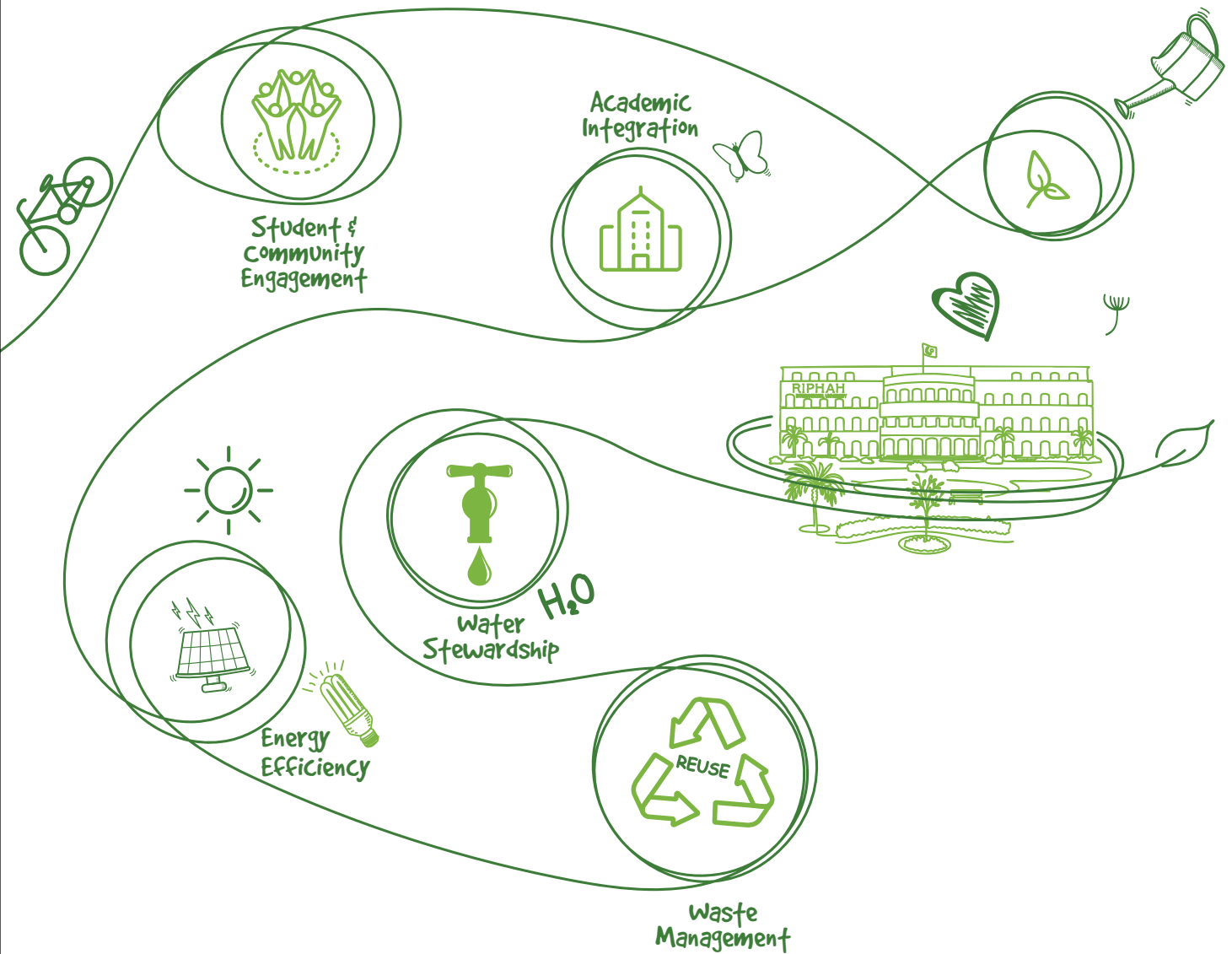




RIPHAH INTERNATIONAL UNIVERSITY

Sustainability & ESG Performance Report | 2024

Prepared in accordance with the Global Reporting Initiative (GRI)
Standards and SECP's ESG Disclosure Guidelines.

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Technical review was undertaken by Mr. Abdul Wajid Usmani, Mr. Sufiyan Ali, Mr. Shahzad Ali, and Ms. Suniya Faiz, whose expert insights supported refinement of the final document and ensured alignment with ESG reporting standards.

This report establishes an institutional baseline for sustainability performance and is intended to support ongoing ESG integration and future progress tracking.

Executive Summary

Riphah International University presents its 2024 Sustainability & ESG Performance Report, disclosing environmental, social, and governance performance in line with GRI Standards and SECP ESG disclosure requirements. This is the first report to fully integrate materiality-based performance indicators, with our subsequent gap analysis informing forward-looking targets aligned with our commitment to achieve Net Zero greenhouse gas emissions by 2035.

Key ESG Milestones – 2024 Reporting Cycle



Energy Efficiency

80% campus-wide conversion to LED and low-energy fixtures, **reducing annual electricity consumption by 12%**, compared to the 2022 baseline, verified through utility data tracking.



Water Stewardship

Implementation of greywater reuse and high-efficiency fixtures, **delivering a 15% reduction** in potable water use.



Waste Management

Initiated three-stream waste segregation at source; **25% of segregated waste diverted** from landfill.



