energy efficiency and clean energy education through dedicated awareness programs that serve both students and the local community. This initiative aims to enhance understanding of energy conservation and the adoption of clean energy technologies, fostering a culture of environmental sustainability. Key efforts include organizing regular workshops and educational lectures to inform the community about energy efficiency and the advantages of clean energy. Additionally, partnerships with community organizations and government bodies help amplify sustainable energy awareness, while the University continues to integrate renewable energy and energy efficiency topics into its academic programs.

7.4. Innovation and Low-Carbon Economy Support

(Low-Carbon Economy Startups Support, Local Industry Energy Efficiency Consulting)

The University is dedicated to driving innovation and advancing a low-carbon economy by fostering an environment that supports entrepreneurs and startups in clean energy and energy efficiency sectors. Through consulting services and technical assistance, the University actively contributes to the development of sustainable solutions that aid in reducing environmental impact and supporting a green economy. Key initiatives include increasing funding for startups in low-carbon fields, establishing partnerships with industrial sectors to expand consulting services on energy efficiency, and offering specialized training programs to boost skills in clean energy innovation and entrepreneurship. These efforts position the University as a catalyst for sustainable economic growth and environmental stewardship.

7.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Water Security Partnerships				
2.	Number of Off-Campus Water Conservation Initiatives				
3.	Annual CO2 Emissions Reduction Rate				
4.	Number of Emission Reduction Initiatives				
5.	Percentage of Investments in Low-Carbon Energy				
6.	Number of Community Education Programs				



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7.	Number of Supported Low-Carbon Startups				
8.	Number of Consulting Services Provided to Industry				

7.6. Activities and initiatives achieved (2023/2024)

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8 DECENT WORK AND ECONOMIC GROWTH





8. Decent Work and Economic Growth

8.1. Fair and Equitable Wage

(Living Wage Compliance Review, Gender Pays Gap Review, Employee Rights and Pay Appeals)

The University is committed to ensuring fair and equitable wages for all employees, prioritizing living wage standards and promoting pay equity across gender and various demographic groups. This dedication fosters a transparent, balanced work environment that respects employee rights and enhances job satisfaction. Key actions include conducting annual reviews to ensure compliance with living wage standards, establishing a confidential and secure system for reporting pay-related grievances, and guaranteeing fair investigations of these concerns. Additionally, the University promotes internal communication to raise awareness about fair wage policies and encourages feedback to continually improve employee satisfaction and uphold pay equity.

8.2. Labour Rights and Non-Discrimination

(Workplace Anti-Discrimination, Union and Labour Rights Recognition, Long-Term Employment Contract Monitoring)

The University is dedicated to creating a workplace founded on equality and respect for labor rights, free from discrimination, and supportive of equal opportunities for all employees. This commitment includes protecting workers' rights, enhancing union participation, and affirming essential labor standards. To uphold these values, the University prepares annual reports on labor rights and workplace equality, providing senior management with insights for potential policy improvements. Additionally, employees are encouraged to participate in union activities, supported by administrative assistance and a cooperative approach between management and unions. Regular sessions are organized to inform employees of their rights and to guide them on labor and equality policies, ensuring a transparent and fair work environment for everyone.

8.3. Outsourced Labour Rights

(Supplier Labour Rights Compliance Review)

The University is committed to upholding labor rights for outsourced personnel by requiring all suppliers and external partners to comply with established labor standards. This policy ensures a fair and ethical work environment for everyone involved in university activities, regardless of employment type. Key initiatives include implementing a robust system to regularly monitor and evaluate supplier compliance with labor rights, conducting awareness programs to emphasize the importance of these standards, and taking strict actions against non-compliant suppliers, including issuing warnings or contract termination. These measures reinforce the University's dedication to humane and equitable treatment across all partnerships.



8.4. Anti-Forced Labour and Anti-Human Trafficking

(Forced Labour and Human Trafficking Risk Assessment)

The University is firmly committed to preventing forced labor and human trafficking by implementing comprehensive policies and protective measures. This commitment includes establishing procedures to identify, report, and address any instances of forced labor or trafficking, ensuring adherence to both local and international laws. Key actions involve providing training programs for employees and administrators to recognize signs of forced labor and respond appropriately, strengthening partnerships with legal authorities and relevant organizations to enforce protective policies, and developing secure reporting channels for suspected cases on campus. These initiatives create a safe, rights-respecting work environment and reinforce the University's stance against exploitation.

8.5. Student Work Placement and Development

(Student Work Placement Provision)

The University is dedicated to equipping students with valuable practical training opportunities that enhance their job readiness and foster both academic and professional growth. By partnering with local and international companies, the University provides multi-disciplinary fieldwork experiences designed to build essential skills for the job market. To ensure effective training, the University is developing a smart electronic monitoring system to evaluate student performance during and after their placements. Additionally, preparatory courses are offered to help students maximize the benefits of their work placements, ensuring a strong foundation for career success after graduation.

