

# Sustainability Action Plan

## Škoda Auto University



Škoda Auto  
University

# Introduction

Dear Colleagues, Colleagues, Students, Alumni and friends of our university,

We are pleased to present the Sustainability Action Plan, which not only reflects environmental and economic challenges, but also emphasizes social justice, inclusion and equal opportunity. Sustainable development is not only about protecting the environment, but also about creating a society in which every individual has the opportunity to develop fully, actively participate in change and be respected.

Škoda Auto College considers sustainability as a key element in its strategic decision-making. Our activities reflect this commitment, emphasizing the social responsibility of all our male and female employees and students, and promoting social diversity and diversity in all aspects of our business. Škoda Auto College is guided by the principles of sustainability in line with the UN Sustainable Development Goals, and our activities are based on the three pillars of sustainable development - social, environmental and governance. Given the scope of our activities in these areas, we have decided to consolidate them into a comprehensive strategy and present them in the form of an action plan.

This plan therefore includes specific measures to promote diversity, equal access to education and improved employment and learning conditions for all, regardless of their origin, gender, health or social background. We want to be an institution where everyone is equal and where everyone feels respected and included.

As part of our sustainable goals, we will also focus on supporting local communities, creating a healthy and inclusive environment in the workplace and classroom, and supporting projects that foster social cohesion and solidarity. Our vision is a school that is not only innovative and environmentally responsible, but above all fair, open and accessible to all.

Thank you to all those who will take part in this important initiative, and we look forward to working together towards a sustainable and just future.

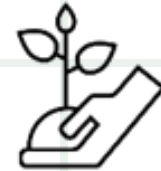
Sincerely  
[College Leadership]



# Social Responsibility and the Third Role of the University - "Sustainable ŠAU"

The main goal is to create an active community of people with whom the Sustainable Development Team will work closely to implement action plans, projects and research. This community will serve as a support in providing expertise, organising events and providing feedback. The aim is to support the broader implementation of the Sustainability Action Plan while strengthening the University's relationship with sustainability principles in informal interactions and social life at ŠAU.

## Measures for 2025:



1. Integrating "Sustainable ŠAU" into the daily life of the university and its role in wider social responsibility.
  - a. Presentation of the Action Plan and its actions to community members, including discussion of other proposals, activities and projects that will contribute to the plan.

# Healthy Lifestyles and Care for the ŠAU Community

The aim is to reduce sedentary lifestyles and improve the physical fitness of members of the university community, with a focus on creating a flexible, friendly and motivating working and learning environment. The measures are aligned with the Gender Equality Plan.

## Measures for 2025:

1. Promoting the mental health of staff and students.
  - a. Provision of accessible counselling and psychological services for all at the University, including the organisation of free mindfulness workshops.
2. Improving working conditions in offices to increase the prevention of long-term illnesses.
3. Expansion of the activities of the University Sports Club.



# Equal opportunities for all

The aim is to continue to promote equal opportunities and social inclusion, both at the University and in wider society. Through its educational activities and creative work, ŠAU seeks to remove barriers for people with disabilities, minorities and other vulnerable groups. The University also aims to prevent negative behaviours that could undermine a healthy working and learning environment, and work with people with specific learning needs.

## Measures for 2025:

1. Regular analysis of equal opportunities through the ŠAU Employee Satisfaction Survey.
2. Introduction of the "Trust Box" in physical form.
3. "Don't let it be" system
4. Specific learning needs
5. Lean In Talent program





## Support for the region

The aim is to support the sustainable development of the Central Bohemian Region, in which ŠAVŠ plays a key role. This includes cooperation with the Central Bohemia Region and the City of Mladá Boleslav in the areas of strategy, economy, social development and education, for example through popularisation events and educational seminars.

### Measures for 2025:

1. Continuation of the EDU Week educational event

## Strategic partnerships

The university focuses on establishing partnerships with organisations and associations dealing with sustainable development in the Czech Republic and abroad, which enables sharing know-how and joint participation in projects with greater impact.



# Education and creative activities

## Education for sustainability



The aim is to integrate sustainable development into curricula and courses, to promote non-formal education and raise awareness of sustainability, especially in the context of technological development and research at the University.

### Measures for 2025:

1. Incorporating sustainable development principles into curricula and creating elective courses focused on sustainability.
2. Expanding the range of sustainability-related items and activities, such as awareness-raising events like Earth Day.
3. Organisation of lectures and discussions on sustainability.
4. Lifelong learning courses focused on sustainable development.
5. Organising campaigns on specific sustainability issues, such as food waste or sustainable mobility.



# Creative activity

The aim is to strengthen interdisciplinary research on sustainability at national and international level and the creation of innovative trends with economic and societal benefits.

## Measures for 2025:

1. Analysis of development opportunities in the field of sustainable education and research.
  - a. Survey of current education and research activities on sustainability and suggest other possible topics.
2. Promoting research on sustainability.
3. Support for students' final theses on sustainability-related topics.
  - a. Collaboration with related programmes and specialisations and expanding the range of work on sustainability.





# Operation and administration

The University has no direct influence on the management of the buildings it leases, but it strives to comply with the principles of sustainable development, for example by sorting waste and using energy efficiently.

## Digitization and IT

The aim is to improve the efficiency of university administration, optimise operations and protect data and personal information.

### Measures for 2025:

1. Electronization of university administration.
  - a. Providing IT skills training to staff to reduce the amount of printed documents.
2. Supporting e-books and publishing scripts electronically.
3. Expanding the use of videoconferencing technologies to reduce business travel.



# Mobility and transport

The aim is to encourage the use of sustainable forms of transport such as walking, cycling and public transport, and to reduce business travel by plane.

## Measures for 2025:

1. Provision of bike share stations at University buildings.
2. Promoting environmentally friendly transport, including electric cars and car sharing.
3. Restrict air travel where a time-comparable alternative is available.



# Catering

ŠAU has no direct influence on the operation or offer of catering facilities, but supports waste reduction and the elimination of disposable packaging, for example by installing water dispensers.

## Measures for 2025:

1. Raising awareness of the "Cup sharing" system.
2. Snížení spotřeby jednorázových kelímků a opětovné využívání hrnků.
3. Zlepšení dostupnosti čerstvé pitné vody.

# Responsible purchasing

The aim is to consider quality and functionality as well as sustainability and supplier responsibility in purchasing, for example by promoting equality and environmental friendliness.

## Measures for 2025:

1. Unifying the purchase of promotional items with an emphasis on local sourcing and sustainable materials.

