NATIONAL PEDAGOGICAL UNIVERSITY OF UZBEKISTAN NAMED AFTER NIZAMI

SUSTAINABILITY AND CLIMATE ACTION POLICY

Chapter 1. General provisions

1.1. Purpose and Scope of the Policy

This Policy has been developed in accordance with the following regulatory and legal instruments:

Regulatory instrument	Relevance to this Policy
Constitution of the Republic of Uzbekistan, Article 50	Citizens' right to a healthy environment and obligation to protect nature
Law of the Republic of Uzbekistan "On Education" (2020)	Responsibility of higher education institutions to society
Law of the Republic of Uzbekistan "On Environmental Protection"	Obligation of institutions to operate in compliance with environmental requirements
Law of the Republic of Uzbekistan "On Energy Conservation"	Energy conservation standards and institutional obligations
"Uzbekistan 2030" Strategy of the President of the Republic of Uzbekistan	Transition to a green economy; target of achieving 40% renewable energy share
Commitments of the Republic of Uzbekistan under the Paris Agreement (NDC)	National target to reduce greenhouse gas emissions by 35% by 2030
UN Sustainable Development Goals (SDGs 4, 6, 7, 12, 13)	Alignment with international sustainability standards

1.2. Legal force of the Policy

Upon approval by the Academic Council, this Policy constitutes an official institutional document that is binding for all structural units, staff members, and students of NPUU. The Policy is applied in a manner consistent with the NPUU Charter and is considered an annex thereto.

Legal note: This Policy is classified as a secondary normative document adopted on the basis of the NPUU Charter. When the provisions of this Policy are applied to labour relations, the norms of the Labour Code of the Republic of Uzbekistan shall take precedence. The obligation of staff to comply with the requirements of this Policy shall be formalised through the inclusion of relevant clauses in their job descriptions and employment contracts.

1.3. Definitions and Terms

Term	Definition
Sustainability	The ability to meet the needs of the present generation without compromising the ability of future generations to meet their own needs (UN World Commission on Environment and Development, 1987)
Climate change	Global temperature rise resulting primarily from human activity and its ecological, social, and economic consequences (IPCC definition)
Greenhouse gases	The aggregate of CO2, CH4, N2O and other atmospheric gases, measured in tonnes of CO2 equivalent
Carbon footprint	The total volume of atmospheric gases generated by all activities of the University
Annual sustainability report	An official annual document containing measurable data on all indicators within the scope of this Policy
Performance indicator (KPI)	A quantitative criterion used to measure progress towards a target
Sustainability Committee	The official institutional body responsible for overseeing the implementation of this Policy
Responsible officer	The specific position or head of department designated for each commitment

Chapter 2. Scope of application and commitments

2.1. Personal scope of application

This Policy applies without exception to all of the following persons:

- All academic and teaching staff of NPUU on full and part-time contracts, including hourly-paid and contract-based employees;
- All administrative, support, and service staff;
- Students at all levels of study: undergraduate, master's, and doctoral programmes;
- Contractors, suppliers, and third parties providing services related to NPUU premises, facilities, or resources - reference to this Policy is mandatory in all service agreements.

2.2. Institutional Scope of Application

This Policy applies to all of the following facilities and activities:

- The main campus of NPUU in Tashkent and all affiliated facilities;
- All faculties, departments, research centres, and administrative units;
- All events, conferences, and programmes organised and financed by NPUU;
- All procurement, construction, repair, and renovation works carried out on behalf of NPUU.

Chapter 3. Core Principles

NPUU's approach to sustainability is founded on four core principles. These principles underpin all specific commitments and governance procedures set out in subsequent chapters.

Principle	Description
Accountability	NPUU acknowledges its environmental impact and assumes institutional responsibility for managing that impact. Responsibility for sustainability is distributed across the entire institution - it is not the domain of a single unit; every staff member and student contributes according to their role.
Integration	Sustainability is not a secondary or peripheral concern - it is embedded in academic programme design, campus management, and institutional decision-making.
Transparency	NPUU measures its environmental performance indicators, reports openly on progress, and makes this information available to all stakeholders.

Principle	Description
Regional relevance	NPUU"s commitments are shaped by the specific environmental context of Uzbekistan and Central Asia - water scarcity, desertification, the Aral Sea crisis, and the regional impacts of climate change.