Academic Integration

Sustainability and climate change modules introduced in relevant degree programs, embedding **ESG literacy** into graduate competencies.



Student & Community Engagement

Campus-wide awareness campaigns reaching **over 5,000 participants**.

Identified Priority Gaps (2025–2027):

- Establishment of a **comprehensive GHG inventory** covering Scope 1, Scope 2, and Scope 3 emissions.
- Formal adoption of a **Sustainable Procurement Policy** with ESG vendor screening criteria.
- Creation of a University **ESG Steering Committee** with defined governance mandate.
- Structured **E-waste management framework** for IT asset lifecycle control.
- Regular **climate resilience and ESG training** for faculty, staff, and student leaders.

Reporting Boundary and Period:

This report establishes a pilot ESG baseline from 1 January 2024 to 31 December 2024 for Gulberg Greens Campus, which will be progressively expanded to all Riphah campuses from 2025 onward.



Message from the Vice Chancellor

“Higher education institutions bear a dual responsibility; to advance knowledge and to operationalize values that respond to society’s most pressing environmental and social challenges. For Riphah International University, this means embedding ESG principles into our governance, academic delivery, and operational footprint in ways that are measurable, verifiable, and accountable.”

The 2024 reporting cycle marks a structural shift in how we govern sustainability. We have aligned our reporting approach to GRI Standards and SECP’s ESG Guidelines on ESG Disclosures for Listed Companies 2023, not only as a compliance measure but as a performance management tool. This ensures our strategic decisions are informed by data-driven insights, transparent stakeholder engagement, and materiality assessment outcomes.

Our Net Zero by 2035 target requires transformative change; from integrating renewable energy solutions into our campuses to building an inclusive academic environment that fosters equity and well-being. The gaps identified through our ESG audit will be addressed through short-, medium-, and long-term action plans, embedded in our governance structure and performance review processes.

We remain committed to publishing annual disclosures that will allow our stakeholders – including students, faculty, regulators, and the broader community – to monitor our progress and hold us accountable.

Professor Dr. Anis Ahmad

Vice Chancellor
Riphah International University

Chapter - 1

About Us



RIPHAH INTERNATIONAL UNIVERSITY

Sustainability & ESG

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1.1 Institutional Profile

Riphah International University is a premier higher education institution in Pakistan, established with the mission to produce professionals equipped with both technical competence and ethical values. Headquartered in Islamabad, the University operates multiple campuses, faculties, and research centers serving a diverse student population across a wide range of disciplines, including health sciences, engineering, management sciences, social sciences, and Islamic studies.

Established under the Islamic International Medical College Trust (IIMCT) – a not-for-profit, non-governmental charitable organization founded in 1995 – Riphah functions as the Trust's flagship higher education institution. As an institution chartered by the Federal Government of Pakistan, Riphah holds a distinctive position in integrating academic excellence with the **Maqasid al- Shariah** (objectives of Islamic law), promoting social responsibility alongside intellectual growth. The University is recognised by the Higher Education Commission of Pakistan and accredited by multiple professional bodies for its academic programs.

Beyond academic excellence, Riphah views its scale of operations as both an imperative and a platform for advancing sustainability and responsible growth. The University has committed to embedding Environmental, Social and Governance (ESG) principles within its institutional framework and aligning them with its long-standing ethical values. This Sustainability report reflects that commitment by showcasing how the University translates its mission into tangible sustainability actions and long-term responsibilities towards students, communities and the broader environment. Scale and Reach



With a community of over 29,000 students and staff across 10 campuses, Riphah's operational decisions and educational programs have a significant environmental and social footprint, as well as a profound opportunity to drive sustainable development.

- **Total Students Enrolled:** 27,357 in eight faculties offering 176-degree programs, which include 66 undergraduates, 68 graduates, and 28 Post-Graduate programs.
- **Faculty & Staff:** 2,000+
- **Campuses:** 10 in 7 cities (including satellite campuses in Rawalpindi, Lahore, and Faisalabad)
- **Accreditations:** HEC recognition, ISO-certified Quality Management System - ISO 9001:2015, and multiple program-level accreditations, including
 - Pakistan Medical and Dental Council (PM&DC)
 - Pakistan Engineering Council (PEC)
 - Pharmacy Council of Pakistan (PCP)
 - Pakistan Veterinary Medical Council (PVMC)
 - National Computing Education Accreditation Council (NCEAC)
 - National Business Education Accreditation Council (NBEAC)
 - World Confederation of Physical Therapy (WCPT)

1.2 Mission and Vision

Riphah's Mission, Vision, and Values are not abstract concepts; they are the guiding principles for its Environmental, Social, and Governance (ESG) strategy.

Our Mission

Establishment of the state-of-the-art educational institutions with a focus on inculcating Islamic ethical values.

Our Vision

- To lead in the development of holistic value-based research, development, education, and training programs;
- To establish at national and international levels state-of-the-art educational, research, and training institutions, in line with international best practices and with the integration of universal Islamic values and the ideology of Pakistan to produce dynamic and committed human beings;

- To develop and implement educational strategies, experiential learning, and outcome-based academic programs, teaching material, reports, surveys, and research material to enhance the quality of education and training in various disciplines in higher education;
- To play a leadership role at national and international levels in the production of 'ilm al nafi' systematic reforms (islah), capacity building (tarbiyah), behavioral transformation (tazkiyah), creation of tolerance and forbearance (sabr, istiqamah) and innovative solutions (ijtihad) for social change with a pro-active approach (jihad); and
- Establish model institutions, particularly in healthcare, applied and social sciences, including Islamic thought, culture, and history to improve people's quality of life.