8.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Percentage of employees earning a living wage or higher				
2.	Gender pay gap percentage				
3.	Employee satisfaction rate with pay equity procedures				
4.	Number of discrimination complaints addressed				
5.	Percentage of eligible employees enrolled in unions				
6.	Percentage of employees on contracts over 24 months				
7.	Percentage of suppliers compliant with labor rights				



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8.	Compliance rate with anti-forced labor policies				
9.	Post-placement employment rate				

8.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
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8.8. SDG Scientific Research (2023)

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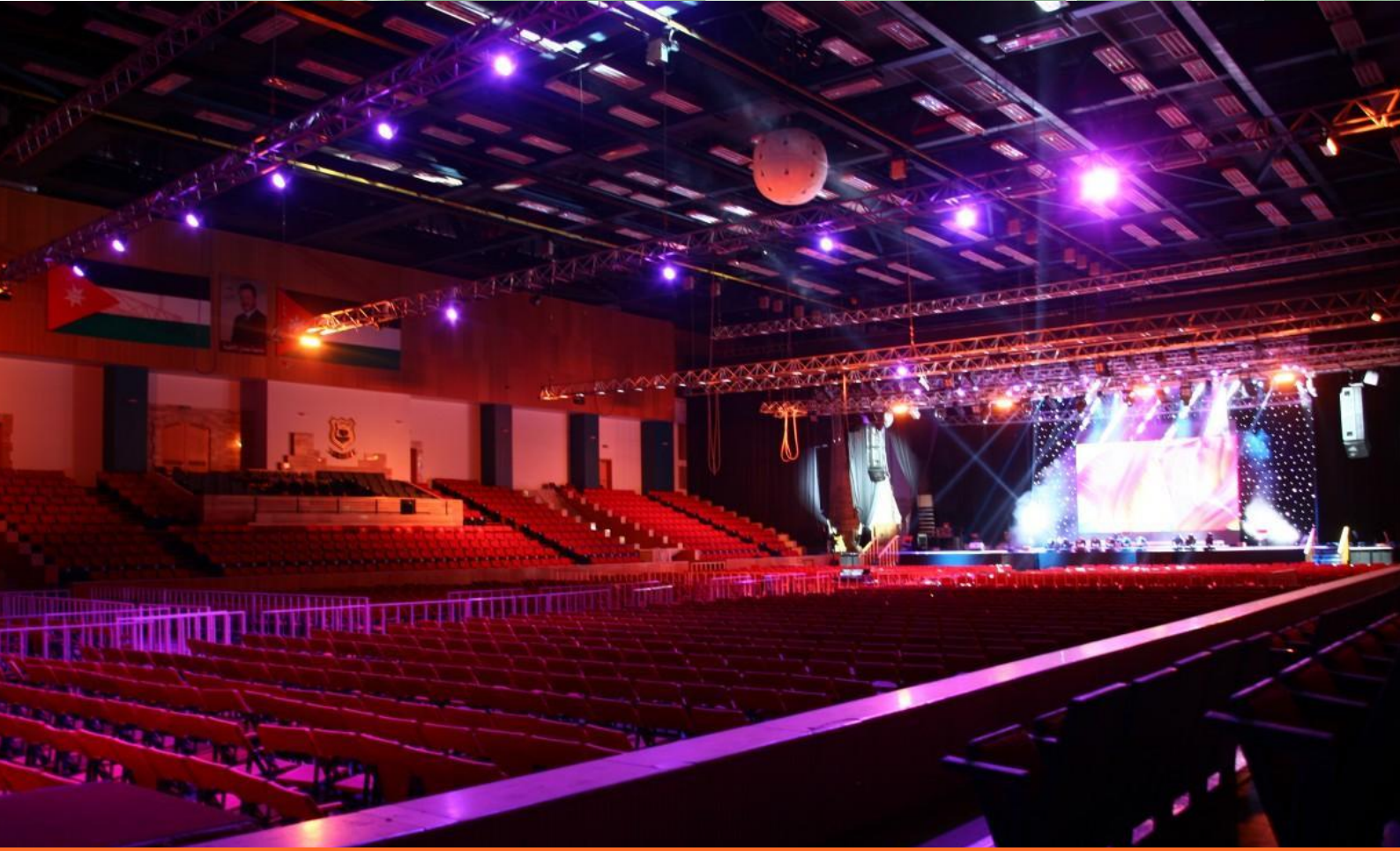
8.9. SDG Partnerships (2023/2024)

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9

INDUSTRIES, INNOVATION
AND INFRASTRUCTURE



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9. Industry, Innovation and Infrastructure

9.1. University Spin-Off Support (Spin-Off Project Mentorship and Support)

The University is dedicated to fostering innovation and entrepreneurship by supporting spin-off projects that emerge from research and academic innovations within the university community. This commitment includes providing a supportive environment for these initiatives to thrive. Key actions involve allocating additional financial resources to aid spin-off projects in their early stages, offering specialized training programs and workshops for aspiring entrepreneurs, and strengthening partnerships with external entities to secure further funding opportunities. Through these efforts, the University



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empowers spin-off projects, helping to drive innovation and contribute to the broader entrepreneurial ecosystem.

9.2. Industrial and Commercial Research Funding and Revenue Enhancement

(Industry and Commerce Research Partnership Development)

The University is committed to increasing research funding by cultivating partnerships with industrial and commercial sectors, aiming to drive innovation, support sustainable development, and generate revenue from research projects. To strengthen these efforts, the University is developing strategies to attract new partnerships, providing incentives for researchers and faculty members who secure research contracts, and establishing a database to monitor and evaluate the effectiveness of research collaborations. This approach ensures continuous improvement in research partnerships, fostering mutual benefits that enhance both academic and industry outcomes.

