



МАУП
Міжрегіональна
Академія управління
персоналом



**SUSTAINABLE
DEVELOPMENT
GOALS**

Sustainability and Climate Action Policy of Interregional Academy of Personnel Management

Sustainable development and combating climate change
INTRODUCTION Climate change is one of the most difficult challenges humanity faces in the 21st century. The increase in the concentration of greenhouse gasses (GHGs) in the atmosphere has led to an increase in global temperature, extreme weather events and numerous environmental disturbances. As a prestigious educational institution, the Interregional Academy of Personnel Management (IAPM) recognises the urgency of climate action and the responsibility to set an example in reducing greenhouse gas emissions. This Climate Action Plan sets out IAPM's commitments to the sustainable development strategy that we will apply to reduce our carbon gas.

IAPM has a more than thirty-year history of academic excellence and the vision of being a pioneer in the field of non-state education in Ukraine. However, we understand that our progress should not come at the expense of the environment. Instead, we strive to integrate environmental care into our core values, contributing to the development of a culture of sustainable development that permeates all aspects of academic life.

Climate change poses serious risks to the social, economic and environmental aspects of our society. As educators and innovators, we must be on top and take on the role of a catalyst for positive change. By adopting the corporate standard of the Greenhouse Gas (GHG) Emissions Protocol as the basis for our Climate Action Plan, we provide a reliable and internationally recognised structure for measuring, managing and reducing our GHG emissions.

The goal of this Climate Action Plan is to outline a roadmap that will guide our path to a sustainable and climate-resistant Academy. Thanks to joint efforts, inclusive decision-making and the involvement of the entire IAPM

community, we will build a future that will balance academic excellence and environmental responsibility.

At the heart of our Climate Action Plan is the desire to set ambitious goals to reduce GHG emissions. We understand that significant changes require bold actions, and we are ready to make innovative decisions and transformational measures. By setting these goals, we signal our commitment to contribute to national and global efforts to combat climate change. Crucial to the success of our Climate Action Plan is the active participation of our academic community. Students, faculty, staff and administrative staff play an important role in stimulating transformational change. Through education, awareness-raising and inclusive dialogue, we will enable our community to become an active participant in sustainable development initiatives.

Cooperation and partnership will be an integral part of our success. IAPM recognises that solving the problem of climate change requires a single front. We will establish strategic partnerships with government agencies, non-governmental organizations, business and other educational institutions to use collective experience, resources and influence. Together, we can increase our influence and accelerate progress towards a sustainable future.

Our Climate Action Plan is a dynamic and adaptable document. With the emergence of new technologies, the development of scientific knowledge and the development of social needs, we will adjust our strategies accordingly. We remain committed to continuous improvement, guided by the principles of sustainable development and the pursuit of a low-carbon future.

In the following sections of this Climate Action Plan, we will look at the practical steps and strategies we will take to reduce greenhouse gas emissions.

From energy efficiency and sustainable transport initiatives to waste management and water conservation, we will outline specific actions that will bring us closer to our emission reduction goals. In addition, we will emphasize the importance of education, engagement, monitoring, reporting and verification, as well as the need for financial support and risk management to ensure the successful implementation of our initiatives.

Together, as the IAPM community, we accept the call to action represented by climate change. By taking ambitious and decisive climate measures, we can have a lasting impact on our environment and set a precedent for others. Thanks to collective dedication and dedication to sustainable

development, we can build a bright future for future generations, inheriting positive changes for our academy, society and the planet.

ORGANIZATIONAL PROFILE

The Interregional Academy of Personnel Management (IAPM) is the largest economic and humanitarian higher education institution in Ukraine that strives to achieve excellence in the field of non-state education. The Academy was founded in 1989, and played a significant role in shaping the educational landscape of Ukraine. With a legacy of academic excellence and a vision for the future, IAPM is committed to promoting innovative thinking, entrepreneurship and environmental practices among its students, faculty and staff.