Our Values

The Islamic value system draws its legitimacy from two universal realities: tawhid and 'adl, or Allah's unity, uniqueness, and attribute of fairness. For our convenience, we have selected six major values as the basis of our policies and practices. These are complemented by equally important behaviors prescribed by the Qur'an and the Sunnah for a socially responsible society and organization.

1. **Al-Akhirah** – Akhirah Oriented Decisions
2. **Itiqan** – Pursuit of Excellence
3. **Mushawarah** – Consultation and Harmony
4. **Ijtima'iyah** – Teamwork
5. **Rahmah** – Compassion
6. **Muhasabah** – Accountability

Chapter - 2

Our Approach to **Sustainability**



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Guided by Values, Driven by Impact

Riphah International University's sustainability approach is rooted in Islamic ethical principles and aligned with global best practices, particularly the United Nations Sustainable Development Goals (SDGs) and GRI Standards and the guidelines issued by Securities and Exchange Commission of Pakistan. This dual foundation ensures that our actions are both morally grounded and internationally benchmarked. Our approach is informed by the materiality assessment outlined in Section 3, ensuring that institutional priorities reflect both stakeholder expectations and operational impact.

This strategy applies Gulberg Greens Campus, which will be progressively expanded to all Riphah campuses from 2025 onward. We integrate sustainability into every dimension of our institution – from curriculum design and research agendas to campus operations, stakeholder engagement, and community outreach.

2.1 Key Frameworks and Standards

- **UN Sustainable Development Goals (SDGs)** – Mapping initiatives to 13 SDGs relevant to higher education and community development, guiding program alignment and impact measurement.
- **GRI Standards** – Ensuring comprehensive, transparent, and comparable ESG disclosure, structuring data collection and reporting.
- **Guidelines on ESG Disclosure for Listed Companies 2023** – Aligning reporting practices with SECP's national ESG disclosure framework to ensure compliance and consistency.
- **National Environmental Quality Standards (NEQS)** – Adhering to Pakistan's environmental compliance requirements, shaping operational practices and audits.
- **Maqasid al-Shariah** – Embedding principles of preservation, equity, and stewardship into institutional governance, aligning ethics with sustainability actions.

2.2 Strategic Integration

1. **Governance** – Oversight by senior leadership ensures ESG priorities are reflected in decision-making processes and resource allocation.
2. **Education & Research** – Sustainability concepts are embedded into academic programs, research priorities, and faculty development.

3. **Operations** – Implementation of energy efficiency, water conservation, and waste management initiatives across campuses.
4. **Community Engagement** – Partnerships, outreach, and advocacy programs designed to foster societal awareness and resilience.
5. **Performance Monitoring** – Annual ESG audits, KPI tracking, and progress reporting against set sustainability goals.

2.3 Sustainability as a Continuous Journey

We view sustainability not as a single project but as an ongoing transformation. Our aim is to continually strengthen the link between our academic mission, operational efficiency, and societal impact – ensuring Riphah remains a leader in sustainable higher education within Pakistan and the region.

Chapter - 3

Materiality Assessment: **Prioritizing Impact**



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In preparing the Riphah Sustainability Report 2024, we undertook a comprehensive materiality analysis aligned with the **Global Reporting Initiative (GRI)** Standards, ensuring alignment with higher education sector best practices. The assessment aimed to identify and prioritize sustainability topics most relevant to our stakeholders and institutional mission.

3.1 Stakeholder Mapping and Engagement

We engaged faculty, administrative leaders, students, research staff, operational teams, and community partners through structured consultations and surveys. The process examined both **stakeholder priorities** and **university impacts**, covering academic integration, operational sustainability, and community engagement.

3.2 Assessment Process

- 1. Identification of Potential Topics:** Derived from Riphah's ESG audit, sector benchmarking, and sustainability frameworks applicable to universities.
- 2. Stakeholder Feedback:** Materiality questionnaires distributed across the respective campus; insights gathered on perceived importance and impact.
- 3. Impact Evaluation:** Each topic assessed against two dimensions – significance to stakeholders and the scale of Riphah's actual or potential impact.

The findings informed a double materiality approach that incorporates operational realities, academic integration, and societal contributions into our long-term sustainability strategy. "This 'double materiality' approach ensures we consider both the financial and strategic risks sustainability issues pose to Riphah (outside-in impact) and Riphah's own impact on the environment and society (inside-out impact). The output of this process is plotted in the Materiality Matrix (Section 4) and directly informs the Sustainability Goals and Milestones in Section 5.