Chapter 4. Energy and Carbon Emissions Management

4.1. Legal Basis

This chapter is implemented on the basis of the requirements of the Law of the Republic of Uzbekistan 'On Energy Conservation', Presidential Decree No. PF-60 (2019, Strategy on Transition to a Green Economy), and the targets set out in Uzbekistan's Nationally Determined Contribution (NDC) under the Paris Agreement.

4.2. Commitments and Quantitative Targets

Indicator	2025 baseline	2027 target	2028 target
Share of renewable energy (%)	~15% (solar panels)	25%	40%
Total energy consumption (kWh/person/year)	Measurement phase*	-10% from baseline	-20% from baseline
Greenhouse gas emissions (tCO2e/year)	Baseline calculation*	-15%	-30%
Buildings covered by energy audit	0	All main buildings	100% of facilities
Share of LED and energy-saving equipment	Assessment phase	50%	80%

** Where the baseline measurement is not established by the specified deadline, the responsible officer shall submit a written explanatory note to the Sustainability Committee.*

4.3. Specific Actions, Responsible Officers, and Deadlines

Action	Responsible officer	Deadline
Conduct energy audits of all main buildings and submit report	Technical support and facilities management department	Q1 2026
Calculate annual energy consumption and GHG emissions across all campus facilities (baseline measurement)	Sustainability coordinator	Q4 2025
Develop a phased plan for expanding renewable energy use and present to the Academic Council	Technical support and facilities management department and Sustainability Committee	Q2 2026
Incorporate an energy conservation module into the staff induction programme	Head of human resources management (HR) department	Q1 2026
Maintain a register of energy inefficiencies and update quarterly	Head of technical support and facilities management department	Ongoing, quarterly
Include energy efficiency requirements in all construction and renovation projects	Technical support and facilities management department	All new projects from 2026

Chapter 5. Water Resource Conservation

5.1. Legal Basis

This chapter is implemented in accordance with the requirements of the Law of the Republic of Uzbekistan 'On Water', the Law 'On Environmental Protection', and the presidential decrees on water resource conservation in the Central Asian region.

5.2. Commitments and Quantitative Targets

Indicator (KPI)	2025 baseline	2027 target	2028 target
Total water consumption (m^3/month)	Measurement phase*	-10% from baseline	-20% from baseline
Facilities with water meters installed	Partial	75%	100%

Indicator (KPI)	2025 baseline	2027 target	2028 target
Buildings with water-saving fixtures installed	0%	40%	70%
Share of climate-adapted plants	Assessment phase	40%	75%

5.3. Specific Actions, Responsible Officers, and Deadlines

Action	Responsible officer	Deadline
Install water meters in all facilities and establish monthly monitoring system	Head of facilities management department	Q4 2025
Establish annual baseline water consumption figures for all campus facilities	Sustainability coordinator	Q4 2025
Procurement requirements: designate water-saving fixtures as the institutional standard	Head of technical support and facilities management department	Q1 2026
Develop and implement a plan for drought-resistant plants in campus gardens	Head of technical support and facilities management department	Q2 2026 (plan); implementation from 2027
Distribute water conservation information materials to staff and students	Human resources management (HR) department and student affairs department	At the start of each semester

Chapter 6. Waste Reduction and Resource Management

6.1. Legal Basis

This chapter is implemented in accordance with the Law of the Republic of Uzbekistan 'On Waste' and the applicable sanitary norms and rules on environmental protection.

6.2. Commitments and Measurable Targets

Indicator (KPI)	2025 baseline	2027 target	2028 target
Buildings with waste sorting facilities	Partial	80%	100%
Share of recycled waste (%)	Measurement phase	30%	50%
Single-use plastic consumables (kg/year)	Measurement phase	-30% from baseline	-60% from baseline
Paper consumption	Measurement phase	-20% from baseline	-40% from baseline
Hazardous waste disposed of legally	Partial	100% documented	100% documented