Mission

The mission of the Interregional Academy of Personnel Management "Together to the heights of professional excellence and life success of everyone for the prosperity of Ukraine" by:

- provision of high-quality and socially significant higher education using the latest educational technologies in order to constantly improve the educational and cultural level of the population of Ukraine and other countries of the world;
- creation of an atmosphere for self-improvement of scientific and pedagogical workers, employees and students in the process of their joint educational, scientific, innovative and organizational activities, taking into account personal vocation and respect for a person, changes in the surrounding world;
- training of new generation of professional specialists recognised in Ukraine and abroad
- leaders in the field of economics, finance, management, law, international relations, public communications and regional studies, tourism, psychology, social work, foreign philology, medicine, information technology and advertising.

Vision

The vision of the Private Joint Stock Company "Higher Educational Institution "Interregional Academy of Personnel Management" provides for:

- creation of a multicultural, entrepreneurial, innovative institution of higher education of leadership type;

- creation of an atmosphere of support and development of leadership potential, creative abilities and talents of scientific and pedagogical workers, employees and students through their participation in student self-government bodies, innovative educational, scientific and practical activities, international cooperation and mobility programs;

- formation of corporate culture and modern management system based on the principles of value leadership and service leadership.

IAPM strives to educate a new generation of competent, principled and socially responsible professionals who can contribute to the development of society and the well-being of the nation. Through high-quality education, scientific research and community involvement, the Academy tries to stimulate economic development and provide people with knowledge and skills to meet the challenges of a dynamic global economy.

Commitment to sustainable development

In IAPM, stability is embedded in our institutional DNA. We believe that care for the environment, social responsibility and economic prosperity are intertwined and should be harmoniously balanced. As part of our commitment to sustainable development, IAPM strives to:

- Green Campus Initiatives: IAPM actively promotes sustainable practices on campus, including energy saving, waste reduction and the use of clean technologies. We strive to minimise our carbon footprint and create a more environmentally friendly and sustainable learning environment.

- Integration of the curriculum: Recognising the importance of sustainable development to solve global problems, IAPM incorporates the principles of sustainable development into all its academic programs. We teach and provide our students with the knowledge and skills necessary to ensure sustainable development.

- Sustainable Development Research: IAPM encourages research aimed at solving sustainable development issues, finding innovative solutions to environmental, social and economic problems. We support the research of teachers and students who contribute to the sustainable development and dissemination of knowledge in relevant fields.

- Community Engagement: IAPM actively collaborates with the local community and beyond to promote awareness of sustainable development and positive action. We work with stakeholders to meet the needs of society and promote sustainable development throughout Ukraine.

Key stakeholders

The successful implementation of the IAPM Climate Action Plan relies on the collective efforts of various stakeholders, each of which plays a crucial role in stimulating transformational change. The main stakeholders involved in the implementation of the Climate Change Action Plan include:

- Students: IAPM students are the driving force of sustainable development initiatives. As future leaders and creators of change, they play an active role in defending sustainable development and participating in green campus activities.
- Teachers and staff: IAPM teachers and staff play an important role in implementing the principles of sustainable development in the curriculum, research and daily work. Their commitment and participation are important for creating a sustainable academic community.
- Administrative guidance: The Academy's administrative leadership provides the necessary support, guidance and resources to promote sustainable development measures. Their commitment to sustainable development shapes institutional policies and decision-making processes.
- Community partners: Cooperation with government agencies, non-governmental organizations, enterprises and other educational institutions is vital to expand the impact of IAPM initiatives for sustainable development and stimulate systemic change.

Management structure

IAPM has created a leadership structure to oversee the successful implementation of the Climate Action Plan. The management structure consists of the following key organizations:

- Centre for Sustainable Development: The Centre for Sustainable Development is the focal point for coordination and implementation of sustainable development initiatives at IAPM. It plays a central role in promoting sustainable development on campus and promoting cooperation with stakeholders.
- Sustainable Development Advisory Board: The Sustainable Development Advisory Board brings together external experts, representatives of partner organizations and influential stakeholders. Their role is to provide strategic guidance, offer a variety of perspectives and defend the principles of sustainable development at IAPM.