Riphah Material Themes	ESG Impact Category	Description of Impacts
Renewable Energy and Energy Efficiency	Energy	Riphah's solar infrastructure powers 90% of campus operations, reducing reliance on the grid, cutting emissions, and lowering operational costs. Energy- efficient systems in lighting and HVAC further enhance resource optimization.
Water Conservation and Management	Water	Water usage is tracked through installed gauges, with conservation programs reducing wastage. Quality control measures ensure safe usage, and initiatives raise awareness among students and staff.
Waste Reduction and Recycling	Circularity	Waste segregation at source, formal recycling contracts, and cafeteria waste programs reduce landfill contributions. Improvements are needed in e-waste management to address compliance gaps.
Sustainability in Curriculum	Social impact	Environmental and governance topics integrated into academic programs, co-curricular activities, and student-led research strengthen awareness and create long-term change agents.
Community Engagement	Social impact	Literacy drives, fundraising, and environmental campaigns mobilize students and staff to address societal needs, reinforcing Riphah's role in community development.
Occupational Health & Safety	Working Conditions	Compliance with ISO 45001, regular safety training, and on-campus health facilities safeguard the wellbeing of faculty, staff, and students.
Governance and Transparency	Governance	Anti-corruption SOPs, full tax compliance, and calls for a formal ESG Committee ensure accountability and transparent institutional governance.
Digital Sustainability & Cybersecurity	Digital Impact	Initiatives to reduce IT energy consumption, improve accessibility, and secure data privacy protect both operational efficiency and stakeholder trust.

Chapter - 4

Materiality Matrix: Riphah International University



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4.1 Axes

X-Axis: Relevant for Riphah (Institutional Priority)

Y-Axis: Relevant for Stakeholders

4.2 Color Legend

- ⊖ Environment
- ⊖ Social
- ⊖ Governance

4.3 Methodology

The Materiality Matrix applies a five-point scale to evaluate each topic's relevance. Scores reflect both stakeholder relevance (Y-axis) and institutional priority (X-axis). Ratings were derived from responses collected through stakeholder surveys and internal consultations, where participants ranked each theme based on its perceived impact and importance to Riphah's mission.

Riphah Material Themes	ESG Impact Category	Color	Relevance for Stakeholders (Y)	Relevance for Riphah (X)
Renewable Energy and Energy Efficiency	Energy	Green	4.8	4.9
Water Conservation and Management	Water	Green	4.7	4.6
Waste Reduction and Recycling	Circularity	Green	4.5	4.4
Sustainability in Curriculum	Social Impact	Yellow	4.9	4.8
Community Engagement	Social Impact	Yellow	4.8	4.7
Occupational Health & Safety	Working Conditions	Yellow	4.6	4.4
Governance and Transparency	Governance	Red	4.4	4.8
Digital Sustainability & Cybersecurity	Digital Impact	Red	4.3	4.7

Chapter - 5

Sustainability **Goals** and **Milestones**



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Riphah International University is committed to advancing sustainability in line with the UN 2030 Agenda for Sustainable Development. We align our strategic initiatives with the Sustainable Development Goals (SDGs) that are most relevant to our operations, sector, and stakeholder expectations.

Our goals are categorized under Governance, Environment, Social, and Academic Excellence themes, with measurable targets, clear timeframes, and transparent tracking of progress. 2024 status represents the performance trends relative to the baseline where 'Increase' indicates improvement from the baseline, 'stable' indicates consistent performance levels, and 'decrease' indicates areas requiring focused corrective action.

Material Topic	2024 Status	Goals	Timeframe	Relevant SDGs
ESG Governance	Stable	Integrate ESG risk management framework across all departments and ensure annual sustainability reporting aligned with GRI and national ESG standards	2026	SDG 16, SDG 17
Ethical Governance & Compliance	Increase	Strengthen anti-corruption measures, ethics training, and compliance monitoring for all faculty and staff	Ongoing	SDG 16
Energy Efficiency in Campus Operations	Increase	Achieve 25% reduction in electricity use per student by transitioning to solar and energy-efficient systems	2028	SDG 7, SDG 13
Climate Change Mitigation	Increase	Reduce scope 1 and scope 2 GHG emissions by 30% compared to 2023 baseline through renewable energy and energy conservation	2030	SDG 7, SDG 13
Water Conservation	Increase	Implement rainwater harvesting and reduce per capita water consumption by 20%	2027	SDG 6, SDG 12
Waste Management & Recycling	Increase	Achieve 80% waste diversion from landfill through recycling, composting, and paperless initiatives	2030	SDG 12

Sustainable Procurement	Increase	Introduce green procurement policy ensuring 50% of all purchased goods meet sustainability criteria	2026	SDG 12
Health & Safety at Work	Stable	Achieve zero workplace injuries through improved health and safety measures across all campuses	2025	SDG 3, SDG 8
Employee Development	Increase	Provide mandatory sustainability and ESG training for all employees annually	Ongoing	SDG 4, SDG 8
Diversity & Inclusion	Increase	Ensure 40% representation of women in leadership and governance roles	2030	SDG 5, SDG 10
Sustainability in Curriculum	Stable	Integrate sustainability topics into all undergraduate and postgraduate programs	2026	SDG 4, SDG 13
Research & Innovation in Sustainability	Increase	Increase number of funded sustainability research projects by 50%	2030	SDG 9, SDG 17
Community Engagement	Increase	Conduct at least 10 annual community projects addressing local environmental and social challenges	Ongoing	SDG 11, SDG 17

Chapter - 6

Governance - Where **Integrity** **Shapes** **Leadership!**



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Strong governance is the foundation of our journey.

It drives ethical choices, ensures transparency, and aligns every decision with our mission, values, and the SDGs.

