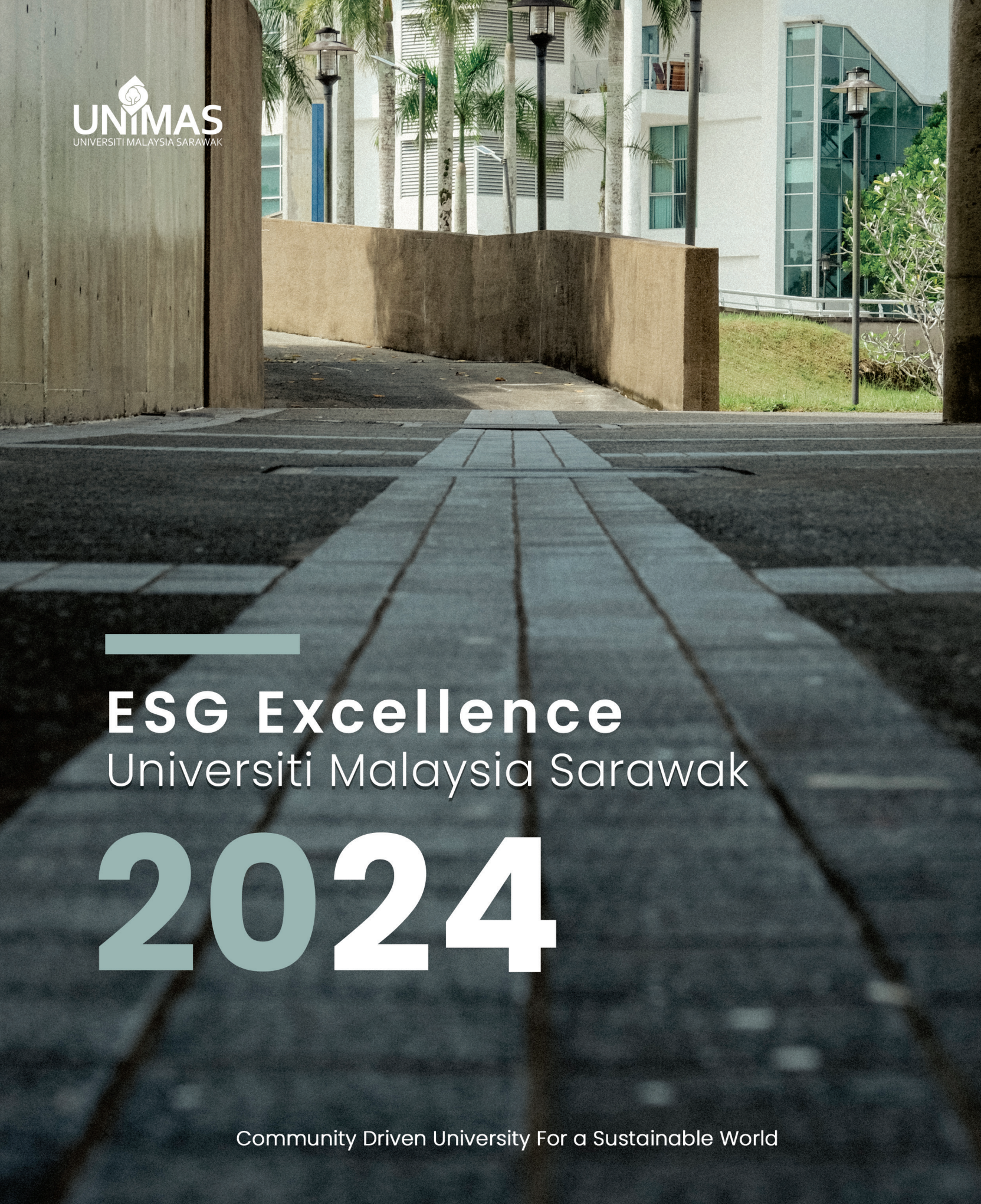

ESG Excellence
Universiti Malaysia Sarawak
2024

Community Driven University For a Sustainable World







About This Report



Reporting Period

The information in this report pertains to our sustainability performance in the Year 2023.

Reporting Cycle

UNIMAS plans to release this report annually.

Report Coverage

This Report addresses specific sustainability metrics and data for UNIMAS throughout 2023. The report covers only UNIMAS operations, unless stated otherwise. We report our impacts based on identified material topics, which are based on our strategic plan 2021-2025.

References and Guidelines

Global Reporting Initiative (GRI) principles and FTSE4Good Bursa Malaysia Index guided our decision-making regarding this report's contents.

Information Reliability

All the data contained in this report has been internally gathered, verified, and validated by the respective departments. We strive to improve our data collection and analysis procedures to increase data precision and quality as well as to strengthen future disclosures.

Forward-looking Statements

This report contains forward-looking statements including objectives, prospects, plans, and reasonable performance expectations. These projections are founded on currently available data and information as well as the current operating environment conditions. These are subject to potential changes due to external factors beyond UNIMAS' control. Readers are cautioned not to place inordinate reliance on these statements.

To provide feedback on this Report, please contact corporate@unimas.my

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Phone: +6082 581 000
Website: www.unimas.my

Who Are We?

Located in Sarawak on the island of Borneo, Universiti Malaysia Sarawak (UNIMAS) is ideally situated to take advantage of the numerous opportunities for research essentially in its backyard, including the challenges of geography and geology as well as the biological and ethnic diversity. Through its ultra-modern campus, UNIMAS is making significant strides towards becoming a world-renowned institution of higher education and research.

UNIMAS is a locally and internationally recognised institution with ISO certification. Its research focuses on public health, medical biotechnology, information technology, tropical biodiversity, renewable energy, environmental conservation, industrial design, international economics, and the sociopolitical implications of economic development programs.

UNIMAS aspires to be comparable and competitive in a world in which knowledge is becoming increasingly globalised. UNIMAS will continue to offer courses that are market-driven and innovative to confidently respond to national and international developments. Standard of research excellence will be maintained, and the application of significant research findings will be central to the economic and social relevance of the University's academic endeavours and goals.







51985
Alumni



2265
Staff

UNIMAS
UNIVERSITI MALAYSIA SARAWAK



16172
Students



20MIL
Total Grants



90+
Programs

VISION

A Leading Global University for a Sustainable Future

MISSION

To enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement

VALUES



INTEGRITY

We uphold accountability and fully commit to an exceptional work ethic, ensuring our practices are transparent and ethically sound. This commitment extends to our environmental, social, and governance (ESG) initiatives, where we strive for honesty and responsibility in all our sustainability efforts.



EXEMPLARY

We continuously strive to become role models through outstanding conduct in both professional and personal contexts. Our dedication to ESG principles sets a standard for others, demonstrating leadership in sustainable practices and ethical governance.



TENACITY

We do not give in to hardships. We practice persistence and resilience in managing and solving challenges, particularly those related to environmental sustainability and social equity. Our unwavering commitment to ESG goals drives us to overcome obstacles and achieve lasting positive impacts.



EQUITY

We embrace differences and work towards a safe environment that values, respects, and offers fair opportunities to everyone in our community. Our ESG practices are centered on promoting social justice and environmental stewardship, ensuring that our actions benefit all members of society equitably.



COLLEGIALITY

We value unity and collaborate towards achieving collective goals for the betterment of the university. Our ESG efforts are a shared responsibility, fostering cooperation and partnerships that enhance our environmental and social initiatives, and contribute to the overall sustainability of UNIMAS.

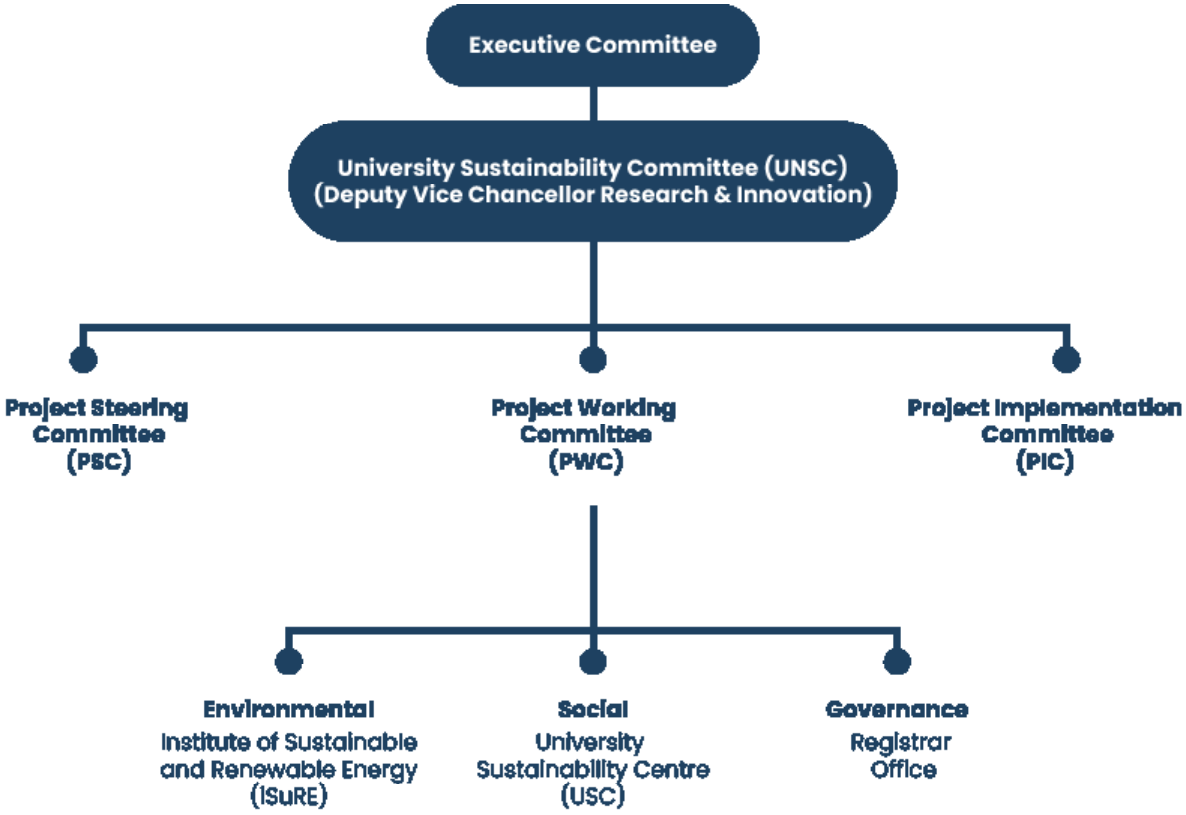


Our Region

UNIMAS is located in the heart of Borneo – one of the world's richest sites for biodiversity and indigenous knowledge. UNIMAS is a prominent global player in empowering communities, nurturing creativity, and pioneering innovation for a sustainable world.