9.3 Academic Resources and Targeted Research Expansion

(Academic Resources Allocation by Subject Area)

The University is dedicated to advancing academic resources and research in strategic fields that foster academic innovation and address industry and community needs. This commitment includes prioritizing the development of key academic disciplines by ensuring optimal allocation of resources and faculty support, thereby strengthening both research and educational capacities. Key initiatives involve regular reviews to assess resource requirements across disciplines, reinforcing partnerships with industry and community organizations to support the expansion of strategic fields, and promoting continuous development and training programs for faculty.

9.4. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Supported Spin-Off Projects				
2.	Total Income from Industrial and Commercial Research Partnerships				
3.	Number of Research Contracts with Industry				
4.	Number of academic staff by subject area: STEM				
5.	Number of academic staff by subject area: Medicine				



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6.	Number of academic staff by subject area: Arts & Humanities / Social Sciences				
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9.5. Activities and initiatives achieved (2023/2024)

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9.6. SDG Scientific Research (2023)

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9.7. SDG Partnerships (2023/2024)

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10 REDUCED INEQUALITIES





10. Reduced Inequalities

10.1. First-Generation Student Support

(Tracking First-Generation Students, Mentoring Programs for First-Generation Students)

The University is dedicated to supporting first-generation students by providing tailored mentoring and academic support programs that foster their academic success and help them adapt to university life. Key initiatives include developing specialized mentoring programs to strengthen their academic skills, offering additional scholarships and financial aid to alleviate financial burdens, and organizing awareness events to promote their engagement in university activities. These efforts aim to create a supportive environment that encourages first-generation students to build meaningful academic and social connections, enhancing their overall higher education experience.

10.2. International Students from Developing Countries Support

(Scholarships for International Students from Developing Countries)

The University is committed to supporting international students from developing countries by offering accessible educational opportunities, including scholarships, academic support, and a range of services designed to foster an inclusive educational environment. These initiatives promote cultural diversity and knowledge exchange, while also contributing to the development of students' home countries. Key efforts include expanding scholarship programs to increase the number of seats for international students, developing tailored academic and social support services such as orientation and mentoring programs, and strengthening partnerships with universities and institutions in developing countries to enhance academic collaboration and student exchange opportunities. Through these measures, the University builds a welcoming and enriching environment for international students.

10.3. Disability Inclusion and Support

(Accessible Facilities for People with Disabilities, Disability Support Services - reasonable accommodation- including adequately funded)



The University is committed to supporting international students from developing countries by offering accessible educational opportunities, including scholarships, academic support, and a range of services designed to foster an inclusive educational environment. These initiatives promote cultural diversity and knowledge exchange, while also contributing to the development of students' home countries. Key efforts include expanding scholarship programs to increase the number of seats for international students, developing tailored academic and social support services such as orientation and mentoring programs, and strengthening partnerships with universities and institutions in developing countries to enhance academic collaboration and student exchange opportunities. Through these measures, the University builds a welcoming and enriching environment for international students.

10.4. Anti-Discrimination and Anti-Harassment

(Anti-Discrimination and Anti-Harassment Complaints, Anti-Discrimination Workshops Procedure)

The University is committed to fostering a safe and inclusive environment by preventing all forms of discrimination and harassment, ensuring fair treatment and mutual respect for all community members. This policy promotes equality in both work and study settings, aligned with applicable regulations. Key initiatives include expanding training programs on anti-discrimination and anti-harassment for staff and students, improving confidential reporting channels for complaints, and conducting annual reviews of policies and procedures to maintain a high standard of inclusivity. Through these actions, the University supports a respectful and equitable environment for everyone.

10.5. Diversity and Equality Support

(Support Programs for Underrepresented Groups)

The University is committed to fostering diversity and equality by implementing comprehensive programs and policies that support the representation and inclusion of underrepresented groups within the university community. This commitment includes creating a fair and inclusive environment, promoting cross-cultural understanding, and encouraging mutual respect among all members. Key initiatives include expanding diversity and equality awareness programs to involve the local community alongside students and staff, developing regular training for faculty and administrative staff on inclusive practices, and establishing dedicated campus spaces for open discussions on diversity and equality. These efforts build an integrated, understanding campus community that celebrates diversity and supports all individuals.

10.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/202	2022/202	2023/202
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1.	Proportion of First-Generation Students				
2.	Number of First-Generation Students Benefiting from Support Programs				
3.	Number of International Students from Developing Countries				
4.	Percentage of Accessible Facilities for Disabilities				
5.	Number of Disability Support Service Beneficiaries				
6.	Number of Discrimination and Harassment Complaints				
7.	Number of Anti-Discrimination Training Workshops				
8.	Number of Beneficiaries from Support Programs for Underrepresented Groups				

10.7. Activities and initiatives achieved (2023/2024)

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10.8. SDG Partnerships (2023/2024)

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11 SUSTAINABLE CITIES AND COMMUNITIES



11. Sustainable Cities and Communities

11.1. Arts and Cultural Heritage Support

(Public Access to Heritage Buildings and Landscapes, Public Arts Events Organization)

The University is dedicated to supporting the arts, preserving cultural heritage, and increasing public access to culturally significant facilities, including heritage buildings and landscapes. By organizing cultural and artistic events, the University enriches the cultural experience for students and the local community while raising awareness of heritage and the arts. Key actions include expanding open cultural events to enhance community participation, strengthening collaborations with local cultural institutions to diversify activities, and developing student training programs on the significance of cultural preservation. These efforts foster appreciation for heritage and ensure its continuity for future generations.