6.1 Governance at Riphah International University

At Riphah International University, governance is the foundation of our institutional integrity, strategic direction, and societal contribution. Our governance framework is designed to uphold transparency, accountability, and ethical leadership, ensuring that our academic and operational practices align with the highest global standards and the university's Islamic values.

We recognize that governance in a modern academic institution extends beyond regulatory compliance. It is the system that enables balanced decision-making, stakeholder trust, and the long-term sustainability of our mission. Guided by the principles of fairness, inclusivity, and ethical stewardship, we are committed to embedding robust governance structures that respond effectively to evolving environmental, social, and economic challenges.

Our governance approach ensures:

- Clear accountability through defined roles and responsibilities at every leadership level.
- Strategic oversight that aligns operational performance with our sustainability objectives.
- Ethical leadership rooted in our institutional values, Islamic principles, and global best practices.
- Transparent decision-making that encourages stakeholder engagement and fosters trust.

Through these pillars, Riphah International University seeks to set a benchmark for governance in higher education; one that integrates academic excellence with responsible management and sustainability leadership.

6.2 Governance Structure and Oversight

Riphah International University operates under a multi-tiered governance framework that ensures strategic oversight, operational accountability, and alignment with our sustainability commitments. The governance model integrates academic leadership, administrative oversight, and specialized committees to address environmental, social, and governance priorities.

6.2.1 Board of Governors

The Board of Governors is the highest decision-making authority, responsible for the university's strategic direction, policy approval, and oversight of management performance. It ensures that all institutional activities are consistent with our mission, vision, and Islamic values.

Board Composition:

The Chancellor of the University, Mr. Hassan Muhammad Khan, serves as the Chairman of the Board, while Professor Dr. Anis Ahmad, Vice-Chancellor, acts as the Secretary of the Board. Members include nominees from the Higher Education Commission (HEC), the Ministry of Federal Education and Professional Training, the Islamic International Medical College Trust, and eminent professionals representing judiciary, academia, and industry. Nominations are based on professional expertise, ethical standing, and alignment with Riphah's vision of integrating education with moral and social responsibility. All members are subject to the University's Code of Ethics, Anti-Corruption Policy, and Whistleblower Protection Policy. Members are expected to declare any potential conflicts of interest prior to deliberations. There are currently no reported instances of cross-board membership, shareholding overlaps, or related-party transactions within the governance structure.

Key Responsibilities:

- Approving institutional strategy and sustainability policies
- Reviewing performance against strategic and ESG goals
- Ensuring compliance with regulatory and accreditation standards
- Overseeing risk management and internal controls

Meetings and Decision-Making:

The Board meets at least twice a year on dates fixed by the Vice-Chancellor in consultation with the Chancellor. Special meetings may be called at any time by the Chancellor, Vice-Chancellor or on a request by not less than five members of the Board to consider any matter of urgent nature.

6.2.2 Executive Leadership

The Vice Chancellor, Pro-Vice Chancellors, and Deans collectively form the executive leadership, implementing the Board's directives and managing academic, operational, and sustainability initiatives.

Core Functions:

- Translating strategic plans into actionable programs
- Integrating sustainability across academic and administrative functions
- Overseeing faculty and student engagement in sustainability initiatives
- Ensuring alignment with national education policies and global ESG standards

6.2.3 Specialized Committees

To enhance governance efficiency, Riphah has established dedicated committees with defined mandates and reporting lines:

- **Audit & Risk Committee:** Oversees financial integrity, risk assessment, and internal controls.
- **Sustainability and ESG Committee:** Drives sustainability integration, monitors ESG targets, and reports progress to the Board.
- **Academic Council:** Ensures academic quality, curriculum development, and research excellence.
- **Ethics and Compliance Committee:** Upholds ethical conduct, anti-corruption policies, and adherence to institutional values.

6.2.4 Stakeholder Engagement in Governance

Riphah emphasizes participatory governance by engaging students, faculty, alumni, and external partners in key decision-making processes. Regular consultations, surveys, and forums ensure that stakeholder perspectives inform policy and strategic priorities.

This multi-tiered governance structure enables Riphah International University to remain strategically agile, ethically grounded, and sustainably driven in fulfilling its academic and societal mandate.

6.3 Governance Policies and ESG Integration

Riphah International University's governance framework is reinforced by clear policies, codes of conduct, and structured processes that ensure all decisions and operations uphold our ethical, academic, and sustainability standards. These governance instruments are regularly reviewed to reflect emerging regulatory requirements, global best practices, and stakeholder expectations.

6.3.1 Key Governance Policies

- **Code of Corporate Governance:** Establishes principles of transparency, accountability, and fairness in institutional management.
- **Code of Ethics and Professional Conduct:** Defines expected behaviors for faculty, staff, and students, emphasizing integrity, respect, and compliance with Islamic values.
- **Anti-Corruption and Bribery Policy:** Prohibits corrupt practices and enforces strict reporting and disciplinary measures.
- **Whistleblower Protection Policy:** Encourages reporting of unethical or unlawful behavior without fear of retaliation.
- **Data Protection and Privacy Policy:** Safeguards personal and institutional data in compliance with national regulations.

6.3.2 Integration of ESG Principles

Riphah has embedded ESG considerations across its decision-making and operational frameworks. This integration ensures that sustainability objectives are not treated as parallel initiatives but as core components of governance and strategic planning.