- Environmental Governance Working Group: This working group focuses on environmental initiatives, including energy efficiency, waste management and sustainable campus development. He formulates policies, action plans and strategies to reduce the impact of IAPM on the environment.

- Social Responsibility Working Group: The Social Responsibility Working Group focuses on community engagement, ethical practices and social impact projects. Its goal is that IAPM's actions benefit the wider community and promote the development of responsible citizenship.

- Industrial Cooperation Working Group: This working group promotes partnerships with industries and enterprises to promote sustainable practices, research cooperation and knowledge exchange. He explores opportunities for mutual benefit and sustainable economic growth.

- Sustainable Development Working Group: The Sustainable Development Working Group encourages and supports research initiatives aimed at solving sustainable development problems. It promotes interdisciplinary research and promotes the dissemination of knowledge for sustainable development.

By stimulating cooperation, combining efforts and empowering stakeholders, the IAPM management structure ensures that sustainability remains the main focus of the academy, scientists and campus life.

GREENHOUSE GAS EMISSIONS OF IAPM

This section contains a comprehensive assessment of the Academy's carbon footprint, detailing the emissions associated with its operations, activities and supply chain. Thanks to careful data collection and analysis, the section presents a base cadastre for a certain base year covering emissions from areas 1, 2 and 3. When compiling the baseline inventory of greenhouse gas emissions, the Centre for Sustainable Development gave priority to 2022, as it was the last year not affected by the COVID-19 pandemic.

Sphere 1 of emissions refers to direct greenhouse gas (GHG) emissions that come from sources owned or controlled by the organization. These emissions are the result of activities that are directly controlled by the organization. Common sources of Sphere 1 emissions include on-site fuel combustion for heating, power generation and other processes.

Sphere 2 emissions are indirect greenhouse gas emissions that result from the organization's consumption of purchased electricity, steam, heating or cooling. Unlike Sphere 1 emissions, these emissions occur outside the enterprise

where electricity or other energy is produced, but are attributed to an organisation that consumes energy. Volume 2 emissions are considered indirect because the organisation has no direct control over energy production.

Sphere 3 of emissions covers all other indirect GHG emissions that arise from the activities of the organisation, but are beyond its direct operational control. These emissions occur along the organization's value chain and include a wide range of sources, such as emissions from purchased goods and services, business trips, employee travel, waste generation and other activities related to the activities of the organisation.

The following are IAPM emissions in these areas:

Sphere 1 Emissions

Sphere 1 of emissions at IAPM mainly comes from activities that are directly under our control. These emissions cover two main sources:

- Greenhouse gas emissions from stationary combustion: Emissions from stationary combustion result from burning fuel for heating, power generation and other processes on our campus. In 2022, IAPM emitted approximately 1,081,841.11 kg of CO₂ due to stationary combustion activities.

- Greenhouse gas emissions from mobile combustion: emissions from the combustion of mobile devices are generated by the academy's transport fleet and other transport activities. In 2022, IAPM emitted 277,200 kg of CO₂ from mobile combustion.

Sphere 2 Emissions.

- Emissions by scope 2 are indirect greenhouse gas emissions as a result of the consumption of purchased electricity. In 2022, IAPM's electricity consumption led to approximately 926,752.5 kg of CO₂ emissions.

Sphere 3 Emissions.

- Purchased goods and services. Greenhouse gas emissions: In 2022, the goods and services purchased by IAPM resulted in approximately 79,826,775 kg of CO₂ emissions.

GHG EMISSION REDUCTION STRATEGY

As part of our commitment to combating climate change and promoting sustainability, the Interregional Academy of Personnel Management (IAPM) has developed a comprehensive strategy to reduce greenhouse gas (GHG) emissions. Our goal is to become carbon neutral by 2030 in line with

global climate protection initiatives. To achieve this ambitious goal, we have developed three separate stages of our path to reducing GHG emissions: short-term, medium-term and long-term plans. These plans outline specific initiatives and goals adapted to each period of time, providing a progressive and pragmatic approach to a carbon-neutral future.