11.2. Sustainable Commuting and Housing Practices

(Sustainable Commuting Measurement and Promotion, Affordable Housing Provision for Students and Staff, Remote Working and Telecommuting Encouragement)

The University is committed to promoting sustainable commuting practices and providing affordable housing options for students and faculty, as well as supporting remote work options for employees. This approach aims to reduce both environmental and economic impacts associated with commuting, contributing to a more sustainable campus life. Key initiatives include increasing the number of electric vehicles charging stations to encourage the use of electric cars, developing bike lanes and other facilities that support sustainable commuting, and offering awareness programs to highlight the environmental benefits of these practices. Additionally, affordable housing options are provided for students and staff, and remote work options are encouraged to further reduce the need for daily commuting. These efforts support a greener, more inclusive university experience.

11.3. Sustainable Building and Campus Planning

(Sustainable Building Standards, Pedestrian Access Priority, Local Authority Collaboration for Community Planning)

The University is dedicated to integrating sustainable building and campus planning practices to create an environmentally responsible and accessible campus. By adhering to sustainable building standards, the University minimizes its environmental footprint and supports a healthier, more efficient infrastructure. Key initiatives include prioritizing pedestrian access across campus to encourage walkability, reducing the need for vehicle use. Collaboration with local authorities further enhances community planning efforts, ensuring that campus developments align with broader sustainability and community accessibility goals. In addition, efforts to promote sustainable commuting, such as expanding electric vehicle charging stations, reinforce the University's commitment to an eco-friendly and accessible campus environment.

11.4. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Visitor Participation number in Cultural Events				
2.	Number of Public Arts Events				
3.	Percentage of Sustainable Commuting among Staff and Students				
4.	Number of Affordable Housing Units for Students and Staff				



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5.	Percentage of Employees Participating in Remote Work				
6.	Percentage of New Buildings Meeting Sustainability Standards				
7.	Student Satisfaction with Pedestrian Access				
8.	Number of Joint Projects with Local Authorities				

11.5. Activities and initiatives achieved (2023/2024)

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11.6. SDG Scientific Research (2023)

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11.7. SDG Partnerships (2023/2024)

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10 RESPONSIBLE





12. Responsible Consumption and Production

12.1. Ethical Sourcing of Food and Supplies

(Supplier Ethical Sourcing Assessment)

The University is committed to promoting sustainability and social justice through ethical sourcing practices for food and supplies, ensuring that all partners within its supply chain adhere to responsible environmental and social standards. To reinforce this commitment, the University has established regular review and evaluation mechanisms to assess supplier compliance with ethical sourcing standards. Efforts also include raising awareness within the university community about the importance of ethical sourcing, encouraging students and faculty to support these practices. Additionally, the University develops strategic partnerships with suppliers who prioritize sustainability, strengthening a supply chain that aligns with environmental and social responsibility values.

12.2. Hazardous Waste Management

(Hazardous Waste Disposal Management)

The University is dedicated to the safe and responsible management of hazardous waste, ensuring compliance with environmental standards to protect the university community and surrounding environment. By implementing best practices in hazardous waste disposal, the University upholds its commitment to sustainability and safety. Key actions include providing regular training for staff and students on proper hazardous waste handling, developing an electronic tracking system to monitor waste from generation to disposal, and collaborating with specialized waste management entities to ensure environmentally responsible disposal. These measures reinforce the University's dedication to maintaining a safe campus and promoting environmental health.

12.3. Recycled Waste Management and Measurement

(Waste Generation and Recycling Measurement)

The University is committed to promoting environmental sustainability by effectively managing recycled waste and reducing landfill contributions. Through structured waste reduction processes, the University aims to increase the percentage of recycled waste, advancing a culture of sustainability on campus. Key initiatives include incorporating sustainability and recycling education into the curriculum to enhance student awareness, strengthening partnerships with local and international waste management organizations to adopt best practices, and organizing regular campus clean-up campaigns. These efforts engage students and staff in active recycling participation and



foster a shared responsibility for waste reduction. An emphasis on measuring waste generation and recycling rates allows the University to track progress and continually improve waste management practices.

12.4. Plastic and Disposable Item Minimisation

(Plastic Reduction in Consumables)

The University is committed to minimizing the use of plastic and non-biodegradable items throughout its facilities and departments by adopting sustainable alternatives and raising awareness about the environmental impact of plastic pollution. This initiative aims to create a more sustainable campus environment that reduces waste and enhances environmental health. Key actions include expanding environmental awareness campaigns, incorporating training sessions on transitioning to eco-friendly alternatives, and collaborating with suppliers to ensure access to sustainable options over single-use plastics. Regular surveys are conducted to monitor compliance with plastic reduction efforts in colleges and departments, with feedback provided to support continuous improvement. These efforts collectively reinforce the University's commitment to reducing plastic waste and promoting responsible consumption practices.

12.5. Disposable Item Use Minimisation

(Disposable Item Reduction on Campus)

The University is dedicated to minimizing the use of disposable items on campus by promoting sustainable alternatives and encouraging the adoption of reusable products. This commitment aims to reduce waste generated from single-use items and cultivate a culture of sustainable consumption among students, faculty, and staff. Key initiatives include expanding awareness programs that highlight the importance of reducing single-use items, working with campus vendors to provide reusable products at competitive prices, and developing training programs for faculty and staff on best practices in waste reduction and sustainability. These actions support an eco-friendlier campus environment and reinforce responsible consumption practices.