6.3.3 ESG Integration Mechanisms include:

- Sustainability Impact Reviews for all major projects and policy decisions. Communicated to Board through scheduled Board and Committee meetings.
- Annual ESG Performance Reporting to the Board of Governors.
- Alignment of Academic Research with national sustainability priorities and relevant SDGs.
- Faculty and Staff Training on ESG awareness and application to strengthen institutional capacity for sustainable decision-making and policy implementation across all administrative and academic tiers.
- Procurement and Resource Use Guidelines that favor environmentally responsible and ethically sourced materials.

6.3.4 Transparency and Reporting

Commitment to transparency is demonstrated through annual sustainability reports, audited financial statements, and open-access institutional policies. Stakeholder feedback channels remain active year-round to ensure governance remains responsive and adaptive. The Vice-Chancellor reaffirms Riphah's commitment to sustainable development as integral to its mission, with governance, ethics, and HR policies embedded through inductions, digital portals, and circulars. Any identified negative impacts are reported through departmental and committee channels for timely mitigation.

These frameworks are under development for implementation in 2025.

6.4 Risk Management and Compliance Oversight

Riphah International University operates under a proactive risk management framework designed to identify, assess, and mitigate risks that may impact academic operations, financial stability, and sustainability objectives. This approach ensures that institutional resilience and governance integrity are maintained across all functions.

6.4.1 Risk Management Framework

The risk management process follows a structured cycle of identification, evaluation, mitigation, and monitoring. Risks are categorized into strategic, operational, financial, environmental, and reputational dimensions, each with clearly assigned ownership at the executive or departmental level.

Core Practices Include:

- Annual Enterprise Risk Assessment conducted by the Audit & Risk Committee.
- Integration of environmental and social risk considerations into project planning and decision-making.
- Use of risk heat maps and priority matrices to guide resource allocation.
- Regular scenario planning to prepare for emerging threats such as regulatory changes, climate-related disruptions, or digital security breaches.
- Continuous monitoring of identified risks to ensure effective oversight and timely mitigation.

6.4.2 Compliance Oversight

Riphah maintains a compliance-first culture, ensuring adherence to all applicable laws, regulations, accreditation standards, and internal policies.

Key Elements of Compliance Governance:

- Regulatory Alignment: Continuous monitoring of higher education, environmental, and labor regulations to ensure institutional readiness.
- Internal Audit Function: Independent audits of operational, financial, and ESG-related processes to verify compliance and identify improvement areas.
- Policy Review Cycle: Biennial review of all governance policies to incorporate new legal and ESG requirements.
- Training and Awareness: Mandatory compliance workshops for faculty, staff, and student leaders.

6.4.3 Ethics and Accountability Mechanisms

Ethics remain central to governance, with mechanisms that ensure integrity in all decision-making. The Ethics and Compliance Committee monitors adherence to codes of conduct, investigates reported breaches, and enforces corrective action.

By maintaining a robust governance and compliance infrastructure, Riphah International University safeguards its academic mission, enhances stakeholder trust, and ensures that all operations align with both institutional values and global ESG standards.

6.5 Stakeholder Engagement in Governance and Performance Monitoring

At Riphah International University, stakeholder participation is a cornerstone of governance. By engaging internal and external stakeholders in decision-making, the institution ensures that governance structures remain inclusive, transparent, and responsive to evolving needs.

6.5.1 Stakeholder Governance Channels

- Board Representation: Governance bodies include academic, industry, alumni, and community representatives to ensure diverse perspectives.
- Faculty Senate & Academic Councils: Platforms for academic staff to contribute to policy formulation, curriculum design, and research priorities.
- Student Representation: Student councils provide input on academic quality, campus facilities, and social responsibility initiatives.
- Community & Industry Advisory Panels: External stakeholders advise on industry alignment, graduate employability, and social impact programs.

6.5.2 Stakeholder Engagement Mechanisms

- Annual Stakeholder Forums to discuss institutional performance and sustainability goals.
- Surveys & Feedback Systems to collect regular insights from students, faculty, and partners.
- Collaborative Working Groups on key ESG topics, such as renewable energy adoption, sustainable campus operations, and community outreach.

6.5.3 Performance Monitoring and Reporting

Governance at Riphah is supported by robust monitoring frameworks to ensure alignment with institutional goals and SDG-linked targets.

6.5.4 Performance Tracking Tools Include:

- Key Performance Indicators (KPIs): Monitored quarterly to measure progress in academic, operational, and ESG commitments.
- Sustainability Dashboard: Tracks environmental metrics such as energy use, waste reduction, and emissions.
- Annual Governance Report: Summarizes achievements, challenges, and future priorities, publicly available to all stakeholders.

6.5.5 Commitment to Continuous Improvement

Stakeholder feedback directly informs policy revisions, strategic updates, and program enhancements. This participatory governance approach not only strengthens trust but also ensures that Riphah remains a model of academic excellence and sustainability leadership in Pakistan's higher education sector.

Chapter - 7

Environmental Stewardship



RIPHAH INTERNATIONAL UNIVERSITY

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Sustaining the Planet, Empowering the Future.

Our responsibility to the environment goes beyond compliance.

Our commitment to environmental stewardship is driven by innovation, data, and a shared responsibility to protect our planet. From renewable energy adoption to water conservation and biodiversity restoration, we are taking measurable steps towards a climate-resilient future.