Delegating Authority



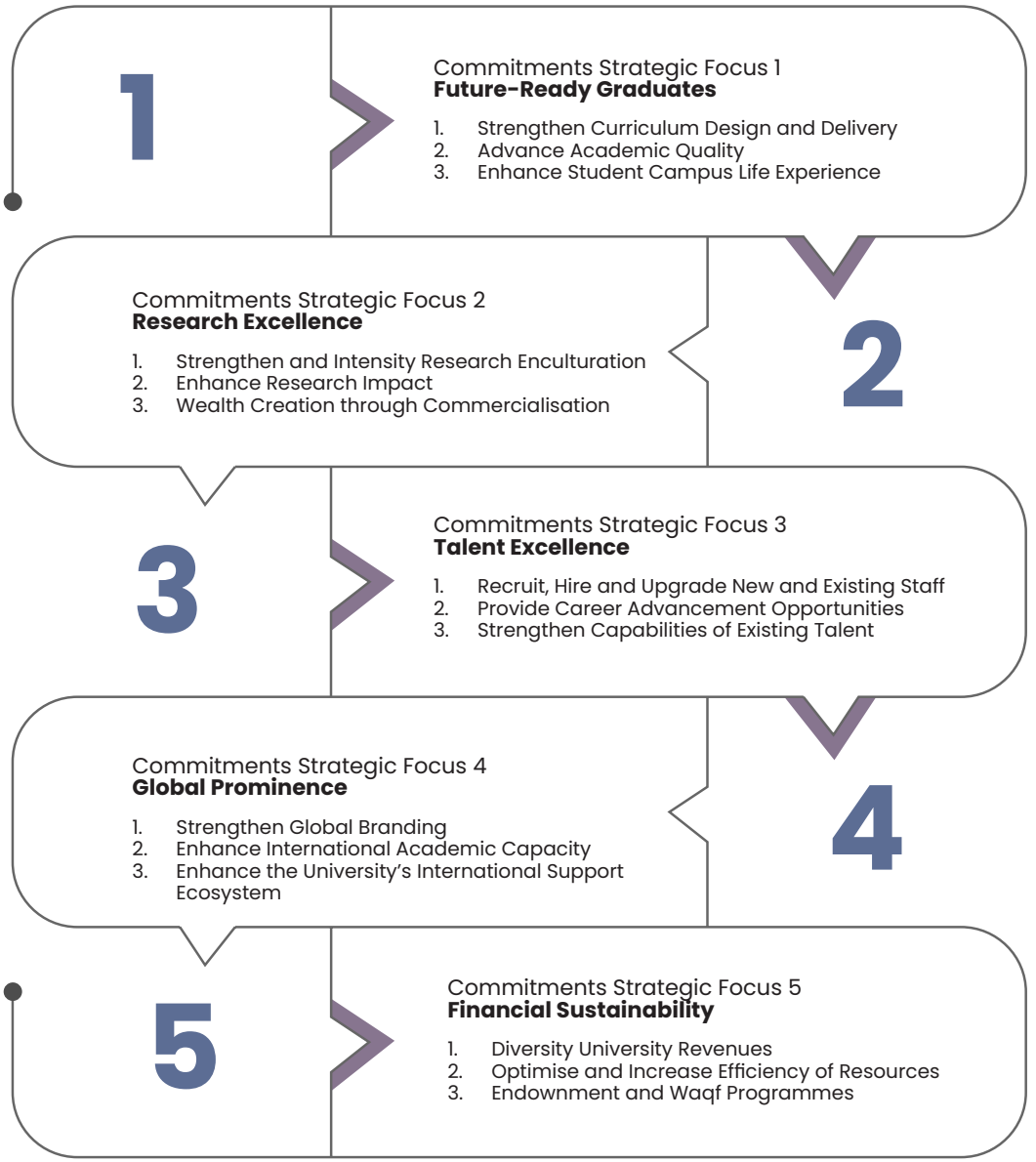
Delegating authority is a common practice in most organisations, and UNIMAS is no exception. At UNIMAS, different levels of authority and responsibilities are assigned to various positions, as outlined in the organisational chart (see chart on Page 7). For example, the Vice Chancellor is responsible for the overall management and administration of the University, including academic affairs, student welfare, and research development. Other senior executives, such as the Deputy Vice Chancellors, Deans, Directors and Heads of Departments, are responsible for overseeing the day-to-day operations of their respective units. In addition, UNIMAS has established various committees and working groups to address specific issues related to governance, social, and environmental.

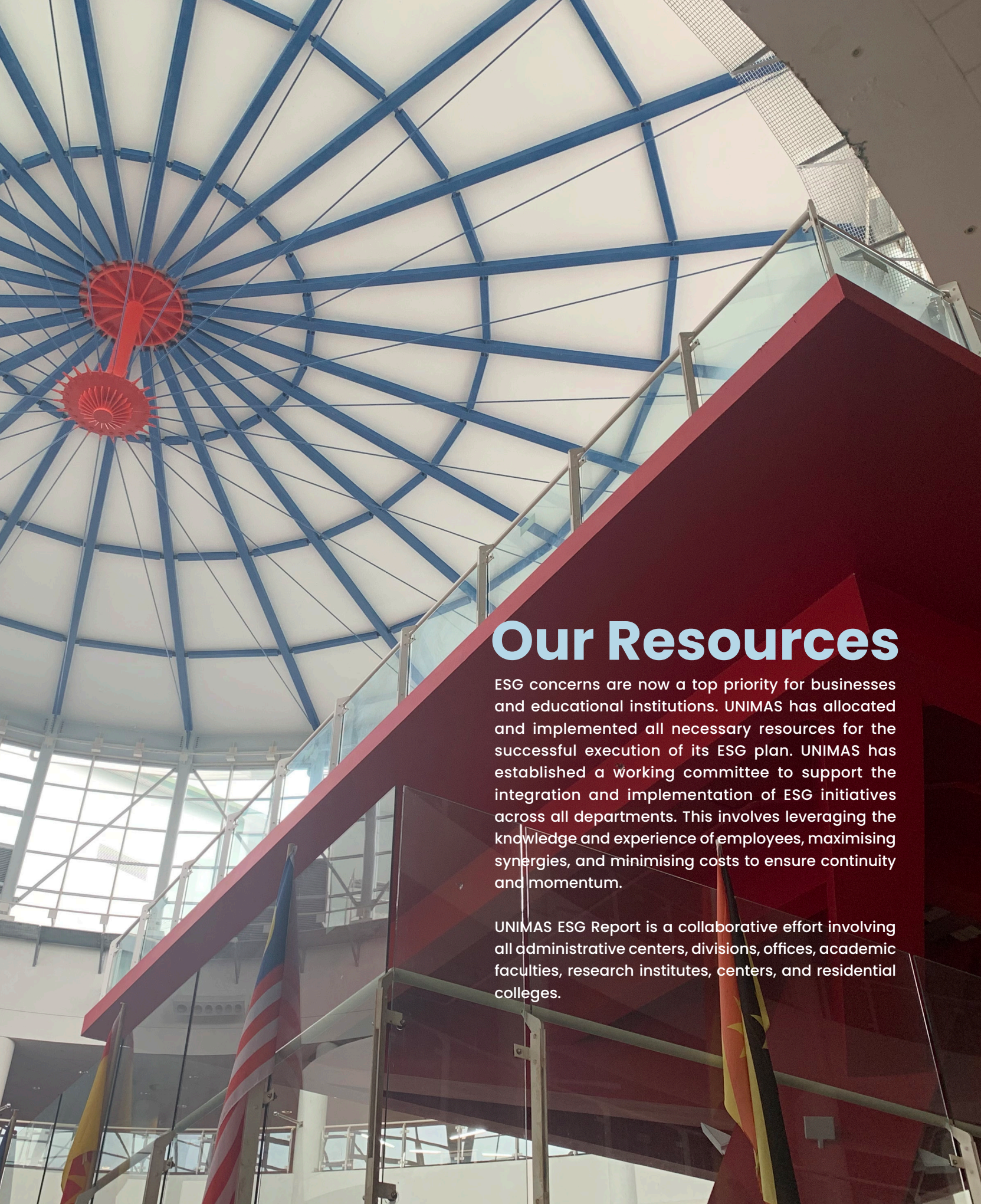
The responsibility of ensuring economic, social sustainability and environmental at UNIMAS was delegated to three entities: an institute, a centre, and an office, as indicated in the chart shown above. Each of these entities, referred to as the project working committee, was tasked with overseeing the progress of development in their specific area. The Institute of Sustainable and Renewable Energy (ISuRE) was in charge of monitoring environmental sustainability, while the University Sustainability Centre (USC) was responsible for overseeing social sustainability. The Registrar's Office was responsible for ensuring economic sustainability. All faculties, institutes, centres, colleges, and divisions were considered Project Implementation Committees. Additionally, Strategic Officers will be appointed and integrated into the Project Implementation Committee. By delegating authority, UNIMAS can ensure that decisions are made efficiently and effectively, and that responsibilities are distributed across different levels of the organisation.

Our Strategic Plan

UNIMAS Strategic Plan 2021 - 2025

UNIMAS has integrated its strategic plan with Environmental, Social, and Governance (ESG) principles, reflecting its commitment to sustainability and responsible practices. By aligning its goals and initiatives with ESG criteria, UNIMAS ensures that environmental conservation, social responsibility, and good governance are integrated into its operations and decision-making processes. This integration promotes a holistic approach to addressing societal and environmental challenges, fostering long-term sustainability and positive impacts within and beyond the university community





Our Resources

ESG concerns are now a top priority for businesses and educational institutions. UNIMAS has allocated and implemented all necessary resources for the successful execution of its ESG plan. UNIMAS has established a working committee to support the integration and implementation of ESG initiatives across all departments. This involves leveraging the knowledge and experience of employees, maximising synergies, and minimising costs to ensure continuity and momentum.

UNIMAS ESG Report is a collaborative effort involving all administrative centers, divisions, offices, academic faculties, research institutes, centers, and residential colleges.

Academic Faculties and Centre

- Faculty of Cognitive Sciences and Human Development
- Faculty of Computer Science and Information Technology
- Faculty of Economics and Business
- Faculty of Engineering
- Faculty of Applied and Creative Arts
- Faculty of Medicine and Health Sciences
- Faculty of Resource Science and Technology
- Faculty of Social Sciences and Humanities
- Faculty of Built Environment
- Faculty of Education, Language and Communication
- Centre For Pre-University Studies

Research Institutes and Centres

UNIMAS Research Institute

- Institute of Health and Community Medicine (IHCM)
- Institute of Borneo Studies (IBS)
- Institute of Biodiversity and Environmental Conservation (IBEC)
- institute of Creative Arts and Technology (ICreATe)
- Institute of Social Informatics and Technological Innovations (ISITI)
- Institute of Sustainable and Renewable Energy (ISURE)
- Institute for Tourism Research and Innovation (ITRI)

UNIMAS Research Centre

- Malaria Research
- Sago Research
- Financial Technology and Innovation
- Spatially Integrated Digital Humanities
- Big Data and Visualizations
- Social Innovation
- UNIMAS Water Centre
- Human Resilience and Potential Centre
- Data Science



Centre & Office | Division & Unit | Academics

Centre & Office

- Research Innovation and Enterprise Centre
- Perpustakaan Tun Abdul Rahman Ya'kub (Petary)
- UNIMAS Leadership Centre
- Strategic Planning, Quality and Risk Management Centre
- Centre for Academic Development and Management (CADM)
- Centre for Applied Learning and Multimedia (CALM)
- Centre for Student Development
- Pusat Islam Tun Abang Salahuddin
- Tun Abang Haji Openg Digital Centre (TAHODC)
- University Sustainability Centre (USC)
- University Industry Centre (UNiC)
- UNIMAS Entrepreneurship Centre (UEC)
- Centre for Student Services (PKP)
- Centre for Student Development (PPP)
- Tun Tuanku Haji Bujang Arena (UNIMAS Sport Centre)
- Registrar Office
- Bursary Office
- Development Office
- Legal Office
- Internal Audit Office

Division & Unit

- Corporate Affairs Division (UNIMAS Corporate)
- International Affairs Division (UNIMAS Global)
- Academic Quality Assurance Division (BJKA/AQAD)
- Organisation Management Division (BPO)
- Integrity Division
- Security Division
- University Publication Division (UNIPUB)
- Endowment and Waqf Division
- Human Resource Management Division (HRM)
- Occupational Safety and Health Unit (OSH)
- Transportation Unit

Academics

- UNIMAS Undergraduate Studies
- UNIMAS Graduate Studies

Residential Colleges

- Cempaka
- Rafflesia
- Dahlia
- Tun Ahmad Zaidi
- Seroja
- Kasturi
- Sakura
- Allamanda
- Kenanga
- Bunga Raya



KEY ACHIEVEMENTS / HIGHLIGHT 2023

In-House development of GHG Dashboard to measure, monitor and manage carbon emission

Development of Whistleblower Policy

Through a strategic partnership with our industry partner, we developed a low carbon campus with a sustainable hydrogen mobility solution, achieving a potential

CO_2 **27%** EMISSION REDUCTION OF

Development of UNIMAS Environmental policy and Environmental Management System Set Up

1966 COURSES IN UNIMAS

Mapped to SDG 1 to SDG 17

Establishment of Qadim Hub as UNESCO Knowledge for Change (K4C) Hub

RM 8,833,015.65

COMMUNITY FUND INITIATIVE

Under the Community Fund initiative, which currently stands at RM 8,833,015.65 and has been instrumental in funding 191 community-focused projects and initiatives. It represents our ongoing commitment to fostering inclusive growth and driving positive impact at the grassroots level.

The direction of UNIMAS towards local adoption and adaptation to climate change research

Through our Carbon Management Plan and Scenario Analysis, we are committed to achieving a 6% annual energy reduction by 2030, driving sustainable growth and minimizing our carbon footprint.