12.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Percentage of Suppliers Complying with Ethical Sourcing Standards				
2.	Percentage of Hazardous Waste Disposed Safely				
3.	Amount of waste generated				
4.	Amount of waste recycled				
5.	Amount of waste sent to landfill				



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6.	Percentage Reduction in Plastic Consumption Year-over-Year				
7.	Number of Reusable Products Available on Campus				
8.	Number of Awareness Initiatives for Consumption Reduction				

12.7. Activities and initiatives achieved (2023/2024)

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12.8. SDG Scientific Research (2023)

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12.9. SDG Partnerships (2023/2024)

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10 CLIMATE



13. Climate Action

13.1. Low Carbon Energy Use (Low Carbon Energy Measurement)

The University is dedicated to increasing the use of low-carbon energy on campus to reduce carbon emissions and improve energy efficiency, supporting sustainable development and minimizing environmental impact. This commitment includes actively



measuring and tracking low-carbon energy usage to ensure effective implementation of energy-efficient practices across campus. By incorporating renewable energy sources and optimizing energy systems, the University aims to foster an eco-friendly environment that aligns with global sustainability goals. These efforts contribute significantly to reducing the University's carbon footprint and advancing its role in promoting responsible energy use.

13.2. Climate Change Education

(Climate Change Education Campaigns, Community and Government Climate Action Planning)

The University is committed to enhancing education and awareness around climate change by offering targeted educational programs and campaigns that benefit both the university and the broader community. This initiative aims to increase understanding of environmental risks, promote adaptation to climate change impacts, and foster the development of sustainable solutions. Key actions include collaborating with government entities and non-profit organizations to conduct joint workshops, refining educational content to incorporate the latest climate change research, and extending awareness campaigns to surrounding communities. Through these efforts, the University actively supports climate resilience and empowers individuals to participate in meaningful climate action planning.

13.3. Carbon Neutrality Target

(Carbon Neutrality Target Implementation, Emissions Reduction and Clean Energy Initiatives Procedure)

The University is committed to achieving carbon neutrality by reducing emissions and promoting clean, sustainable energy sources through integrated strategies and innovative initiatives. This commitment includes a clear timeline and actionable steps to reach carbon neutrality goals. Key initiatives involve strengthening partnerships with clean energy organizations for technical support on emission-reducing technologies, conducting workshops to raise awareness about carbon neutrality within the university community, and implementing advanced technologies aimed at minimizing emissions. Efforts such as improving building energy efficiency and utilizing renewable energy sources reinforce the University's dedication to a sustainable future and meeting its carbon neutrality target.

13.4. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Total energy used				



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2.	Total energy used from low-carbon sources				
3.	Number of Climate Change Education Programs Annually				
4.	Number of Climate Action Partnerships with Government and Community				
5.	Target Date for Carbon Neutrality Achievement				
6.	Percentage Reduction in Emissions Compared to Base Year				
7.	Number of Initiatives Supporting Clean Energy Use				

13.5. Activities and initiatives achieved (2023/2024)

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13.6. SDG Scientific Research (2023)

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13.7. SDG Partnerships (2023/2024)

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14 LIFE BELOW WATER





14. Life Below Water

14.1. Aquatic Ecosystems Education Support

(Fresh-Water Ecosystems Education Outreach, Sustainable Fisheries and Aquatic Tourism Awareness)

The University is dedicated to promoting the importance of aquatic ecosystems through comprehensive education and outreach initiatives. This commitment supports the conservation of freshwater ecosystems and advocates for sustainable fishing practices by engaging both the university and local community. Key initiatives include launching regular awareness campaigns that highlight the need to protect aquatic environments, expanding educational programs and workshops for students and community members on ecosystem conservation, and fostering partnerships with government and non-profit organizations to enhance collaborative environmental sustainability projects. These efforts not only raise awareness but also encourage responsible practices around sustainable fisheries and aquatic tourism, reinforcing the University's role in environmental stewardship.

14.2. Aquatic Ecosystems Conservation Action

(Marine Resource Conservation Events, Aquatic Ecosystems Protection Research and Development)

The University is committed to the conservation and sustainability of aquatic ecosystems through targeted initiatives that protect water resources and implement best practices for safeguarding threatened aquatic systems. Key actions include establishing partnerships with government agencies dedicated to environmental and water resource protection to align university policies with broader national and local strategies. Additionally, the University encourages faculty and researchers to collaborate with



international and local institutions on water resource protection projects, offering research grants for innovative studies in this area. Academic programs are also being developed to focus on the sustainability and conservation of aquatic ecosystems, providing students with practical learning through field visits and case studies. These efforts support marine resource conservation and advance research in aquatic ecosystem protection.

14.3. Marine Resources Sustainability and Waste Disposal (Water Quality Standards for Waste Discharge, Plastic Waste Reduction Action Plan, Sustainable Aquatic Food Sourcing)

The University is dedicated to promoting sustainable practices in marine resource management and reducing marine pollution, implementing strict environmental standards to protect water quality and minimize waste, particularly plastic. This commitment supports the sustainable use of water resources and fosters awareness of the importance of aquatic ecosystem preservation. Key initiatives include organizing field trips to environmentally significant marine and aquatic areas for students and staff, strengthening partnerships with environmental organizations and NGOs to conduct community awareness campaigns on marine protection, and collaborating with local tourism institutions to establish sustainable tourism standards that aid in marine conservation. Additionally, the University actively promotes plastic waste reduction and sustainable aquatic food sourcing, ensuring a responsible approach to marine resource sustainability.