6.3. Specific Actions, Responsible Officers, and Deadlines

Action	Responsible officer	Deadline
Establish or expand designated waste sorting infrastructure in all main buildings	Head of technical support and facilities management department	Q1 2026
Develop waste management guidelines and distribute to all staff and students	Sustainability coordinator	Q1 2026
Develop and approve a phased plan to eliminate single-use plastics from university catering and events	Head of technical support and facilities management department	Q2 2026 (plan); implementation from 2027
Enter into a contract with a licensed organisation for the disposal of electronic and laboratory waste	Head of technical support and facilities management department	Q2 2026
Expand digital documentation systems across all departments to reduce paper consumption	Head of IT department	Q1 2026 – 2027
Collect, analyse, and include annual waste data in the annual sustainability report	Sustainability coordinator	Each year in March

Chapter 7. Curriculum, Research, and Staff Development

7.1. Strategic Objective

The distinctive strategic mission of a pedagogical university

NPUU's most significant and long-term contribution to sustainability is made not through campus management, but through the training of teachers who are capable of fostering environmental awareness and responsible behaviour in thousands of classrooms across Uzbekistan. This makes the present chapter the most strategically important part of the Policy.

7.2. Curriculum Integration

NPUU systematically reviews all undergraduate and master's programmes and identifies opportunities to incorporate topics, competencies, and perspectives related to sustainability, ecology, and climate change. Graduates of teacher training programmes must be equipped with the pedagogical skills to teach environmental knowledge effectively to children and young people.

7.3. Commitments and Measurable Targets

Indicator	2025 baseline	2027 target	2028 target
Share of undergraduate programmes covering sustainability topics	Assessment phase	50%	80%
Environmental literacy module in teacher training programmes	Assessment phase	75% of programmes	100% of programmes
Number of active sustainability-related research projects	Measurement phase	+5 from baseline	+10 from baseline
Number of student sustainability initiatives	1–2	5	8
Climate literacy training for staff (hours)	0 hours	4 hours	8 hours

7.4. Specific Actions, Responsible Officers, and Deadlines

Action	Responsible officer	Deadline
Conduct a sustainability audit of all programmes and submit report	Academic affairs department + deans	Q2 2026
Incorporate an environmental literacy module into teacher training programmes	Deans of all faculties	2026–2027 academic year
Announce an internal research grant competition in the field of sustainability	Secretary of the Academic Council	Q1 2026, then annually
Provide official space, budget, and supervision for the student environmental club	Head of student affairs department	Semester 1, 2026
Organise annual climate literacy training seminars for all staff	Head of human resources management (HR) department	From 2026, twice per year

Chapter 8. Governance Structure and Distribution of Responsibilities

8.1. General Accountability System

Responsibility for the effective implementation of this Policy is distributed as follows:

Responsible party	Area of responsibility	Reporting arrangement
Rector	Ultimate institutional accountability for the implementation of the Policy	Academic Council - annual report
Vice-Rector (designated)	Operational oversight of Policy implementation and reporting to the Rectorate	Rector - quarterly report
Sustainability coordinator	Monitoring of all KPIs and deadlines; preparation of the annual report	Designated Vice-Rector - monthly status update
Sustainability Committee	Oversight of Policy implementation; provision of policy recommendations	Academic Council - annual report
Heads of departments	Implementation of Policy requirements at the local level	Sustainability coordinator - quarterly

Responsible party	Area of responsibility	Reporting arrangement
Staff and students	Compliance with Policy requirements; submission of proposals	Via relevant head of department

8.2. Sustainability Committee - Official Composition and Functions

The Sustainability Committee is established by resolution of the Academic Council and operates with the following composition:

- Designated Vice-Rector - Chair of the Committee;
- Sustainability coordinator - permanent secretary;
- A representative academic staff member from each faculty (at least 1 person);
- Representatives from the administrative-economic and facilities management departments (2 persons);
- Chair of the Student Council or their representative;
- Legal adviser - in an advisory capacity (when required).

Chapter 9. Enforcement Mechanism and Accountability

Legal note for the legal adviser: The accountability norms in this chapter are applied on the basis of the Labour Code of the Republic of Uzbekistan (disciplinary liability), the Code of Administrative Liability, and the relevant articles of the NPUU Charter. Sanctions are applied within the framework of labour law and must be incorporated into the employee's job description.

9.1. Procedure for Monitoring Compliance with Commitments

1. The sustainability coordinator collects written progress reports from all responsible officers at the end of each quarter.