6% ANNUAL ENERGY REDUCTION

UNIMAS offers comprehensive occupational health services through UNIMAS Health Centre, focusing on monitoring exposure to radiation and chemicals.

35 KEY INDICATORS ACROSS FIVE AREAS

Collaboration with strategic partner, successfully established a Smart and Low Carbon Dashboard to effectively monitor 35 key indicators across five areas: air quality, water levels, energy usage, waste management, and traffic flow, driving data-driven sustainability efforts on campus.

Biodiversity Nexus 2025 Initiative Groundwork Commencement

RM 1 MIL OF ALLOCATED BUDGET

Short-term Action Plan (2023-2025) for Low Carbon Campus

100% ANTI-BRIBERY AND CORRUPTION PLEDGE

100% signatures on anti-bribery and corruption pledge

89.92%

STAFF PARTICIPATING IN 914 TRAINING PROGRAMS

offered on-campus and off-campus

Vice Chancellor's Statement



As Vice Chancellor of Universiti Malaysia Sarawak (UNIMAS), I am honored to contribute to the university's enduring legacy of excellence. UNIMAS has a long-standing tradition of enriching the surrounding community and beyond. As we navigate the ever-evolving landscape of higher education, UNIMAS remains steadfast in its commitment to leading the charge towards inclusive and sustainable change, both regionally and internationally.

This year, the 2024 ESG report has been integrated into the UNIMAS Annual Report. By unifying these reports, we have created a more streamlined and cohesive overview of our environmental, social, and governance (ESG) performance, ensuring that stakeholders have access to a comprehensive understanding of our overall impact and progress.

Secondly, we are excited to share significant updates and advancements in our sustainability efforts. A key highlight is the introduction of our new Inclusive Policy for Persons with Disabilities. This policy underscores UNIMAS' unwavering commitment to fostering a diverse and equitable learning environment that empowers all individuals.

The year 2024 has witnessed significant developments in the ESG landscape. The global issue of waste management continues to be a pressing concern. UNIMAS recognizes the importance of responsible waste disposal and resource utilization. We are actively exploring innovative solutions to reduce waste generation on our campuses. This includes expanding our existing recycling programs, investigating the feasibility of composting organic waste, and promoting a culture of resource conservation among students, faculty, and staff.

The UNIMAS ESG Excellence will remain a cornerstone of our annual planning cycle in the years to come. By identifying and mitigating ESG-related risks, we enhance our resilience to challenges like natural disasters, regulatory shifts, and social instability. The data and commitments outlined in this report will guide annual planning and resource allocation. This ensures faculties, institutes, and divisions can optimize resource utilization to maximize progress towards the university's pursuit of higher performance and international recognition. Achieving this comprehensive strategy demands strategic adjustments and a renewed focus on activities that elevate UNIMAS' prominence.

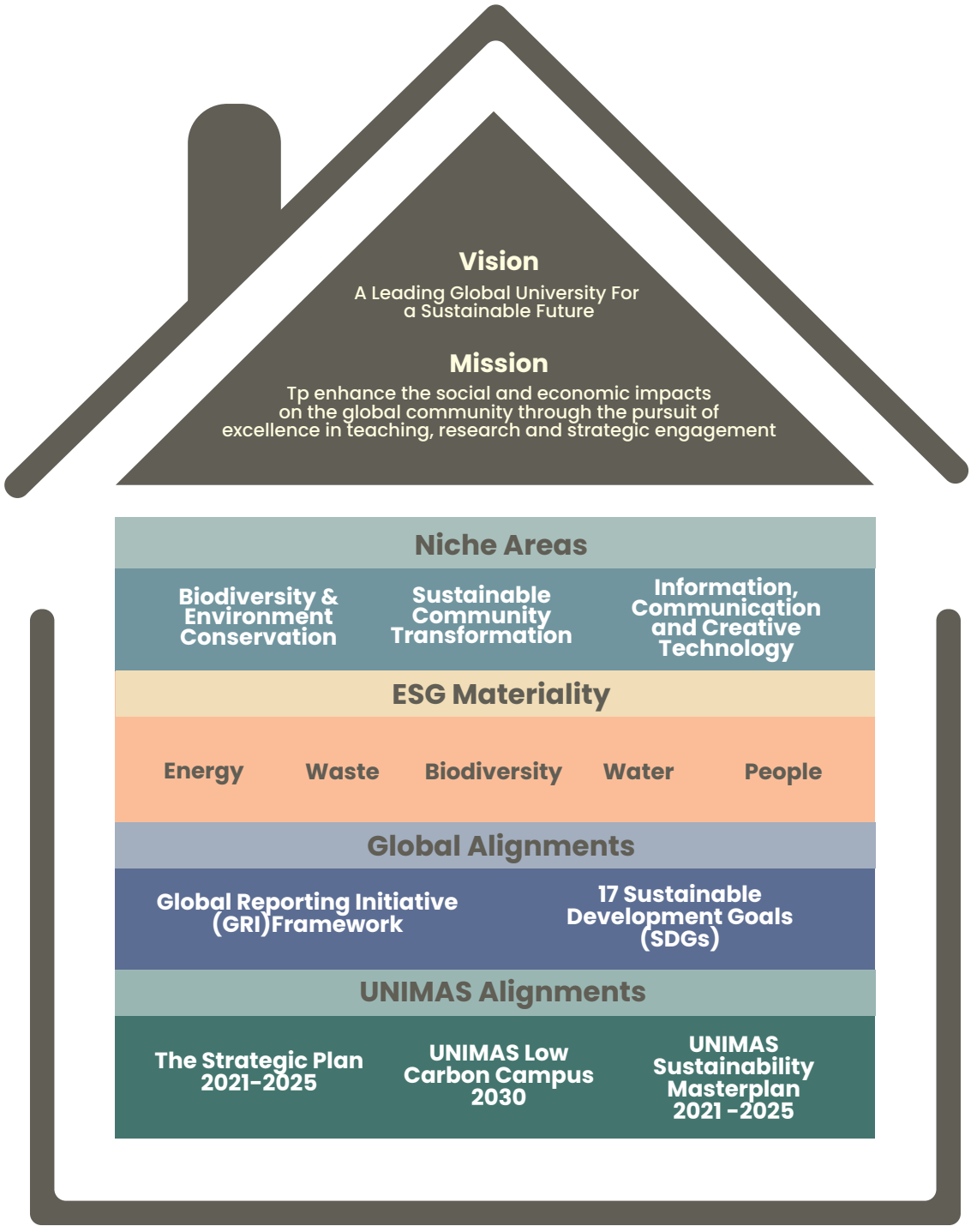
We look forward to your continued support as we propel UNIMAS towards becoming a preeminent university, both in Malaysia and on the global stage, while remaining a leader in environmental responsibility, social inclusivity, and ethical governance.

Professor Dr. Ahmad Hata bin Rasit
Vice Chancellor of Universiti Malaysia Sarawak

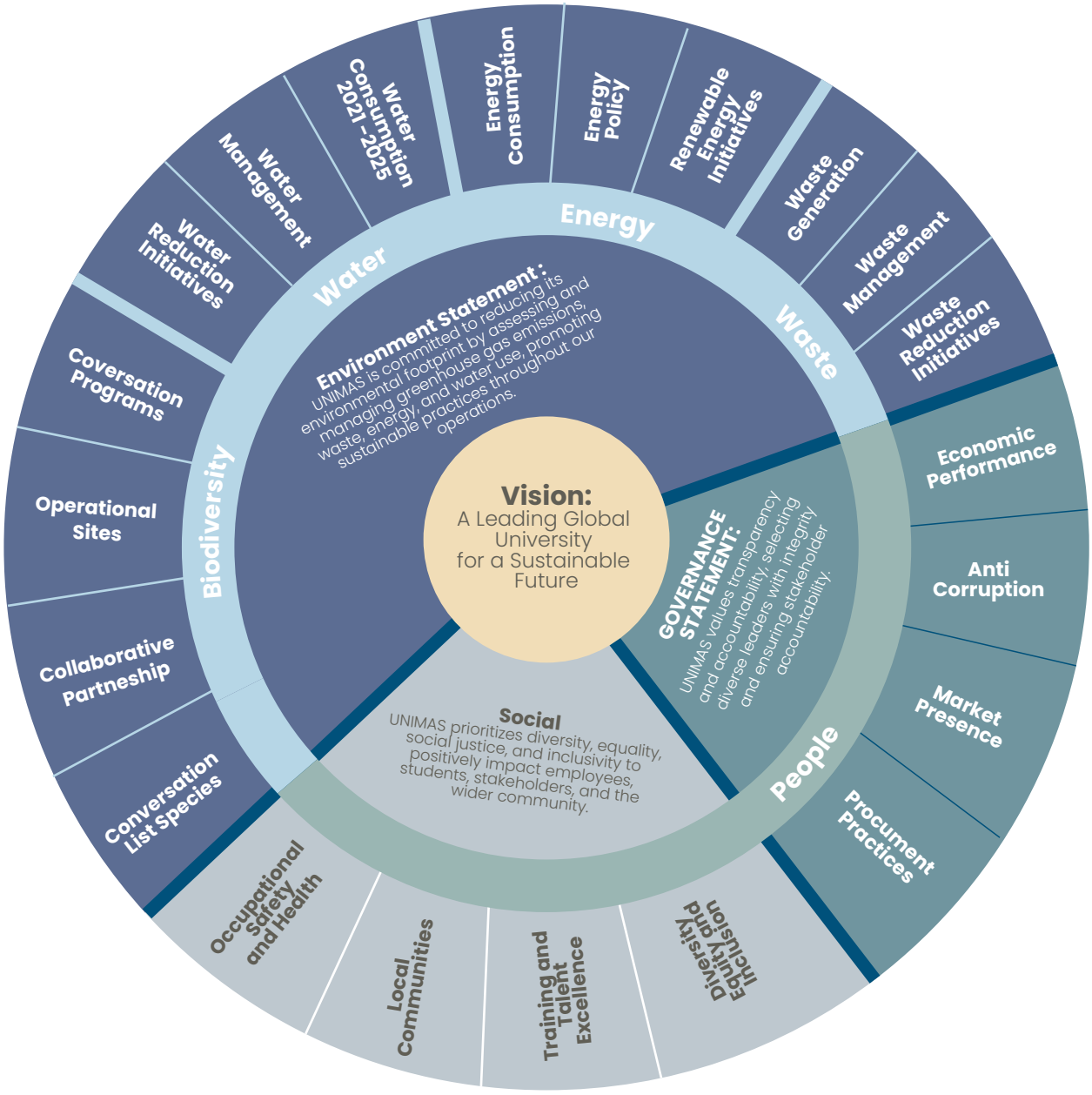
Environmental, Social, Govenance

UNIMAS published its first ESG report in 2023, and this second publication is a continuation of our commitment to transparency and sustainability through this annual reporting. As a higher education institution, UNIMAS recognizes its responsibility to promote sustainability and benefit its stakeholders, viewing ESG as a tool to drive positive change. UNIMAS is committed to integrating ESG principles into its core, guided by the GRI and other sustainability standards and methodologies for transparency and accountability. This commitment is reflected in various initiatives, including the in-house development of a GHG Dashboard to measure, monitor, and manage carbon emissions, and the establishment of the Qadim Hub as a UNESCO Knowledge for Change (K4C) Hub. UNIMAS is also expanding its renewable energy capabilities and is committed to furthering its environmental goals through the development of an Environmental Policy and Management System. The collaboration with industry partners has led to the creation of a low-carbon campus with a sustainable hydrogen mobility solution.