14.4. Local Aquatic Ecosystems Stewardship (Aquatic Ecosystems Health Monitoring, Watershed Management and Community Collaboration)

The University is committed to protecting and ensuring the sustainability of local aquatic ecosystems through comprehensive programs focused on monitoring environmental health and regularly assessing ecosystem status. This commitment also includes fostering partnerships with the local community for effective watershed management, supporting biodiversity conservation and sustainable water resource use. Key initiatives involve collaboration with local and international organizations specializing in aquatic ecosystem protection to gain scientific insights and develop innovative sustainability programs. Additionally, the University integrates water sustainability education and training into its curriculum, preparing students to contribute to ecosystem protection. Advanced scientific research on water protection technologies and biodiversity conservation is encouraged, with grants and incentives available for researchers and students working on sustainable solutions to address aquatic ecosystem challenges.



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These actions strengthen the University's role in aquatic ecosystem stewardship and long-term environmental health.

14.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Annual Fresh-Water Ecosystem Education Programs				
2.	Number of Sustainable Fisheries Awareness Events				
3.	Number of Annual Marine Conservation Events				
4.	Number of Research Projects on Aquatic Protection Technologies				
5.	Compliance Rate with Water Quality Standards				
6.	Plastic Waste Reduction Rate Year-over-Year				
7.	Percentage of Aquatic Food from Sustainable Sources				
8.	Change Rate in Aquatic Health Indicators				
9.	Number of Watershed Management Projects with Community Partnerships				

14.6. Activities and initiatives achieved (2023/2024)

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14.7. SDG Scientific Research (2023)

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14.8. SDG Partnerships (2023/2024)

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15 LIFE ON LAND





15. Life On Land

15.1. Sustainable Campus Food Farming

(Campus Sustainable Food Farming Practices Monitoring)

The University is dedicated to promoting sustainable food farming on campus, implementing environmentally responsible practices that support biodiversity and minimize ecological impact. By adhering to recognized environmental standards, the University contributes to sustainable food production and natural resource conservation. Key initiatives include conducting specialized workshops for students and staff to raise awareness of sustainable farming's environmental benefits, expanding designated areas on campus for sustainable farming, and collaborating with external specialists to adopt best practices. Monitoring systems ensure the effectiveness of these practices, reinforcing the University's commitment to sustainability in food farming and ecological stewardship.

15.2. Terrestrial Ecosystems Conservation and Restoration

(University Terrestrial Ecosystems Restoration, Sustainable Land Ecosystems Education Programme Delivery)

The University is dedicated to the conservation and restoration of terrestrial ecosystems through comprehensive programs designed to protect and rejuvenate natural environments both within and around the campus. These initiatives focus on sustainable management of forests and agricultural lands, enhancing biodiversity, and ensuring ecosystem sustainability for future generations. Key actions include increasing collaboration with local and international environmental organizations to support restoration projects, implementing monitoring mechanisms to assess ecosystem health regularly, and encouraging the use of modern technology in restoration efforts and sustainable land management. Additionally, the University integrates these practices into its educational programs, providing students with knowledge and skills in sustainable land ecosystem management. These efforts reinforce the University's commitment to terrestrial ecosystem stewardship and environmental sustainability.

15.3. International Union for Conservation of Nature [IUCN] Red List Species Protection (Threatened Species Monitoring and Protection)

The University is dedicated to the protection of threatened species listed on the IUCN Red List, ensuring the sustainability of their natural habitats in areas related to the campus. This commitment supports biodiversity conservation through the application of rigorous sustainability standards and adherence to the requirements set by the International



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Union for Conservation of Nature (IUCN). Key initiatives include implementing specialized training programs to raise awareness about the importance of conserving threatened species, developing a comprehensive management plan for natural areas on campus to safeguard biodiversity, and strengthening partnerships with environmental organizations to bolster local and international conservation efforts. Through these measures, the University plays a proactive role in the monitoring and protection of vulnerable species and their ecosystems

**15.4. Alien Species Impact Reduction
(Alien Species Control and Eradication)**

The University is committed to minimizing the negative impact of alien species on the campus environment through dedicated policies and procedures designed to control their spread and protect local biodiversity. This approach includes specialized awareness programs for students and staff to educate them on the environmental risks associated with alien species and the importance of managing their presence. Regular monitoring procedures are in place to detect and swiftly address any occurrences of alien species on campus. Additionally, the University collaborates with environmental organizations to conduct joint research on effective impact and control methods, reinforcing its role in safeguarding campus ecosystems and supporting local biodiversity.

15.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Percentage of Campus-Grown Food Meeting Sustainability Standards				
2.	Percentage of Restored terrestrial Ecosystem Areas				
3.	Number of educational programmes on ecosystems				
4.	Number of programmes related to sustainable management of land for agriculture				
5.	Number of programmes related to sustainable management of land for agriculture tourism				
6.	Compliance Rate with IUCN Standards				



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7. Percentage Reduction in Alien Species Impact

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15.6. Activities and initiatives achieved (2023/2024)