7.1 Environmental Stewardship Overview

Our Environmental Commitment

At Riphah International University, environmental responsibility is embedded in our values and operational strategy. We align our approach with GRI 300 Series Environmental Standards and the UN Sustainable Development Goals to ensure that every action is measurable, accountable, and impactful.

Our campuses are living laboratories where energy efficiency, water stewardship, and waste reduction initiatives are continuously tested and refined. We recognize that environmental sustainability is not an isolated project but a long-term institutional priority that requires governance, investment, and innovation.

7.2 Strategic Pillars of Our Environmental Approach

1. Energy Management (SDG 7, 13)
 - Transition towards renewable energy with solar installations and real-time monitoring systems.
 - Ongoing optimization of lighting, HVAC, and appliance efficiency.
2. Water Stewardship (SDG 6, 12, 14)
 - Comprehensive water monitoring and conservation systems.
 - Ensuring quality through distilled water testing and infrastructure upgrades.
3. Emissions Management (SDG 13)
 - Establishing baseline carbon footprints across all campuses.
 - Developing decarbonization pathways aligned with global climate goals.
4. Waste & Resource Circularity (SDG 12, 14)
 - Segregation and recycling programs across all departments.
 - Formalizing e-waste disposal through certified vendors.

5. Biodiversity and Green Spaces (SDG 15)
 - Tree plantation drives and campus biodiversity zones.
 - Partnerships for urban greening and habitat restoration.
6. Sustainable Procurement & IT Responsibility (SDG 12)
 - Adoption of environmentally responsible procurement guidelines.
 - Green IT policies for devices, data centers, and disposal practices.

7.3 Energy Management (GRI 302)

7.3.1 Energy Consumption Tracking

Riphah International University actively monitors electricity usage through smart energy management applications and detailed electricity usage reports at the Gulberg Greens campus. This monitoring covers both on-grid and renewable energy consumption, enabling campus-level performance assessment.

Energy Source	Monitoring Method	Coverage	Data Availability
Solar Power	Smart application dashboards, inverter monitoring	90%	Real-time performance
Grid Electricity	Monthly electricity usage reports from supplier	10%	Monthly tracking
Data Center Energy	Specialized software and manual log entries	100%	Real-time & monthly

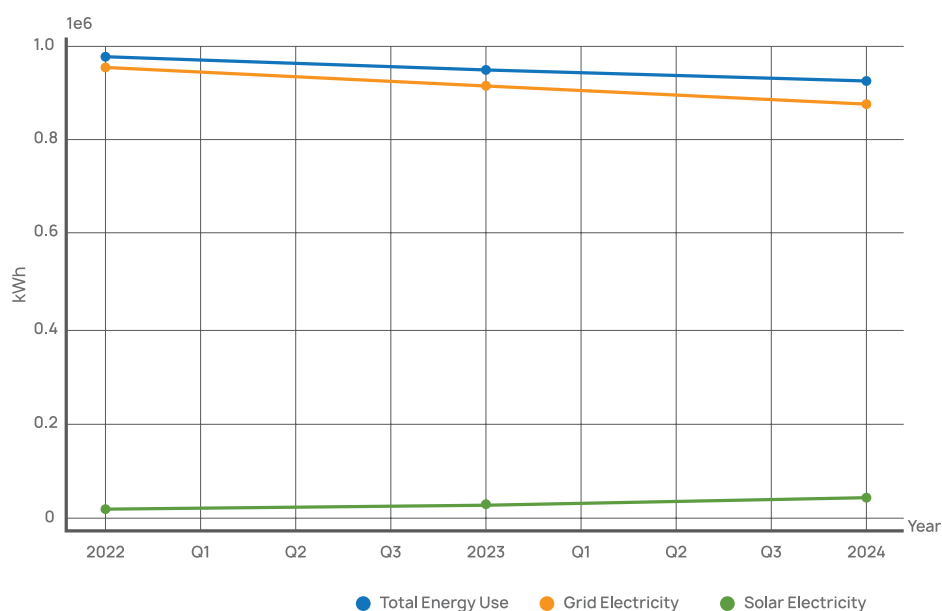
7.3.2 Renewable Energy Integration

- **Current Status:**
 - The campus is primarily powered through a 300 kW solar generation system, which serves as the main source of on-site renewable energy.
 - Installation of a Green Meter is scheduled within the next 2–3 weeks, following NEPRA's approval.
 - Any additional energy requirements are supplemented through the national grid.
- **Planned Improvements:**
 - Long-term vision to transition towards **100% renewable energy**.
 - Assessment of additional solar capacity and hybrid battery storage solutions.
 - A formal energy strategy and benchmarking framework are currently under development.
 - Standardized metrics and annual baselines are being established to guide future energy planning and efficiency improvements.