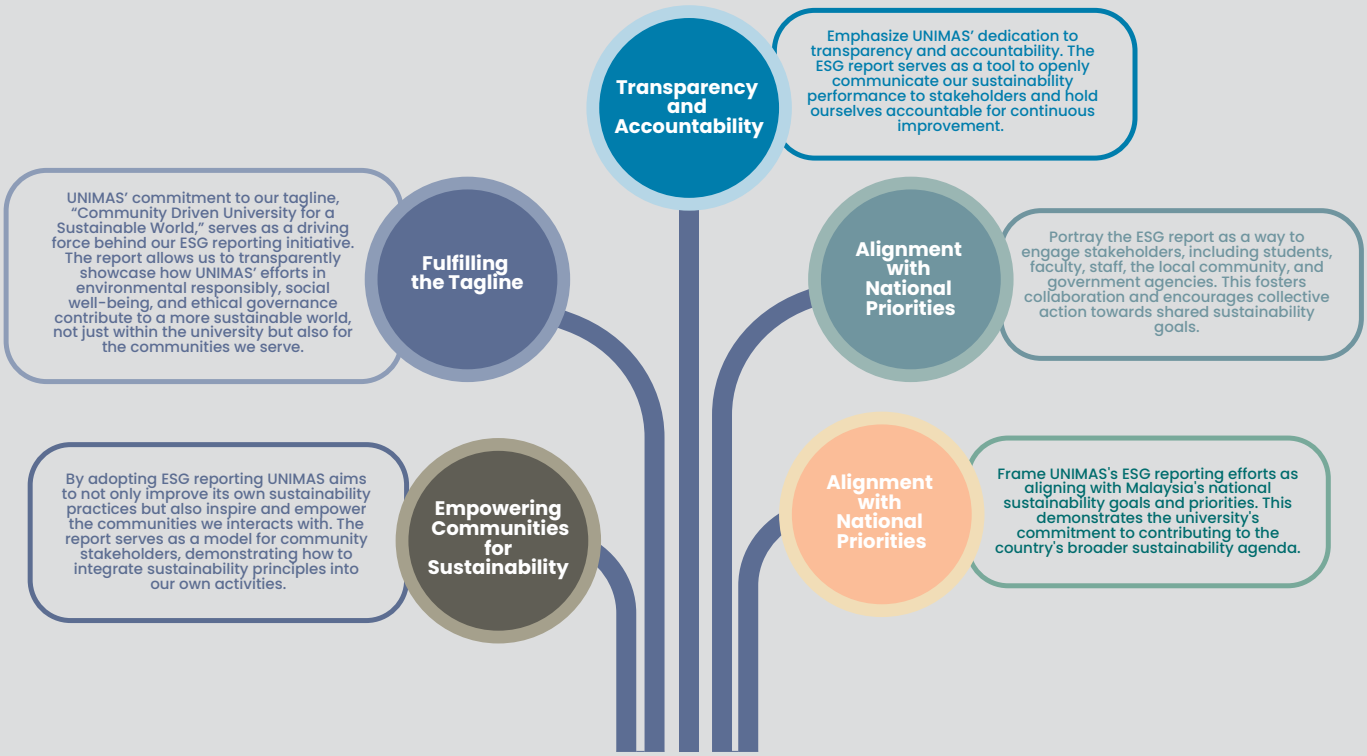
Through strategic partnerships, UNIMAS has established a Smart and Low Carbon Dashboard, monitoring key sustainability indicators across campus, and has initiated the Biodiversity Nexus 2025 groundwork. Under the Community Fund initiative, UNIMAS is driving inclusive growth with over RM 8.83 million allocated to community-focused projects. Additionally, the university is committed to anti-bribery and corruption, with 100% of stakeholders signing the relevant pledges. Occupational health and safety are also prioritized, with services focusing on monitoring exposure to radiation and chemicals. This segment underscores UNIMAS's dedication to advancing ESG initiatives throughout 2023 and showcasing the University's commitment to become a low carbon campus that embodies sustainable growth


Vision
A Leading Global University For a Sustainable Future
Mission
Tp enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research and strategic engagement
Niche Areas
Biodiversity & Environment Conservation
Sustainable Community Transformation
Information, Communication and Creative Technology
ESG Materiality
Energy
Waste
Biodiversity
Water
People
Global Alignments
Global Reporting Initiative (GRI)Framework
17 Sustainable Development Goals (SDGs)
UNIMAS Alignments
The Strategic Plan 2021-2025
UNIMAS Low Carbon Campus 2030
UNIMAS Sustainability Masterplan 2021 -2025

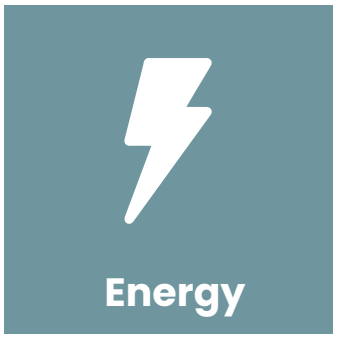
OVERVIEW OF UNIMAS ESG FOCUS AREAS



UNIMAS INSPIRATIONS



Our Materiality



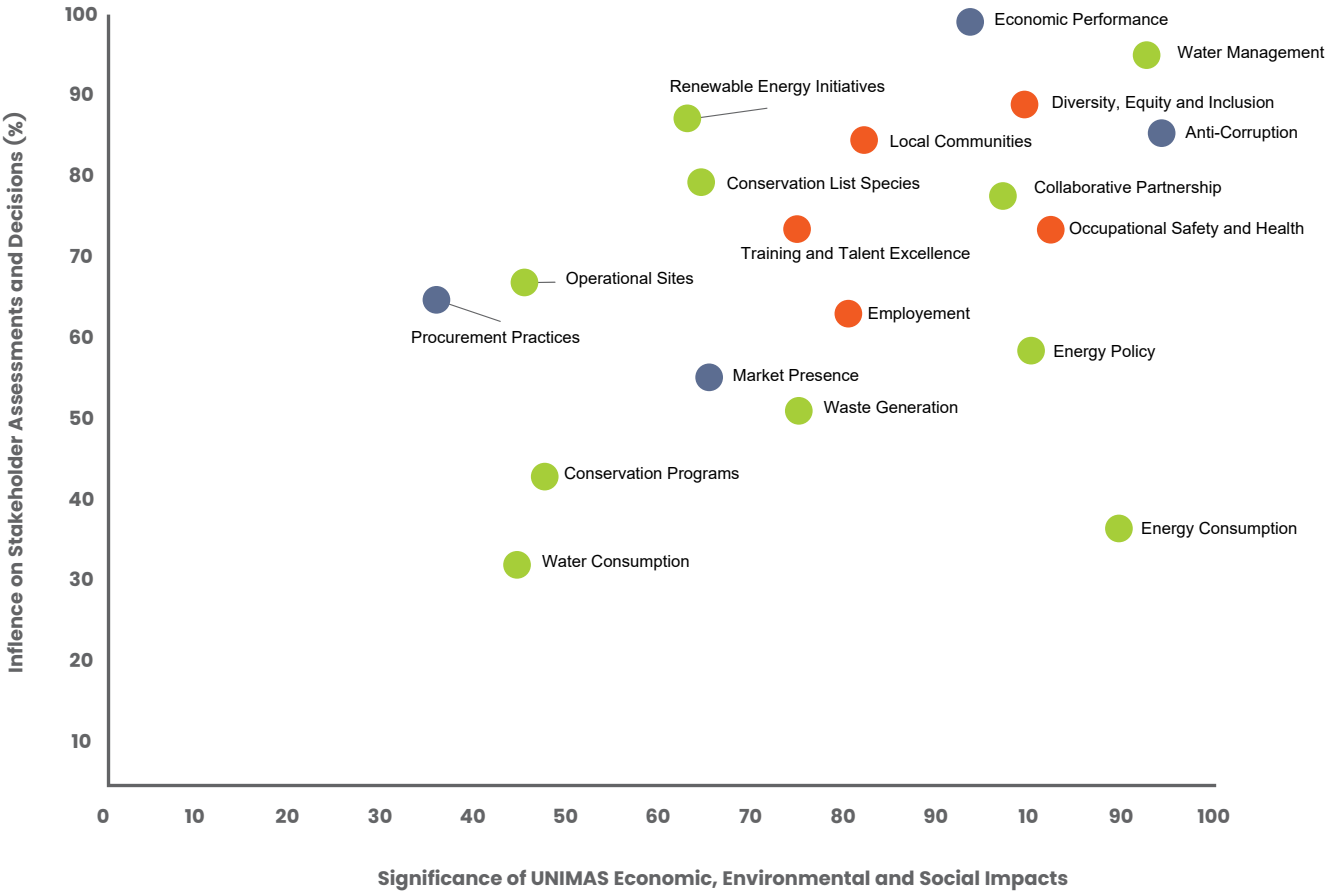








Materiality Matrix



UNIMAS Materiality Matrix acts as a strategic compass, guiding the university toward the most critical sustainability issues where it can create the greatest impact. By mapping the influence of key topics—such as economic performance, renewable energy, diversity, and water management—on stakeholder decisions against their actual environmental and social impacts, UNIMAS gains a clear view of its priorities. While high-impact issues like employment and collaborative partnerships take center stage, areas like procurement practices and water consumption hold relatively lower importance. This insight empowers UNIMAS to channel its sustainability efforts where they matter most, aligning with both stakeholder expectations and institutional values.

CHALLENGES
Energy

Materiality	Indicator	Challenges
Energy	Energy Consumption	Implementing energy-saving technologies and monitoring energy use can be challenging due to the significant upfront investment required. Additionally, achieving consistent monitoring across various systems and departments requires coordinated efforts and may face resistance due to perceived complexities or changes in operational routines.
	Energy Policy	Developing a comprehensive energy policy that aligns with both regulatory and operational needs can be complex. It requires a deep understanding of regulatory requirements, which can vary across regions, as well as internal operational demands. Balancing these aspects while ensuring the policy is enforceable and practical poses a significant challenge.
	Renewable Energy Initiatives	Transitioning to renewable energy sources involves not only the initial setup costs but also the management of infrastructure changes. Ensuring a reliable energy supply while integrating renewable sources requires overcoming technical, logistical, and financial hurdles, including securing long-term investments and managing the grid's stability.

CHALLENGES
Water

Materiality	Indicator	Challenges
Water	Water Consumption	Reducing water usage involves more than just installing efficient fixtures. It requires behavioural changes among users, continuous technological upgrades, and precise monitoring to track and manage usage. Convincing stakeholders to adopt new behaviours and justify the costs of these upgrades can be difficult.
	Water Management	Implementing a comprehensive water management strategy demands significant investment, coordination among various departments, and long-term planning. The challenge lies in aligning these initiatives with existing infrastructure, securing the necessary funds, and achieving buy-in from all stakeholders.
	Water Reduction Initiatives	Achieving meaningful water reduction goals requires campus-wide coordination and commitment. The challenge is in fostering a culture of conservation and ensuring that all initiatives are effectively communicated and adopted, which can be difficult in large, decentralized environments.

CHALLENGES

Biodiversity

Materiality	Indicator	Challenges
Biodiversity	Conservation Programs	Sustaining conservation programs necessitates securing consistent funding, which can be challenging, especially in times of budget cuts or shifting priorities. Balancing academic goals with conservation efforts requires ongoing commitment and expertise, which may not always align with immediate operational needs.
	Operational Sites	Managing the environmental impacts of campus development while protecting biodiversity is a complex balancing act. It involves navigating regulatory requirements, securing stakeholder support, and addressing potential conflicts between development goals and conservation needs.
	Collaborative Partnerships	Building and maintaining effective partnerships with external organizations requires ongoing communication, trust, and alignment of goals. Ensuring tangible conservation outcomes from these partnerships can be challenging due to differing priorities, resource constraints, and potential changes in leadership or policy.
	Conservation List Species	Protecting conservation-listed species on campus involves specialized expertise and a long-term commitment to monitoring and managing these species' habitats. Ensuring that all campus activities consider the needs of these species requires continuous education and enforcement, which can be resource-intensive.