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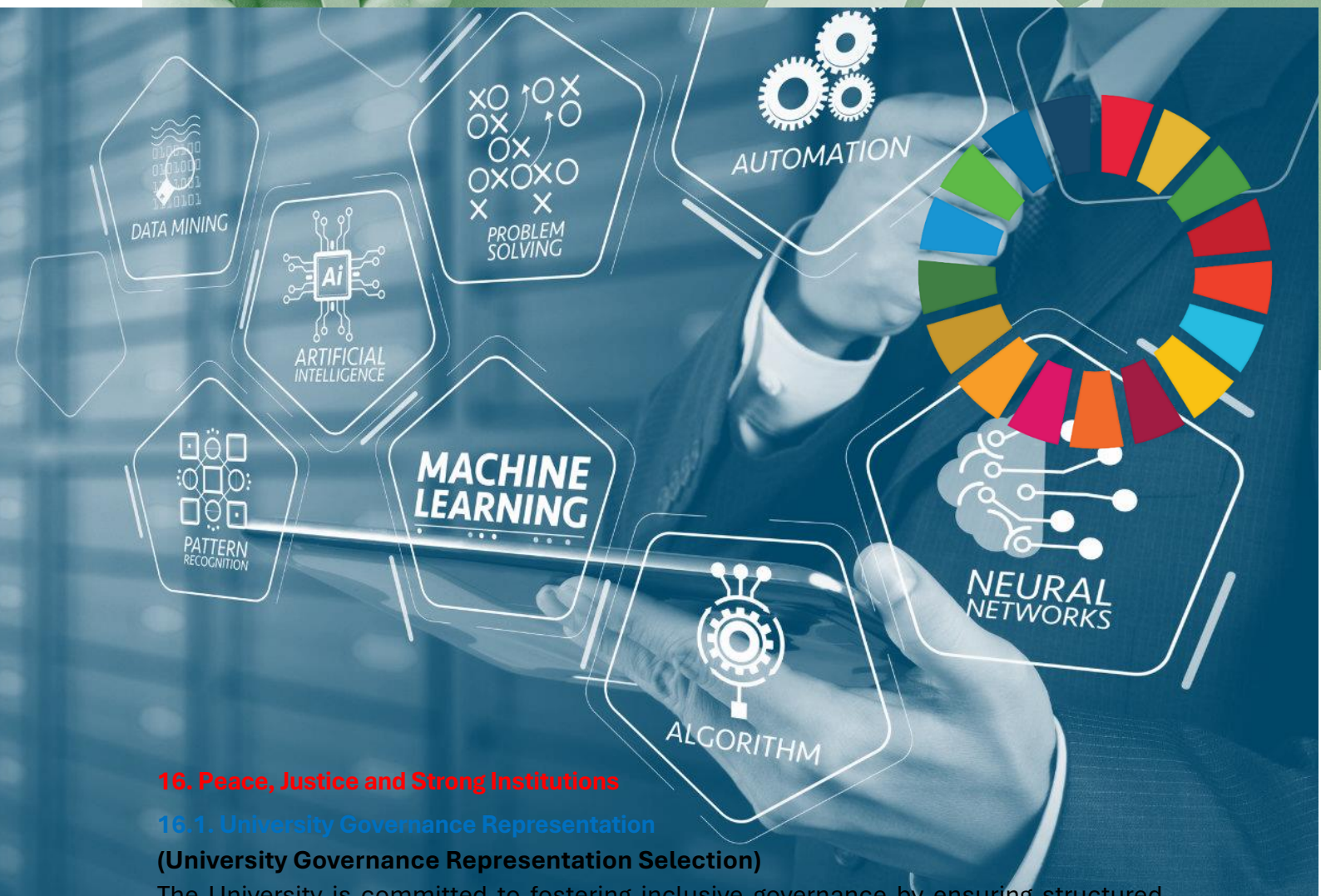


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Sustainability Report 2023/2024



17 PEACE, JUSTICE AND



16. Peace, Justice and Strong Institutions

16.1. University Governance Representation (University Governance Representation Selection)

The University is committed to fostering inclusive governance by ensuring structured representation of diverse university community members within the highest administrative body. This policy supports effective and democratic participation in decision-making processes that shape the university's future, establishing clear mechanisms for electing representatives from students, faculty, and staff. To reinforce this commitment, the University enhances awareness programs to encourage participation in representation elections, offers targeted support to encourage women



and students to run for positions, and regularly reviews election procedures to ensure transparency and trust in the process.

16.2. Transparency and Anti-Corruption

(University Financial Data Publication, Anti-Corruption and Organized Crime Compliance Review)

The University is committed to upholding the highest standards of transparency and integrity across all academic and administrative activities to prevent corruption and organized crime. This commitment ensures accountability and credibility by regularly publishing financial data and enforcing strict policies that monitor compliance with transparency and anti-corruption standards. Key actions include developing training programs to instill a strong culture of transparency and integrity among employees, establishing secure reporting channels for corruption cases with protections for whistleblowers, and continually enhancing internal controls to ensure adherence to transparency standards.

16.3. Academic Freedom Support

(Academic Freedom Compliance Review)

The University is committed to upholding academic freedom by providing a supportive environment that enables faculty members and students to freely select their research and teaching fields, express their opinions, and share innovative ideas. This policy fosters academic independence and encourages intellectual exploration. Key initiatives include developing mechanisms to receive and address complaints related to restrictions on academic freedom, conducting workshops to raise awareness among faculty and students about their rights and responsibilities under academic freedom, and regularly reviewing university policies to ensure alignment with internationally recognized principles.