2. The Sustainability Committee reviews progress reports at its quarterly meeting and takes decisions on any issues identified.

3. The responsible officer submits a written explanatory note within 10 working days in respect of any unfulfilled commitments.

4. Instances of systematic non-fulfilment are escalated to the responsible Vice-Rector and subsequently to the Rectorate.

9.2. Types of Liability

Type of violation	Type of liability	Application procedure
Ignorance of or disregard for commitments	Warning	Via human resources management (HR) department; first instance
Unjustified failure to meet a specified deadline	Disciplinary sanction (Labour Code, Article 179)	Written explanatory note + order from human resources management (HR) department
Deliberate disregard for the requirements of the Policy	Internal investigation; financial penalty or formal warning	By order of the responsible Vice-Rector
Intentional falsification of reported data	Disciplinary or administrative liability	By decision of the Rectorate
Violation of Policy requirements by contractors	Right to terminate the contract	Via technical support and facilities management department and legal adviser

9.3. Incentive System

Staff members and students who actively participate in the successful implementation of the Policy shall be recognised in the following ways:

- Annual 'Green Campus' awards from the Rector and the Sustainability Committee;
- Priority access to internal research grants in the field of sustainability;
- Recognition of sustainability contributions in annual staff appraisal (attestation) results;
- Credit points for students as voluntary activity (subject to agreement with faculty deans).

Chapter 10. Monitoring, Reporting, and Review

10.1. Annual Sustainability Report

NPUU publishes an Annual Sustainability Report, which is submitted to the Academic Council and published on the official university website.

The report:

- Covers all KPIs under Chapters 4–7 of this Policy with quantitative data;

- Includes a comparative analysis against the previous year;
- Is structured in accordance with the requirements of the THE Impact Rankings, UI GreenMetric, and AASHE STARS methodologies;
- Is published in Uzbek; an English-language summary is also provided (for international rankings);
- Is prepared and published by 31 May each year.

10.2. Policy Review Procedure

This Policy is formally reviewed by the Academic Council every 3 years - next review: September 2028. The review process includes the following steps:

1. The sustainability coordinator prepares a comprehensive evaluation report 3 months prior to the review.
2. The Sustainability Committee develops recommendations.
3. The legal adviser conducts a legal review of the updated Policy.
4. The Academic Council approves the updated Policy and issues a resolution.

Emergency review: a review may be initiated before the scheduled date in the event of significant changes in national legislation, new requirements from external accreditation bodies, or systematic non-fulfilment of the core provisions of the Policy.

Chapter 11. Alignment with External Frameworks and International Standards

Framework	Relevance to NPUU and related chapters
Constitution of the Republic of Uzbekistan, Article 50	Citizens' right to a healthy environment (Chapter 1)
Law 'On Energy Conservation'	Legal basis for the commitments in Chapter 4
Law 'On Water'	Legal basis for the commitments in Chapter 5
Law 'On Waste'	Legal basis for the commitments in Chapter 6
Uzbekistan 2030 Strategy	Green economy transition; target of 40% renewable energy - aligned with KPIs in Chapter 4
Uzbekistan NDC (Paris Agreement)	National target to reduce GHG emissions by 35% - aligned with KPIs in Chapter 4

Framework	Relevance to NPUU and related chapters
UN SDGs 4, 6, 7, 12, 13	International sustainability alignment framework across all chapters
THE Impact Rankings	Chapter 10: annual report methodology is structured accordingly
UI GreenMetric World University Rankings	Chapters 4–7: covers all 6 assessment areas

Chapter 12. Related Institutional Documents

This Policy forms part of NPUU's broader institutional policy framework and is applied in conjunction with the following documents:

- NPUU Charter;
- NPUU Strategic Development Plan;
- Procurement and Supply Policy - to be updated in accordance with the requirements of this Policy;
- Health, Safety, and Environment Policy;
- Staff job descriptions - to include clauses reflecting the obligations set out in this Policy;
- Facilities management procedures and standards;
- Student regulations and student engagement framework;
- Research strategy and ethics policy.

Legal note: In the event of a conflict between this Policy and other institutional documents of NPUU, the requirements of this Policy shall take precedence - except where they are inconsistent with the NPUU Charter.