CHALLENGES
Waste

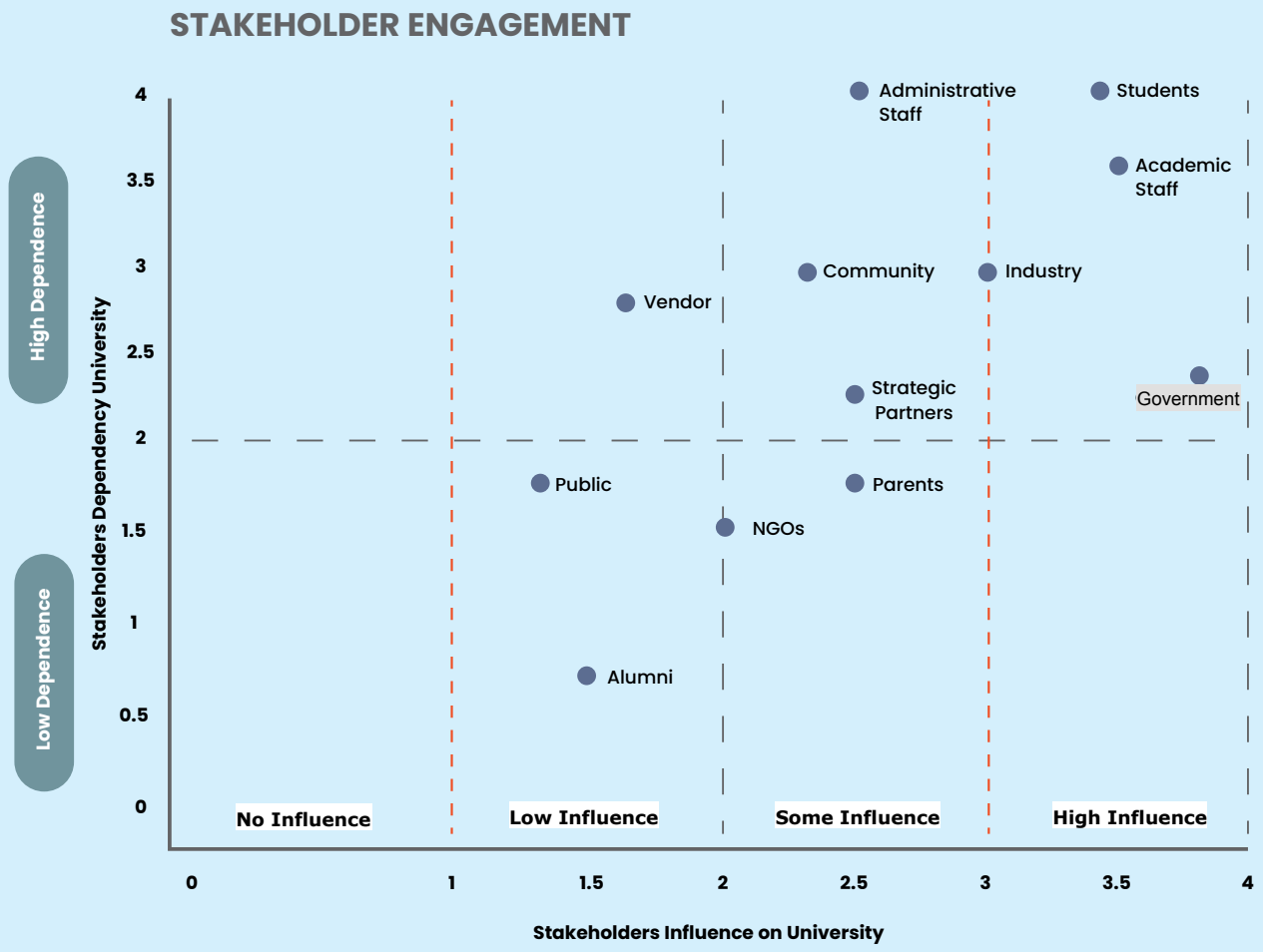
Materiality	Indicator	Challenges
Waste	Waste Generation	Reducing overall waste requires changing consumption patterns, which can be difficult to achieve on a large scale. Implementing new waste management policies may face resistance from those accustomed to existing practices, and tracking the effectiveness of these changes adds an additional layer of complexity.
	Waste Management	Comprehensive waste management strategies require significant infrastructure upgrades and enforcement of compliance. The challenge lies in securing the necessary resources for these upgrades and ensuring that all departments adhere to new waste management protocols.
	Waste Reduction Initiatives	Engaging the campus community in waste reduction initiatives requires consistent communication and motivation. Achieving widespread buy-in and measurable results across diverse campus activities can be difficult, especially in environments with varying levels of awareness and commitment to sustainability.

CHALLENGES
People

Materiality	Indicator	Challenges
People	Economic Performance	Balancing sustainability goals with economic objectives involves integrating sustainability into financial reporting, which can be complex. The challenge is ensuring that sustainability initiatives are not only financially viable but also aligned with broader economic goals, which may sometimes conflict.
	Market Presence	Enhancing market presence while maintaining ESG commitments requires careful brand management. The challenge lies in avoiding compromises in sustainability values while meeting market demands, which may pressure the organization to prioritize short-term gains over long-term sustainability.
	Procurement Practices	Implementing sustainable procurement practices involves managing supplier resistance and mitigating supply chain disruptions. The challenge is in balancing cost-effectiveness with sustainability goals, which may require renegotiating contracts, finding new suppliers, or investing in training and capacity-building for existing suppliers.
	Anti-Corruption	Enforcing anti-corruption policies requires maintaining transparency and ensuring accountability across the organization. The challenge is in embedding these practices into the corporate culture and ensuring that they are consistently applied, even when facing external pressures or potential conflicts of interest.

Materiality	Indicator	Challenges
People	Employment	Attracting and retaining talent while aligning employment practices with ESG goals requires balancing budget constraints with the need to offer competitive salaries and benefits. The challenge is in ensuring that sustainability values are reflected in employment practices, which may require revising existing policies and investing in employee training and development.
	Occupational Safety and Health	Maintaining high safety standards across a diverse campus involves ensuring compliance through ongoing training and monitoring. The challenge is in keeping up with evolving safety regulations, addressing the unique needs of different departments, and fostering a culture of safety throughout the organization.
	Training and Talent Excellence	Providing comprehensive sustainability-related training requires ensuring accessibility and relevance for all employees. The challenge is in developing training programs that are not only informative but also engaging and applicable to a wide range of roles within the organization.
	Diversity, Equity, and Inclusion	Maintaining high safety standards across a diverse campus involves ensuring compliance through ongoing training and monitoring. The challenge is in keeping up with evolving safety regulations, addressing the unique needs of different departments, and fostering a culture of safety throughout the organization.
	Local Communities	Managing relationships with local communities involves ensuring participatory engagement and delivering tangible benefits. The challenge is in balancing the needs and expectations of the community with the organization's goals, which may require ongoing dialogue, negotiation, and collaboration to build trust and achieve mutually beneficial outcomes.

Our Stakeholders



The Stakeholder Engagement matrix shows the level of influence and dependence between UNIMAS and its key stakeholders. Government, students, and industry exhibit the highest influence and dependence, while administrative and academic staff are also highly significant. Community and strategic partners have moderate influence and dependence. On the lower end, alumni, public, and NGOs are categorized as having lower influence and dependence on the university. The matrix highlights that key stakeholders like the government, students, and industry hold the greatest influence and importance to UNIMAS's operations and strategic direction.



Category	Materiality Issues	Description	SDG Alignment	ESG Focus Area
Energy	Energy Consumption	Practices that help to reduce greenhouse gases through energy efficiency and renewables.		
	Energy Policy	Policies that aim to reduce energy consumption and encourage the use of renewable energy.		
	Renewable Energy Initiatives	Practices and initiatives that promote the use of renewable energy sources such as solar panel to reduce dependency on fossil fuels and lower greenhouse gas emissions.		
Emissions	GHG – Fuel Consumption	Efforts aimed at reducing greenhouse gas emissions by optimizing fuel consumption in operations, focusing on energy efficiency and alternative fuels.		
Water	Water Consumption	Monitors and manages water usage to ensure efficient and sustainable consumption practices across all operations.		
	Water Management	Comprehensive strategies to manage water resources, including sourcing, treatment, distribution, and conservation to minimize environmental impact.		
	Water Reduction Initiatives	Programs and practices designed to reduce water usage and minimize waste, contributing to the conservation of water resources.		

Category	Materiality Issues	Description	SDG Alignment	ESG Focus Area
Biodiversity	Operational Sites	Management of the environmental impact of all operational sites, including site selection, resource usage, and site-specific sustainability practices.		
	Collaborative Partnerships	Practices that foster partnerships to enhance biodiversity conservation through collaboration with various stakeholders, including government agencies, NGOs, and other universities.		
	Biodiversity Initiatives	Practices aimed at protecting and promoting biodiversity on campus through research, community outreach, educational programs, and sustainable practices.		
Waste	Waste Generation	Tracks and assesses the generation of waste from operations, aiming to identify reduction opportunities and improve waste management practices.		
	Waste Management	Implementation of effective waste management strategies, including recycling, composting, and proper disposal, to minimize environmental impact.		
	Waste Reduction Initiatives	Initiatives focused on reducing the volume of waste generated through the adoption of sustainable practices, reuse, and recycling efforts.		

Category	Materiality Issues	Description	SDG Alignment	ESG Focus Area
People	Economic Performance	Monitors and improves financial outcomes to ensure long-term economic sustainability while aligning with broader ESG goals.		
	Market Presence	Practices that ensure equitable treatment and fair compensation across all demographics, promoting equality in remuneration, gender, race, and age within the institution. UNIMAS is committed to upholding a minimum wage policy that contributes to the economic well-being of its employees, supporting fair and inclusive growth.		
	Procurement Practices	Practices that prioritize local suppliers to support the regional economy, with a focus on fostering sustainable development and community engagement.		
	Anti-Corruption	Practices aimed at preventing corruption through transparency, accountability, and strict adherence to ethical standards.		
	Employment	Practices that support workforce growth, diversity, and inclusivity through strategic recruitment, comprehensive retention strategies, and supportive retirement options.		

	Occupational Safety and Health	Practices dedicated to ensuring a safe and healthy environment for all members of the university community.		
	Training and Talent Excellence	Programs designed to enhance employee skills, knowledge, and competencies through continuous learning and professional development opportunities.		
	Diversity, Equity and Inclusion	Practices, initiatives and policies aimed at fostering a diverse, equitable, and inclusive workplace where all employees are respected, valued, and provided equal opportunities.		
	Local Communities	Engaging with and supporting local communities through initiatives that promote social, economic, and environmental well-being.		

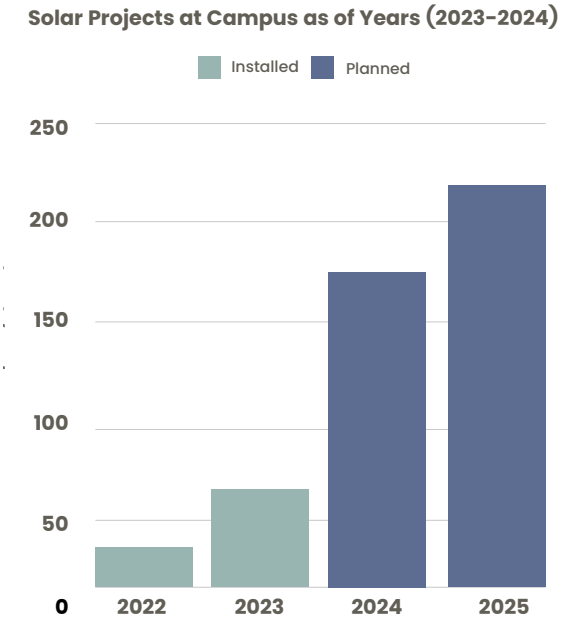
Legend:
Environmental:  Social:  Governance: 

ENVIRONMENT

Energy

Energy consumption is a critical aspect of UNIMAS's operations, powering various facilities and equipment across the campus. In recent years, energy usage has steadily increased, reaching 46,127,880 kWh in 2023, up from 39,469,987 kWh in 2022. The UNIMAS Development Office plays a central role in monitoring and optimizing this usage, with initiatives guided by the university's Energy Policy established in 2018. The policy emphasizes reducing electricity consumption through energy-efficient practices, such as installing solar panels, adopting rainwater harvesting systems, and transitioning to energy-efficient lighting solutions. These efforts are part of UNIMAS's broader Low Carbon Campus Roadmap, which aims to reduce energy consumption by 30% by 2030. UNIMAS is taking significant strides towards a more sustainable future by implementing various renewable energy projects across its campus. These initiatives not only contribute to reducing the university's carbon footprint but also serve as a model for other institutions to follow. Here are the key highlights of UNIMAS's renewable energy projects.