16.4. Local Stakeholder Engagement

(Local Stakeholders Identification and Engagement)

The University is committed to fostering effective collaboration with local stakeholders by implementing mechanisms that ensure their identification and meaningful participation in decision-making processes with a community impact. This approach aims to build sustainable partnerships that align with the aspirations of both the University and the local community. Key initiatives include updating and refining engagement mechanisms to enhance stakeholder involvement in University decisions, organizing specialized training programs and workshops to help stakeholders understand their roles in these processes, and establishing a digital platform for continuous communication. This platform keeps local stakeholders informed and



connected, reinforcing the University's commitment to active community collaboration and shared growth.

16.5. Government Collaboration

(Government Expert Consultation, Neutral Platform for Political Dialogue)

The University is dedicated to strengthening collaboration with government entities to advance sustainable development goals through specialized academic consultations, contributions to policy development, and joint research initiatives. This commitment facilitates partnerships that drive impactful progress on sustainability. Key initiatives include enhancing follow-up and evaluation mechanisms to ensure successful outcomes from government partnerships, increasing joint events and platforms for discussing critical development issues, and allocating additional resources to support research and consultation teams. By establishing a neutral platform for political dialogue and expert consultation, the University plays a pivotal role in bridging academic expertise with governmental efforts toward sustainable development.

16.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of Elected Representatives on the Governing Body				
2.	Student Participation Rate in Governance Elections				
3.	Female Participation Rate in Governance Elections				
4.	Compliance Rate with Financial Transparency Standards				
5.	Resolution Rate of Reported Corruption Cases				
6.	Number of Academic Freedom Restriction Complaints				
7.	Resolution Rate of Academic Freedom Complaints				
8.	Number of Expert Consultations Provided to Government				
9.	Number of Collaborative Research Projects with Government				
10.	Number of Events with Political Stakeholders				



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16.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.		
2.		
3.		
4.		
5.		
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16.8. SDG Scientific Research (2023)

SN	Article Name	Link
1.		
2.		
3.		
4.		
5.		

16.9. SDG Partnerships (2023/2024)

SN	Partner Name	Link
1.		
2.		
3.		
4.		
5.		



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17 PARTNERSHIPS FOR THE GOALS



17. Partnerships for the Goals

17.1. Participation in SDG Development strategies

(Participation in SDG Policy and Strategy Development, Reporting on SDG Issues and Challenges)

The University is dedicated to actively participating with key stakeholders in the development of Sustainable Development Goals (SDG) policies and strategies at both national and regional levels. This engagement includes sharing knowledge, offering insights, and contributing expertise to address challenges and opportunities associated with SDG achievement. To enhance these efforts, the University strengthens partnerships with national and international institutions to expand specialized research on SDG implementation. An electronic platform has been developed to publish SDG-related reports and studies produced by the University, ensuring accessible and transparent information sharing. Additionally, regular workshops are provided for faculty, students, the local community, and partners to deepen their understanding of the SDGs and the University's role in supporting these goals, reinforcing its commitment to impactful SDG participation and policy development.

17.2. International Collaboration for SDG Data Collection (International SDG Data Collection Collaboration)



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The University is committed to advancing international collaboration in data collection and analysis related to Sustainable Development Goals (SDGs) by participating in global initiatives and projects that drive progress toward these goals. Leveraging its resources and expertise, the University contributes to the development of evidence-based solutions for sustainable development. Key initiatives include providing specialized training and ongoing support for academic and administrative departments to engage effectively in international data projects, establishing an electronic platform to facilitate data and expertise exchange with global partners, and forming dedicated task forces to contribute to international studies and initiatives in SDG-related data collection and analysis. Through these efforts, the University strengthens its role in global SDG collaboration and impact.

17.3. SDG Progress Reporting and Publication (SDG Progress Reporting)

The University is committed to enhancing transparency and accountability by preparing and publishing comprehensive reports on its progress toward achieving Sustainable Development Goals (SDGs). These reports document the University's contributions to sustainable development at local, national, and international levels, raising awareness of its impact. Key actions include regularly updating and publishing accessible progress reports on the University's website, expanding distribution to reach external entities and partners, and organizing workshops to educate the university community on the importance of these reports in supporting SDG efforts. Through these initiatives, the University reinforces its commitment to transparent SDG reporting and active engagement with stakeholders.

17.4. SDG Education and Sustainability Culture Development (SDG and Sustainability Courses, Community SDG Educational Outreach, University community Sustainability Culture Measurement)

The University is committed to fostering a deep understanding of Sustainable Development Goals (SDGs) and cultivating a culture of sustainability within and beyond the campus community. This commitment includes developing educational and outreach programs that focus on SDGs, increasing knowledge of sustainability concepts, and encouraging sustainable practices among students, faculty, staff, and the local community. Key initiatives involve expanding partnerships with local and international institutions to exchange expertise and develop sustainability-focused academic courses, organizing conferences and workshops that address SDG topics and feature international experts, and utilizing digital technology to enhance environmental



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awareness through applications and educational platforms. These efforts contribute to a robust culture of sustainability, empowering the University community and surrounding region to actively support and advance SDG goals.

17.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	Trend	2021/2022	2022/2023	2023/2024
1.	Number of National and Regional SDG Meetings				
2.	Number of reports and studies submitted				
3.	Number of International Data Collection Projects				
4.	Number of Progress Reports Published				
5.	Number of SDG Courses Offered				
6.	Number of Community Sustainability Outreach Activities				
7.	Percentage of knowledge about sustainability in the university community				

17.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.		
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17.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.		
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3.		
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17.8. SDG Partnerships (2023/2024)

SN	Partner Name	Link
1.		
2.		
3.		
4.		
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