Short-term GHG Emission Reduction Plan (2022-2025)

During the short-term phase that covers from 2022 to 2025, IAPM will focus on immediate action to begin our path to carbon neutrality. Major initiatives include conducting a comprehensive energy audit of all campus buildings to identify areas to improve energy efficiency. We will implement energy saving measures, explore renewable energy integration options and engage the campus community through information campaigns to promote responsible energy use. These short-term efforts are aimed at achieving a 15% reduction in GHG emissions.

Medium-term plan to reduce GHG emissions (2025-2027)

As we move towards the medium-term phase from 2025 to 2027, IAPM will build on short-term achievements and further strengthen our climate change efforts. The medium-term plan includes continuing to integrate renewable energy into the energy balance of our campus. We will study the electrification of heating systems, invest in heat pump technologies and introduce environmental construction standards for new construction and overhaul. Medium-term initiatives are aimed at achieving a 50% reduction in GHG emissions.

Long-term GHG Emission Reduction Plan (2027-2030) During the long-term phase that covers from 2027 to 2030, IAPM will take transformational steps to strengthen our path to carbon neutrality. The long-term plan involves the introduction of carbon neutral heating and cooling systems in all campus buildings, aiming to 100% reduce GHG emissions. We will invest in energy storage technologies, cooperate with the local energy network and constantly monitor and optimise energy use. Our long-term initiatives are aimed at nurturing a culture of sustainable development, involving the entire campus community in climate action and promoting a sense of responsibility and innovation.

MONITORING, REPORTING AND VERIFICATION (MRV)

The successful implementation of the ambitious Climate Action Plan of the Interregional Academy of Personnel Management depends on the creation of a reliable monitoring, reporting and verification system (MRV). This comprehensive system serves as the basis of IAPM's path to sustainable development, providing the necessary tools to monitor greenhouse gas (GHG) emissions, assess progress in achieving reduction goals and ensure transparency and reliability of reporting. The MRV plan section covers various key elements, each aimed at strengthening IAPM's carbon neutrality commitments by 2050 and stimulating continuous improvement of environmental performance.

Creation of a complex MRV system

At the center of IAPM's efforts is the development of a comprehensive system for monitoring greenhouse gas emissions in all areas and monitoring the implementation of mitigation measures. This system is supported by a thorough data collection process that includes information about energy consumption, transport activities, waste generation and procurement practises. Collecting data from various sources, IAPM provides a holistic understanding of its carbon footprint, allowing you to make focussed and informed decisions.

To guarantee the accuracy and consistency of emission data, IAPM will use advanced technologies for data management and quality control. Thanks to the integration of real-time data tracking and automated data entry, IAPM can minimize the number of errors and optimize the reporting process. In addition, regular internal audits will be carried out to ensure the integrity of data and compliance with the instructions of the MRV system.

Identifying Key Performance Indicators (KPIs) to Achieve Success

Measuring the success of IAPM initiatives to reduce greenhouse gas emissions requires the establishment of clear and measurable key performance indicators (KPIs). These KPIs will serve as quantitative indicators that will allow IAPM to assess progress in achieving short-term, medium-term and long-term goals. Thanks to the alignment of KPIs with the specific goals set out in the Climate Change Action Plan, IAPM can effectively assess the effectiveness of its sustainable development efforts.

Examples of KPIs include tracking the percentage of Sphere 1 emission reduction from stationary and mobile combustion sources, monitoring the share of renewable energy integration into electricity supply (Sphere 2),

estimating the intensity of emissions per capita and measuring the level of waste redirection. These KPIs will be regularly updated and reported in the Academy's annual sustainability reports, demonstrating IAPM's commitment to transparency and accountability.

Regular reporting and transparency

Transparent communication is an integral aspect of IAPM's path to sustainable development. To ensure that stakeholders are informed about the progress and achievements of the Academy, IAPM will prepare and publish comprehensive annual sustainability reports. These reports will serve as a central repository of greenhouse gas emissions data, which will describe the achievements made in reduction strategies, as well as highlight the successes and challenges encountered during the reporting period.