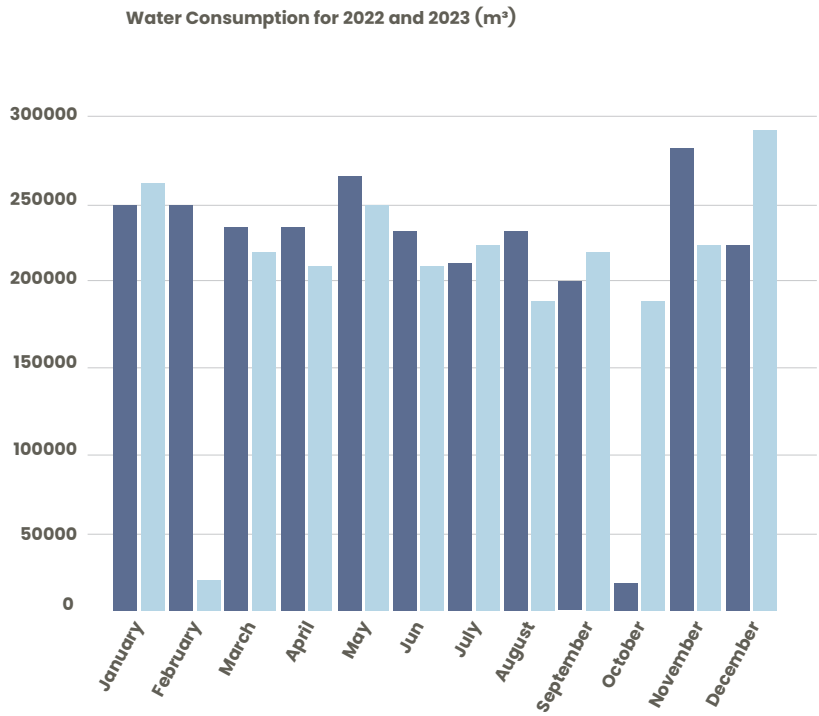
These renewable energy projects demonstrate UNIMAS's commitment to sustainability and its efforts to reduce its environmental impact. By investing in solar energy, the university is not only generating clean energy but also setting an example for other institutions to follow. As UNIMAS continues to implement more renewable energy initiatives, it will contribute to a greener future and inspire others to take action towards a more sustainable world.

ENVIRONMENT

Water

Water consumption is vital to UNIMAS's operations, with oversight by the UNIMAS Development Office. In 2023, the university saw a 5.89% reduction in water usage, totaling 2,490,580.00 m³. This decrease is partly due to reduced consumption during semester breaks in early February. To enhance water management, UNIMAS established the UNIMAS Water Centre (UWC), which collaborates with state governments and stakeholders to develop and upgrade water infrastructure, conduct research, and provide consultancy services. The UWC also addresses public health, socioeconomic challenges, and advocates for sustainable water practices, contributing to the improvement of water facilities.

UNIMAS has implemented various water conservation initiatives, including installing rainwater harvesting systems for landscaping and domestic use. The university emphasizes regular maintenance, including scheduled inspections and repairs of pipe leaks, and the use of automatic leak detection systems and IoT technology. Additionally, UNIMAS prioritizes greywater treatment, with systems designed to collect, clean, and reuse wastewater for non-potable purposes like toilet flushing. Through these efforts, facilitated by the UWC, UNIMAS demonstrates its commitment to reducing water consumption, enhancing water infrastructure, and promoting sustainable water management practices.



ENVIRONMENT
Biodiversity

New key operational sites for 2023 and their history/description

UNIMAS participated in a mini scientific expedition to the Baleh River area, focusing on updating baseline data and assessing environmental conditions amid the ongoing hydroelectric dam construction. This effort, led by IBEC and supported by Sarawak Energy Berhad, aims to enhance biodiversity conservation and provide valuable fieldwork opportunities for researchers and students, aligning with UNIMAS's commitment to sustainability and environmental stewardship.

Size and location of all habitat areas protected or restored and their history/description

In Sarawak, efforts to combat habitat loss include establishing new protected areas like the Sadong Jaya Forest Reserve and proposing the Samunsam National Park, along with enhancing connectivity between Totally Protected Areas. These initiatives aim to mitigate the impacts of deforestation and promote sustainable land use to preserve the region's ecological integrity.

UNIMAS' initiatives to preserve biodiversity in UNIMAS

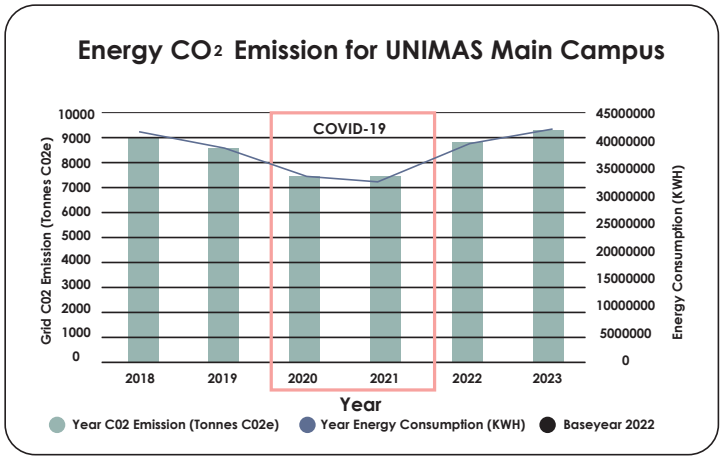
UNIMAS is committed to biodiversity preservation through research projects, community outreach, and educational programs, while also maintaining field stations and collaborating with organizations like WWF Malaysia and Sarawak Energy Berhad. The university supports these efforts with low carbon campus initiatives, promoting sustainability and conservation across its activities.

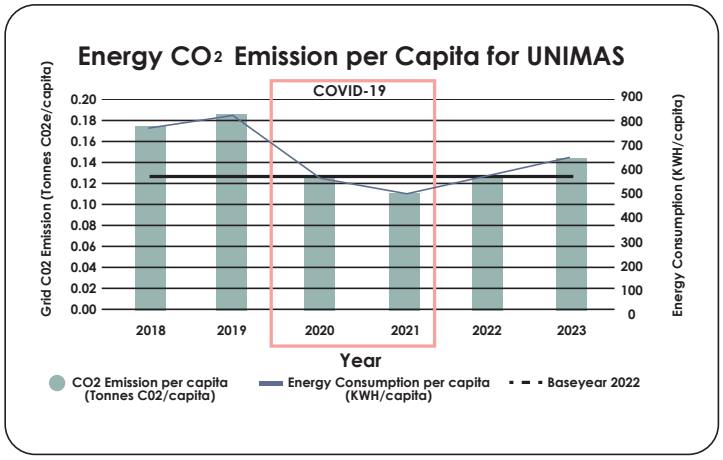


ENVIRONMENT

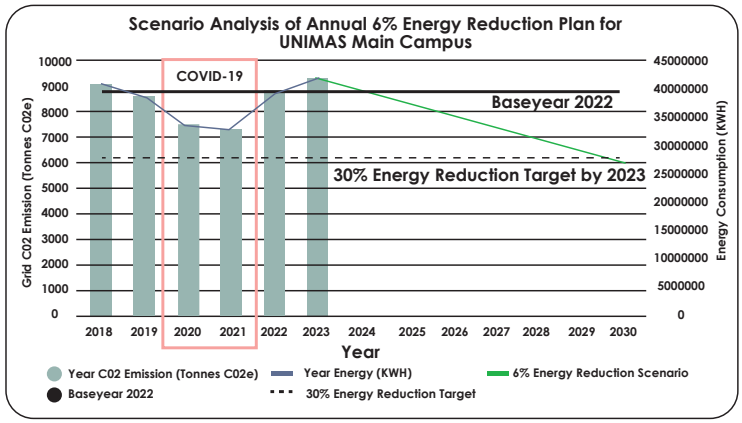
Emissions

The energy consumption at UNIMAS Main Campus translates directly into CO_2 emissions, particularly from purchased energy. In 2023, the campus consumed 42,050,775 kWh, representing 91% of the university's total energy use. This level of consumption resulted in 9,335 tonnes of CO_2e emissions, marking a 6% increase in both energy usage and emissions compared to the base year of 2022. Following the challenges of the COVID-19 pandemic, UNIMAS has remained committed to revitalizing its faculties, which, along with a growing campus population—now at 20,012 individuals, an 11.6% rise from 17,935 in 2018—has contributed to the increased energy demand. Despite this growth, the impact of UNIMAS's 2019 Energy Policy is evident in the analysis of energy consumption and CO_2 emissions per capita, reflecting the university's dedication to energy conservation and its proactive role in mitigating climate change.





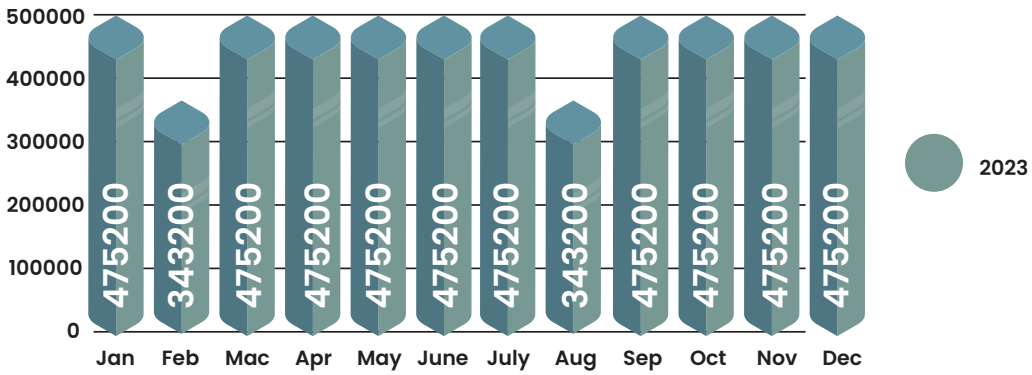
In 2023, UNIMAS launched its inaugural Low Carbon Campus Roadmap 2030, aligning the university's sustainability goals with the objectives of the Paris Agreement. This roadmap sets ambitious targets, aiming to reduce energy consumption by 30% and greenhouse gas emissions by 45% by the year 2030. The scenario analysis embedded in the roadmap outlines the necessary energy conservation efforts required to meet these goals. To achieve the 30% reduction in energy consumption, the analysis indicates that UNIMAS must consistently reduce its operational energy usage by 6% each year. This strategic approach underscores UNIMAS's commitment to environmental responsibility and its role in global climate action.



ENVIRONMENT

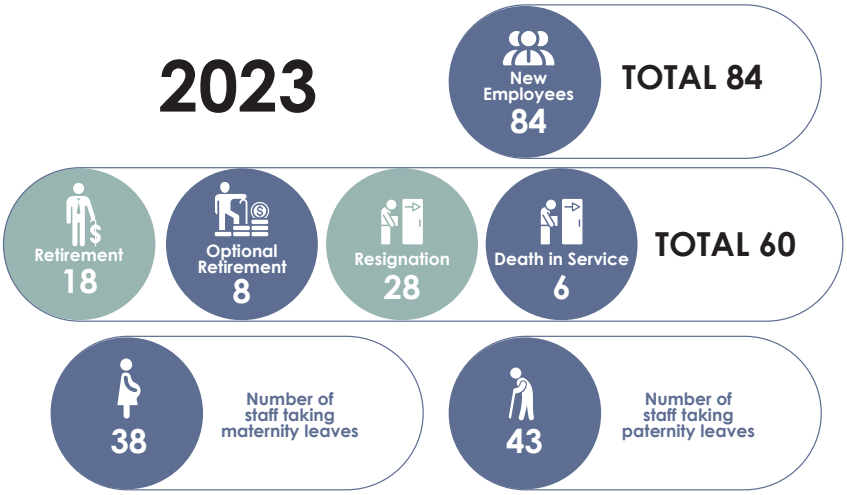
Waste

UNIMAS faced a significant increase in waste generation from 2,006,400 kg in 2022 to 5,438,400 kg in 2023, prompting the implementation of comprehensive waste management initiatives. Key measures include the establishment of an Integrated Waste Management Centre, extensive recycling and composting programs, and integrating sustainability into the curriculum, with a goal to reduce waste by 40% from 2022 levels by 2030.



SOCIAL

Employment



In 2023, UNIMAS hired 84 new employees, reflecting its commitment to growth and diversity. The university recorded 18 mandatory retirements, 8 early retirements, and 28 resignations, with a slightly higher turnover among female staff, highlighting the need for enhanced retention strategies. Additionally, 6 employees passed away while in service, underscoring the importance of health and wellness programs. UNIMAS also supported 38 maternity and 43 paternity leaves, showcasing its dedication to family-friendly policies and employee well-being as part of its ESG initiatives.