Sustainability reports will be available to the entire IAPM community, including students, teachers, staff, governing bodies and external stakeholders. By publishing reports on the IAPM website and distributing them through various communication channels, IAPM seeks to engage and inspire its community to actively participate in achieving climate goals.

Third Party Verification

IAPM strives to maintain the highest standards of trust and accountability. As part of this commitment, the Academy will undergo third-party verification of its emissions and sustainability performance data. Independent verification organizations accredited in accordance with internationally recognised standards, such as the Greenhouse Gas Protocol, will evaluate IAPM's greenhouse gas inventory and reduction strategies.

Third-party verification provides an objective assessment of the IAPM MZ system, confirming the accuracy and reliability of the emission data provided. This further demonstrates IAPM's commitment to transparency and accountability, instilling the confidence of stakeholders, partners and the wider community.

Continuous improvement and adaptation

Aware of the dynamic nature of sustainable development problems, IAPM strives for continuous improvement and adaptation. The MZV system will serve as a powerful tool for assessing the effectiveness of the Climate Action Plan strategies and initiatives. By analyzing the data obtained through

the MZV process, IAPM can identify areas for improvement and innovation. Lessons learned, best practises and innovative solutions will be shared both internally and externally, promoting knowledge sharing and collaborative learning within and outside the IAPM community. In addition, the MRV system will help IAPM to keep abreast of new trends and technologies of sustainable development, allowing the Academy to actively adapt its strategies in accordance with developing best practises.

On the way to a sustainable future

The IAPM Climate Action Plan section of the MRV embodies the Academy's commitment to realizing its vision of carbon neutrality by 2050. The creation of an integrated MZV system, guided by key performance indicators, emphasizes IAPM's commitment to transparency and accountability. Through regular reporting and third-party verification, IAPM seeks to build trust among stakeholders and strengthen its position as a leader in sustainable development in the higher education sector.

Following the principles of continuous improvement and adaptation, IAPM remains committed to promoting innovative solutions and nurturing a culture of sustainable development. By giving community members the opportunity to actively participate in work to reduce carbon emissions, IAPM paves the way for a sustainable future where environmental care and responsible practises are woven into the structure of the institution. As IAPM advances on its path to carbon neutrality, the MZV system will continue to be an invaluable tool that will direct the Academy to a more environmentally friendly and sustainable future for future generations.

BUDGET AND FINANCING: INVESTING IN A SUSTAINABLE FUTURE

To achieve its carbon neutrality goal by 2030, IAPM will invest in a number of initiatives covering energy efficiency, renewable energy adoption, green transport, waste management and educational activities.

Potential sources of funding and partnership

IAPM recognises that the financial requirements to achieve carbon neutrality are essential, and a joint approach is important. The Academy will study various sources of funding and establish strategic partnerships to support the implementation of the Climate Action Plan:

- Domestic funding: IAPM will allocate part of its internal resources to support the Climate Action Plan. Sustainability commitments can be integrated into the annual budget, which will allow you to steadily move towards your goals.

- Grants and funding programs: IAPM will actively seek grants and funding opportunities from international organizations, government agencies and foundations that support sustainable development initiatives. These grants can help speed up the implementation of specific projects and strengthen IAPM's efforts to reduce emissions.

- Partnership with industry: Cooperation with private sector organisations can be mutually beneficial. IAPM can partner with energy companies, technology providers and waste management companies to gain access to innovative solutions, experience and potential co-financing opportunities.

- Public-Private Partnership (PPP): Public-Private Partnership can offer a valuable mechanism for financing large-scale sustainable infrastructure projects. IAPM can study PPPs with local authorities and private companies to develop renewable energy projects or environmental transport solutions.

- Contributions from graduates and donors: Prominent graduates and donors of IAPM may show interest in contributing to the Academy's efforts for sustainable development. Fundraising and donor attraction campaigns can attract financial support for specific initiatives.

- Green Bonds and Investments: IAPM may explore the possibility of issuing green bonds or look for investments from socially responsible investors interested in supporting sustainable initiatives.

- Carbon compensation and trade: IAPM can explore carbon offsetting opportunities, such as supporting renewable energy projects or investing in carbon credits to offset residual emissions.

Sustainable investment for a secure future

As IAPM begins this path, strategic financial planning and cooperation will be key to ensure the necessary funding and achieve significant impact. By investing in a sustainable future, IAPM not only sets an example for higher education institutions, but also contributes to the creation of a more sustainable low-carbon society for future generations.

CONCLUSION

The Climate Action Plan of the Interregional Academy of Personnel Management (IAPM) is a holistic and ambitious commitment to sustainable development and action on climate change. The plan outlines a comprehensive strategy to reduce greenhouse gas (GHG) emissions in all three areas and sets a roadmap for IAPM's transformation into a carbon-neutral institution by 2030. In this regard, IAPM demonstrates its desire to become a leader of environmental practices within the non-state higher and advanced education sector, contributing to a more environmentally friendly and sustainable future for the academic community and society as a whole.

The IAPM Climate Action Plan is a bold vision: to create a sustainable and carbon-neutral campus community that will serve as a model of environmental responsibility. The short-term, medium- and long-term goals of the plan set specific and achievable goals to reduce GHG emissions in all three areas, covering stationary and mobile combustion, electricity consumption, purchased goods and services, business trips, travel to work and work and waste management. IAPM's unwavering commitment to achieve carbon neutrality by 2030 emphasizes its determination to be at the forefront of environmental practices and make a significant contribution to global climate efforts.

IAPM recognises that achieving carbon neutrality is a joint effort that requires the active participation of all stakeholders. The involvement of students, teachers, employees, local communities, industry partners and international allies enriches IAPM's approach to sustainable development. Through inclusive partnership and knowledge sharing, the Academy enables its community to make significant changes, promoting a culture of climate awareness and collective action.

Aware of the inevitability of the effects of climate change, IAPM actively assesses climate risks and develops reliable adaptation strategies. By improving infrastructure, water management, the introduction of renewable energy sources and health and safety measures, IAPM aims to create resilience to extreme weather events and other climate-related challenges. This approach strengthens the Academy's ability to navigate a changing climate and continue to fulfill its educational mission.

The IAPM Climate Action Plan prioritizes investments in innovative technologies and sustainable practices. The integration of renewable energy, energy efficient infrastructure and environmental procurement not only reduces carbon emissions, but also contributes to the development of an innovative

culture that contributes to a more environmentally friendly and prosperous future.

A reliable monitoring, reporting and verification system (MRV) of the plan ensures that IAPM maintains transparency and accountability throughout the path of sustainable development. Through continuous monitoring of emission data and key performance indicators (KPIs), IAPM assesses its progress and identifies areas for improvement, contributing to continuous improvement of environmental indicators.

IAPM recognises that the path to carbon neutrality requires significant financial resources and strategic cooperation. Identifying potential sources of funding, including grants, partnership with industry and green investment, ensures that IAPM is ready to effectively implement its sustainable development initiatives.

As a leading institution of higher education, IAPM recognises its role in shaping the leaders of tomorrow. The inclusion of climate-resilient study programs and research initiatives educates a generation of graduates focussed on sustainability, ready to overcome global challenges and contribute to sustainable development. In summary, the Interregional Academy of Personnel Management (IAPM) strongly adheres to its commitments to sustainable development and climate control. The Climate Action Plan presents a transformational roadmap to a sustainable and carbon neutral future, demonstrating IAPM's commitment to environmental protection and global climate leadership. As IAPM begins this transformational journey, it paves the way for other higher education institutions, inspiring collective efforts to address climate change and build a more sustainable world. Thanks to the joint efforts of the community and partners, IAPM will leave a long legacy of positive environmental impact, enabling current and future generations to thrive in a reliable and sustainable future.