Pension Benefits	• Benefit is limited to pensioners and spouses only • Medical benefits scheme is half of the eligibility during the retirement date	
UNIMAS Care	• Established from 2018 to cover the cost of medical care that exceeds the qualifications under the University's Medical Benefits Scheme. • The minimum contribution rate is RM5.00/per person per month for the Executive staff and RM10.00/person per month for the Management & Professional Group staff	Current Fund: RM 788,916.00 Contributors: 837 staff
Leave	• Annual Leave: full paid leave granted due to qualifying service in a given year. Number of leaves: 20 days and 25 days • Study Leave: Academic, Non-Academic, Sabbatical, Sub Expertise/Post Doctoral	100% employees receive annual leave
Medical Benefits Scheme	• Out-Patient Treatment • General Treatment	Spending: RM 1,167,062.10 (64 Staff applied)
Staff Welfare Fund	• Staff are encouraged to donate to the UNIMAS Staff Welfare Fund with a monthly salary deduction method at a minimum of RM 1.00 • Staff Funeral Expense, Death of family member, Serious accident, Education Excellence Award, Natural disasters, "Jasamu Dikenang" for retired staff, Admission of staff's children to Diploma / Public University Studies	RM 50,000 is allocated for each year Staff applied in 2023: 176
Claims for allowances and payment/ facilities	• Travel Facility: Travel claims for self-reporting purposes can be claimed once in service • Fare Benefit for Visiting Home Regions: Staff from Peninsular Malaysia, Sabah and Federal Territory are eligible to use Fare Facilities for Visiting Home Region	Fare Benefit: 2021: RM 900,000 Spending: RM 1,365,042.75 (225 Staff applied)

SOCIAL

Occupational Safety and Health

UNIMAS is deeply committed to ensuring a safe and healthy environment for all its community members through a robust Occupational Safety and Health (OSH) management system, based on internationally recognized standards like ISO 45001. This system covers all university operations, with rigorous risk management procedures, regular safety audits, continuous training, and proactive incident response strategies. The role of OSH-competent persons and the implementation of these robust risk management policies are critical in ensuring that UNIMAS employees, students, and visitors are protected from harm, and that the university can operate safely and effectively. As of 2024, UNIMAS is proud to have 25 OSH-competent persons who play a crucial role in maintaining a safe and healthy working environment for everyone. The Strategic Planning, Quality & Risk Management Centre (SQRC) oversees hazard identification, risk assessment, and incident investigation through Risk Management Committees in 15 departments, ensuring a systematic approach to maintaining safety across campuses.

To further enhance safety, UNIMAS offers comprehensive occupational health services through the Klinik Kesihatan Pelajar (KKP) at the UNIMAS Health Centre, focusing on monitoring exposure to radiation and chemicals. The university also emphasizes worker participation, consultation, and communication, with the Occupational Safety and Health Committee at the Department Level (JKKP PTj) playing a crucial role in OSH governance. Specialized apps, such as COSHE for chemical safety management, and a tiered training program ensure that safety information is accessible and that staff are equipped to handle emergencies effectively.

UNIMAS also prioritizes future planning for OSH, involving students in safety initiatives and enhancing safety measures through digital tools and cloud systems. The workplace incident reporting process is designed for swift and effective responses, particularly for serious incidents, ensuring the safety of staff, students, contractors, and university assets. Through these integrated efforts, UNIMAS demonstrates its ongoing commitment to fostering a safe and healthy environment for its entire community.



SOCIAL

Training and Talent Excellence

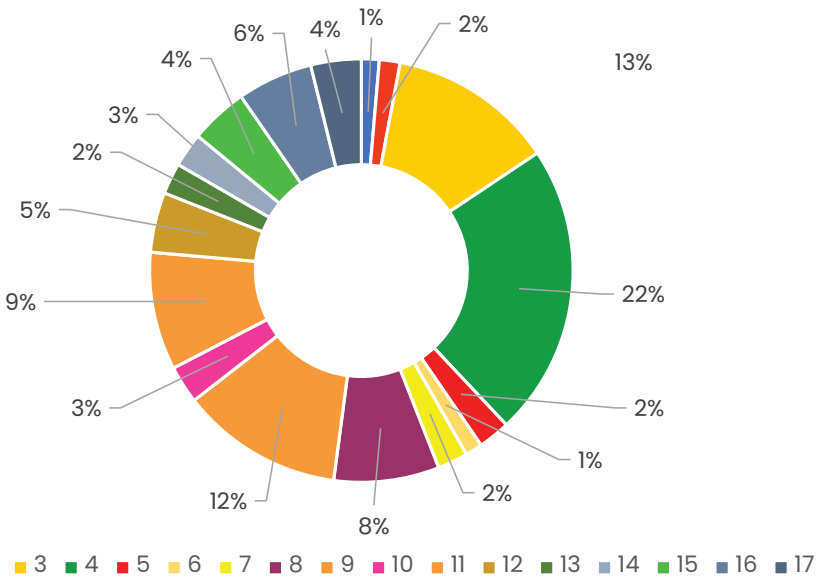
Category	Details	No. of training programs
Training offered by ULC	In-campus	425
	Off-campus	261
Training offered by CALM	In-campus	179
	Off-campus	49
Overall Training Programs		914



89.92%

Staff involved in skill enhancement training in 2023

% of SDG mapped courses in UNIMAS



SDG	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
No of courses	24	28	224	395	43	23	41	142	219	51	159	81	42	46	78	102	68
Total																	1966

In 2023, UNIMAS reaffirmed its commitment to fostering a culture of continuous learning and development among its staff, aligning with Global Reporting Initiative (GRI) indicators for employee training and education. A total of 914 training programs were successfully conducted, encompassing a diverse range of topics aimed at enhancing skills, knowledge, and competencies.

The University Leadership Centre (ULC) played a pivotal role in these efforts, facilitating 425 in-campus and 261 off-campus sessions, while the Centre for Academic Learning and Management (CALM) organized an additional 179 in-campus and 49 off-campus training programs. These programs provided opportunities for staff to engage in professional development both within the university environment and through external learning experiences.

Remarkably, 89.92% of UNIMAS staff—1,954 out of 2,059 employees—actively participated in at least one skill enhancement training program in 2023, demonstrating a strong commitment to personal and professional growth. These training programs were designed to ensure that every staff member earned a minimum of one Continuing Professional Development (CPD) point, further reinforcing our dedication to maintaining high standards of competence across the university.

Moreover, the 64th Training Committee Meeting, held on January 1, 2024, reviewed 64 non-academic training programs conducted throughout the year. This review emphasized UNIMAS's ongoing efforts to offer comprehensive training that supports not just academic excellence but also holistic staff development.

In addition, SDG mapping is incorporated into undergraduate and postgraduate curriculum, with the total courses of 1966 in year 2023, which aims to empower UNIMAS students with the skills, knowledge, and values needed to become proactive leaders and change-makers in the journey toward a more sustainable future.

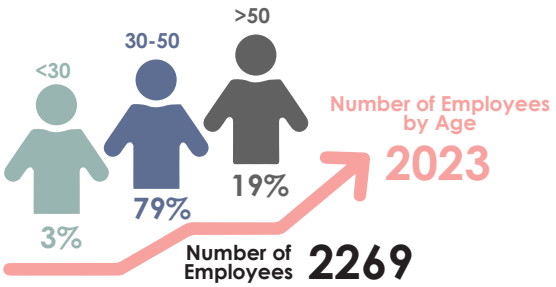


SOCIAL

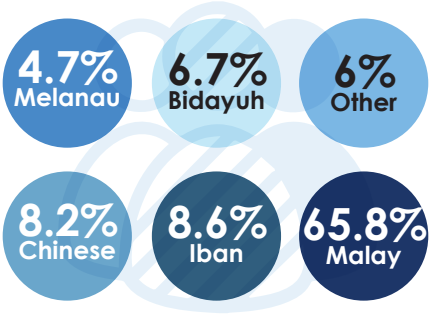
Diversity and Equal Opportunity

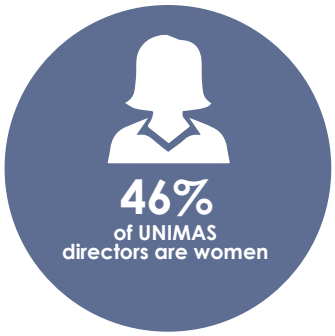


Number of Employees by Gender



Number of Employees by Ethnicity





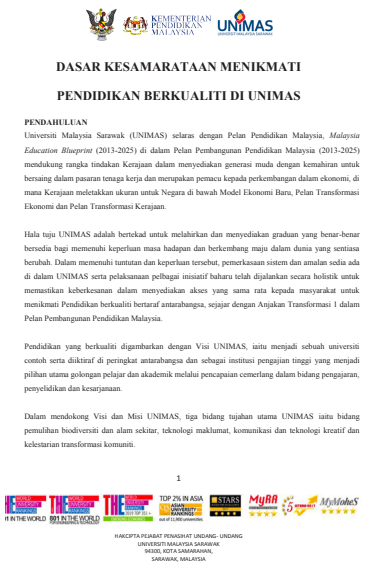
UNIMAS is deeply committed to promoting diversity within its workforce, recognizing that a diverse team enhances decision-making and broadens perspectives. The university employs 2,269 individuals with a nearly balanced gender distribution of 1,123 men and 1,146 women, demonstrating a strong commitment to gender equality. In 2023, 204 employees received promotions, with 54.41% being women, highlighting UNIMAS's dedication to providing equal opportunities for career advancement based on merit and performance. The diverse racial composition of the workforce, including a majority of Malay employees and significant representation from Iban, Chinese, Bidayuh, Melanau, and other ethnic groups, underscores UNIMAS's inclusive employment practices.

In addition to gender and ethnic diversity, UNIMAS values age diversity within its workforce, which includes staff members under 30, between 30 and 50, and over 50 years old. This range of age groups brings together fresh perspectives and seasoned expertise, fostering a collaborative environment that benefits from the strengths of all employees. The university's initiatives to support diversity and inclusion reflect its ongoing dedication to creating a workforce that mirrors the rich diversity of the community, thereby enhancing institutional excellence.

SOCIAL

Non-Discrimination | Rights of Indigenous People

UNIMAS is committed to equality, opposing all forms of discrimination and safeguarding the rights of all community members, including indigenous peoples and persons with disabilities, through comprehensive policies. The university enforces its Equality and Protection Policy and recently approved an Inclusive Policy for Persons with Disabilities, ensuring fair access and treatment for everyone. These efforts reflect UNIMAS's dedication to promoting a safe, inclusive, and respectful environment for all.



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN MENIKMATI

PENDIDIKAN BERKUALITI DI UNIMAS

PENDAHULUAN

Universiti Malaysia Sarawak (UNIMAS) selaras dengan Pelan Pendidikan Malaysia, *Malaysia Education Blueprint* (2013-2025) di dalam Pelan Pembangunan Pendidikan Malaysia (2013-2025) mendukung rangka tindakan Kerajaan dalam menyediakan generasi muda dengan kemahiran untuk bersaing dalam pasaran tenaga kerja dan merupakan pemacu kepada perkembangan dalam ekonomi, di mana Kerajaan meletakkan ukuran untuk Negara di bawah Model Ekonomi Baru, Pelan Transformasi Ekonomi dan Pelan Transformasi Kerajaan.

Hala tuju UNIMAS adalah bertekad untuk melahirkan dan menyediakan graduan yang benar-benar bersedia bagi memenuhi keperluan masa hadapan dan berkembang maju dalam dunia yang sentiasa berubah. Dalam memenuhi tuntutan dan keperluan tersebut, pemerkasaan sistem dan amalan sedia ada di dalam UNIMAS serta pelaksanaan pelbagai inisiatif baharu telah dijalankan secara holistik untuk memastikan keberkesanan dalam menyediakan akses yang sama rata kepada masyarakat untuk menikmati Pendidikan berkualiti bertaraf antarabangsa, sejajar dengan Anjakan Transformasi 1 dalam Pelan Pembangunan Pendidikan Malaysia.

Pendidikan yang berkualiti digambarkan dengan Visi UNIMAS, iaitu menjadi sebuah universiti contoh serta diiktiraf di peringkat antarabangsa dan sebagai institusi pengajian tinggi yang menjadi pilihan utama golongan pelajar dan akademik melalui pencapaian cemerlang dalam bidang pengajaran, penyelidikan dan kesarjanaan.

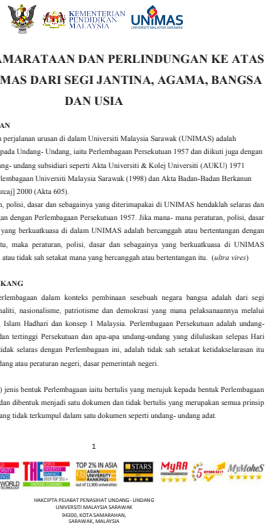
Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemuliharan biodiversiti dan alam sekitar, teknologi maklumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

1

HAKCIPTA PEJABAT PENASIHAT UNDANG- UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

UNIMAS
UNIVERSITI MALAYSIA SARAWAK

DASAR INKLUSIF
ORANG KURANG UPAYA (OKU)
UNIVERSITI MALAYSIA SARAWAK



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN DAN PERLINDUNGAN KE ATAS WARGA UNIMAS DARI SEGI JANTINA, AGAMA, BANGSA DAN USIA

1.0 PENDAHULUAN

1.1 Pelaksanaan dan perjalanan urusan di dalam Universiti Malaysia Sarawak (UNIMAS) adalah berlandaskan kepada Undang- Undang, iaitu Perlembagaan Persekutuan 1957 dan diikuti juga dengan pematuhan undang- undang subsidiari seperti Akta Universiti & Kolej Universiti (AUKU) 1971 termasuklah Perlembagaan Universiti Malaysia Sarawak (1998) dan Akta Badan-Badan Berkanun [Tatatertib & Surcaj] 2000 (Akta 605).

1.2 Segala peraturan, polisi, dasar dan sebagainya yang diterimapakai di UNIMAS hendaklah selaras dan tidak bertentangan dengan Perlembagaan Persekutuan 1957. Jika mana- mana peraturan, polisi, dasar dan sebagainya yang berkuatkuasa di dalam UNIMAS adalah bercanggah atau bertentangan dengan Perlembagaan itu, maka peraturan, polisi, dasar dan sebaginya yang berkuatkuasa di UNIMAS menjadi terbatal atau tidak sah setakat mana yang bercanggah atau bertentangan itu. (*ultra vires*)

2.0 LATAR BELAKANG

2.1 Kepentingan Perlembagaan dalam konteks pembinaan sesebuah negara bangsa adalah dari segi integrasi, nasionaliti, nasionalisme, patriotisme dan demokrasi yang mana pelaksanaannya melalui Wawasan 2020, Islam Hadhari dan konsep 1 Malaysia. Perlembagaan Persekutuan adalah undang-undang utama dan tertinggi Persekutuan dan apa-apa undang-undang yang diluluskan selepas Hari Merdeka yang tidak selaras dengan Perlembagaan ini, adalah tidak sah setakat ketidakselarasan itu atau undang-undang atau peraturan negeri, dasar pemerintah negeri.

2.2 Terdapat dua (2) jenis bentuk Perlembagaan iaitu bertulis yang merujuk kepada bentuk Perlembagaan yang dikumpul dan dibentuk menjadi satu dokumen dan tidak bertulis yang merupakan semua prinsip perlembagaan yang tidak terkumpul dalam satu dokumen seperti undang- undang adat.

1

HAKCIPTA PEJABAT PENASIHAT UNDANG- UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

These policies collectively reinforce UNIMAS's dedication to creating an inclusive, respectful, and equitable environment for all. We remain vigilant and proactive in ensuring that these principles are not only upheld but continuously promoted throughout our institution.

SOCIAL

Local Communities

UNIMAS has demonstrated its commitment to sustainability and community development through a variety of projects and initiatives in 2023. These include the Knowledge Transfer Project (KTP) with 104 projects, the Service-Learning Malaysia (SULAM) with 44 projects, and the University Social Responsibility (USR) program, which also encompasses 44 projects. Additionally, there are 25 projects under the Dana Lestari initiative and 8 projects focusing on Technology Transfer (TTP). Altogether, these community-focused endeavors have been supported by a significant investment of RM 8,833,015.65, emphasizing UNIMAS's dedication to fostering socio-economic growth, environmental stewardship, and educational enhancement across various sectors.

This financial commitment underpins a wide array of sustainability initiatives and community projects that emphasize environmental stewardship, community engagement, and educational enhancement. Initiatives like EcoAquaworld, pineapple leaf waste processing workshops, and the "Comfort Kit" for caregivers of people with disabilities are just a few examples. The university's focus on preserving indigenous cultures, promoting collaborative learning, and enhancing financial and environmental literacy further underscores its holistic approach to community development.

GOVERNANCE

Economic Performance

UNIMAS's financial performance is essential for sustaining its operations and advancing its ESG agenda, creating economic value for various stakeholders through revenue generation, employment, and support for the local supply chain. In 2023, UNIMAS generated a total economic value of RM 73,219,936, with significant contributions from its subsidiaries, UNIMAS Holdings Sdn. Bhd. (UHSB) and UNIMAS Business School (UBS), which generated RM 16,918,387 and RM 17,713,269, respectively. These efforts underscore the university's commitment to balancing financial growth with societal and environmental responsibilities.

The UNIMAS Endowment and Waqf funds play a crucial role in supporting the university's long-term goals, including research, infrastructure, and student welfare. In 2023, the Endowment Fund accumulated RM 3,690,648.21, and the Waqf Fund collected RM 1,012,588.00, bringing their cumulative totals to RM 8,410,477.07 and RM 8,080,130.46, respectively. These funds are allocated to key projects such as the East Campus Mosque, the Exam Hall, and the Tun Abang Haji Openg Digital Centre, demonstrating the importance of public and staff contributions in driving UNIMAS's mission.

UNIMAS is also addressing the financial risks and opportunities posed by climate change, acknowledging the need to reduce its carbon footprint and promote sustainability on campus. With an annual allocation of RM2 million for insurance expenses in 2023, UNIMAS is ensuring comprehensive coverage and risk management to safeguard its assets, employees, and operations against potential liabilities and uncertainties. By actively managing these challenges, UNIMAS aims to maintain long-term resilience in the face of evolving environmental and financial landscapes.

GOVERNANCE

Market Presence

Ratios of standard entry level wage by gender compared to local minimum wage

Range of minimum wage	Range of maximum wage
RM 1,204 – RM 6,640	RM 2,939 – RM 14,210

Academic	
RM 2,188	RM 14,210
Executive	
RM 1,204	RM 8,070
Management & Professional	
RM 2,078	RM 13,256

At UNIMAS, male and female employees receive the same initial starting remuneration, ensuring no gender-based discrimination. The university is deeply committed to protecting and promoting equality among its members, with policies that foster gender, racial, and age equality. Ensuring a minimum wage is crucial for improving the economic well-being of UNIMAS employees, who are vital to the institution's operations. Equitable salary distribution is essential for reducing disparities, including those based on gender and citizenship, and has significant implications for economic growth and development at individual, business, national, and global levels.

UNIMAS is still using RM1,200 as the minimum wage in 2023. This decision is based on the implementation of Service Circular No. 1 of 2016, which sets the guidelines for minimum wage policies at the university.

GOVERNANCE

Procurement Practices

At UNIMAS, In 2023, UNIMAS demonstrated a strong commitment to supporting the local economy by significantly prioritizing local suppliers in its procurement practices. According to the procurement data, an overwhelming 88.62% of the total supplier percentage was attributed to suppliers based in Sarawak. This substantial investment underscores UNIMAS's dedication to fostering economic growth and development within the Sarawak region. Smaller proportions were allocated to suppliers in West Malaysia (8.12%), international suppliers (3.19%), and Sabah (0.08%), indicating a focused approach on enhancing the local supply chain.

Building on the foundation established in previous years, UNIMAS's procurement strategy for 2023 aligns with its ongoing commitment to the local community and economy. The data reflects a significant increase from the 75% local supplier engagement reported in 2022, showcasing UNIMAS's consistent efforts to reinforce local partnerships. By prioritizing local procurement, UNIMAS not only contributes to the economic stability and growth of Sarawak but also strengthens community ties. This approach highlights UNIMAS's role in promoting sustainable development and prosperity within the Sarawakian community through strategic and impactful procurement practices.

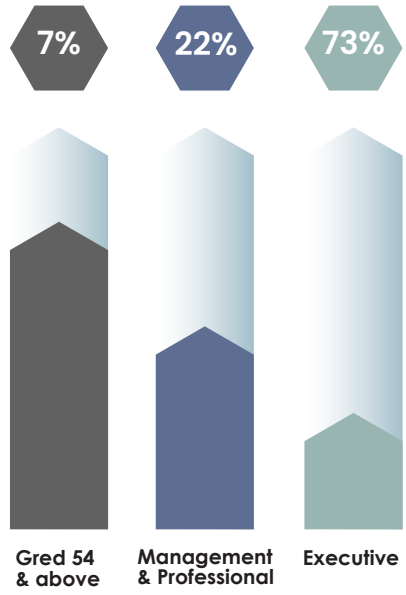
State	Supplier Percentage (%)
Sarawak	88.62
Sabah	0.08
West Malaysia	8.12
International	3.19
	100.00

GOVERNANCE
Anti-Corruption

In 2023, UNIMAS maintained a strong record of integrity, with no reported cases of corruption. This achievement underscores the effectiveness of the university's rigorous internal controls, ethical standards, and commitment to fostering a culture of transparency. To further strengthen these efforts, UNIMAS has implemented proactive measures, including regular audits, comprehensive training programs on ethical practices, and the establishment of clear reporting mechanisms for any potential misconduct.

The university also prioritizes accountability at all levels, ensuring that all staff members understand the importance of ethical behavior in maintaining the institution's reputation and public trust. By enhancing transparency in decision-making processes and promoting a zero-tolerance approach to corruption, UNIMAS continues to safeguard its operations and uphold the highest standards of governance. These ongoing initiatives are critical to ensuring that UNIMAS remains a trusted and respected institution in the eyes of its stakeholders and the wider community.

Number of employees who have attended anti-corruption training, broken down by employee type





GOVERNANCE
Ethics & Transparency

In 2024, UNIMAS has made substantial progress in strengthening our governance framework as part of our commitment to upholding the highest standards of ethics and transparency. Our efforts are focused on ensuring robust governance structures, promoting ethical decision-making, and maintaining transparency in financial and operational practices.

We have established a comprehensive governance structure that includes an independent Board of Directors to ensure effective oversight and decision-making. Internally, we promote good governance through well-defined organizational charts, meeting calendars, and job descriptions, alongside regular management meetings for strategic planning.

To enhance our ethical standards, UNIMAS is in the process of finalizing a Whistleblower Policy, aimed at providing a secure and confidential channel for reporting unethical behavior and preventing corruption. We regularly instruct our Board of Directors, managers, and employees on the Code of Ethics through various campaigns, webinars, and training sessions, reinforcing our commitment to integrity.

Furthermore, our financial governance is underpinned by strong controls such as segregation of duties, authorization procedures, and routine third-party reviews to ensure transparency and accountability. UNIMAS also ensures that our financial statements and performance metrics, including social and environmental outcomes, are publicly accessible, reinforcing our dedication to transparency and stakeholder engagement.

SHORT TERM ACTION PLAN (2023-2025) FOR ULCC2030

Energy Efficiency

KPI 1: Energy policy (second edition), environmental policy (first edition)
KPI 2: 20% Energy Cost Savings
KPI 3: 2 activity on digital energy efficiency policy and best practice
KPI 4: 2 activity on digital energy efficiency awareness and campaign
KPI 5: 2 activity on energy efficient digital users on campus (UNIMAS Staff)

Greenhouse Gases (GHG) Inventory

KPI 1: 50% Establishment of GHG dashboard
KPI 2: 50% Establishment of 4SEE app
KPI 3: 50% of campus community are users of 4SEE Mobile app
KPI 4: 50% Publication of GHG inventory

Circular Economy & Waste Management

KPI 1: 5 of courses offered by UNIMAS are sustainability- 5 pilot courses (ESG / sustainability
KPI 2: 5% no single-use plastic policy enforcement
KPI 3: 5% waste minimization from all cafes on campus
KPI 4: 3 Recycling Points
KPI 5: 1 composting (food waste) facilities in Student Pavilion / Lake View Cafe
KPI 6: Green Galleria / Circular 9R lab
KPI 7: Sustainability on Wheels

Capacity & Capability Building

KPI 1: Forming working relationships with relevant state, federal, international agencies
KPI 2: UNIMAS experts in GRI, GHG accounting and auditing, GBI, energy auditors, circular ec

Sustainable Innovative

KPI 1: 2 Events at regional, national

ESG FRAMEWORK AND GRI ALIGNMENT

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