Metric	Value	Target (2030)
Solar Capacity Installed	300 kW	500+ kW
% Electricity from Renewable Sources	90%	100%
Carbon Reduction Impact*	~270 - 300 tCO ₂ e/year	upto 500 tCO ₂ e/year

*Range replace with grid emission factor of 0.6 kg CO₂e/kWh (Ref: <https://www.iges.or.jp/en/pub/list-grid-emission-factor/en>)

Energy use at Riphah Islamic University



7.3.3 Energy Efficiency Measures

- **Lighting Upgrades:** Progressive adoption of LED lighting in classrooms, offices, and corridors.
- **Cooling Efficiency:** All AC units sourced from third-party vendors with variable efficiency performance.
- **Institutional Gaps:** No **formal energy efficiency strategy** or performance benchmarking at the institutional level. No central HVAC system installed; cooling is provided through individual AC units with variable efficiency.
- **IT Infrastructure:** Routers replaced with IAM devices to improve energy efficiency; however, no formal procurement standards for energy-efficient IT equipment.

Area	Current Status	Gap Identified
Lighting	Majority LED adoption	No central efficiency audit
Air Conditioning	Vendor-supplied units (Hire & Rizwan)	No standardized EER rating policy
HVAC	Not installed	Requires feasibility assessment
IT Infrastructure	Partial device upgrades	No sustainable procurement framework

7.3.4
Future Roadmap

The University will integrate **energy intensity** targets into its institutional sustainability strategy, aligning with **GRI 302** requirements and best practices from global higher education leaders.

Key Actions Planned:

- Develop and implement a **comprehensive energy efficiency plan** covering all facilities.
- Achieve **100% renewable electricity** sourcing by 2030.
- Establish annual **energy intensity reduction targets** (kWh/m²).
- Implement **IT power-saving policies** and expand procurement standards for energy-efficient equipment.
- Introduce **energy performance reporting** in alignment with GRI and ISO 50001 frameworks.

7.4
Water Stewardship (GRI 303)

7.4.1
Water Consumption Monitoring

Riphah International University maintains a robust system for measuring and monitoring water usage across its campus operations. The Gulberg Greens Campus tracks daily inflows through water tank gauges and manual logbooks maintained by facility teams.

Water Source	Measurement Method	Data Frequency	Coverage
Underground Natural Water Reservoirs	Automated water management system with gauge readings and flow monitoring; weekly testing protocol	Weekly	100%
Elevated Storage Tanks	Gauge checks	Weekly	100%

*Reported water use reflects inflow estimates, not metered end-use consumption.

Currently, the University tracks water withdrawal at source through inflow monitoring mechanisms; however, consumption and discharge data are not yet systematically measured.

7.4.2 Water Conservation Programs

- **Current Infrastructure:**

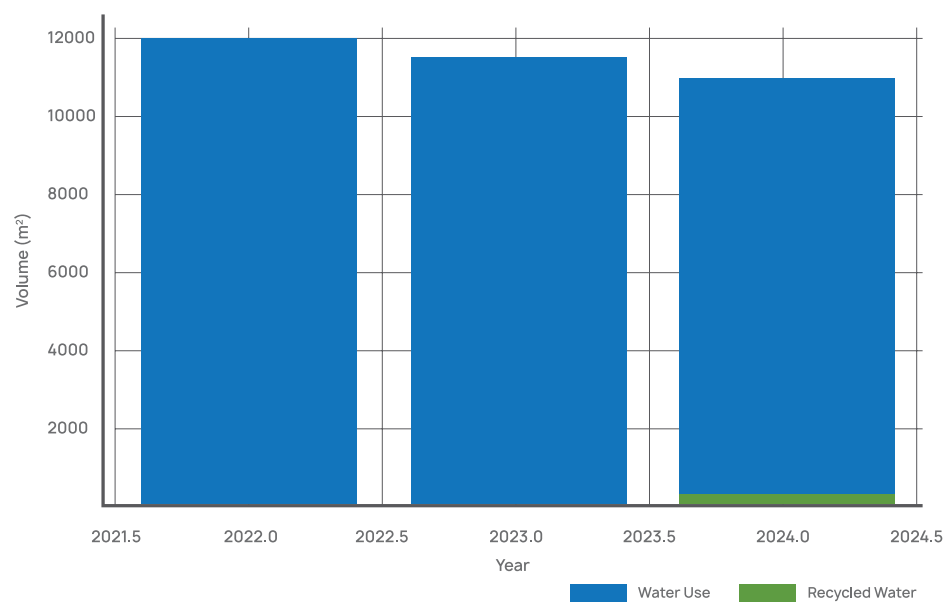
- **Underground Natural Water Reservoirs** act as primary reserves, reducing dependence on municipal water.
- **Elevated water reservoirs** store boring water and water supplied by tankers, providing gravity-fed distribution to campus facilities while reducing pumping energy needs.
- **Automated Aero-Water system**, an internal water management mechanism that monitors storage levels and regulates distribution efficiency.

- **Planned Enhancements:**

- Feasibility study for **automated water flow meters** with IoT integration.
- Deployment of **rainwater harvesting systems** to supplement reserves.

Conservation Feature	Status	Improvement Plan
Natural Water Reservoirs	Active	Filtration upgrade for broader use. Capacity expansion review
Elevated Reservoirs	Operational	Structural maintenance & lining
Rainwater Harvesting	Not implemented	Planned feasibility assessment

Water use and recycling at Riphah Islamic University



7.4.3 Water Quality Management

- Potable Water:**
 - Distilled water** used in laboratories and health science applications is tested periodically to meet **national health and safety standards**.
 - External certified labs perform quality validation.
- Non-Potable Water:**
 - Used for irrigation and sanitation; not treated for drinking purposes.
 - Compliance:** All drinking water complies with **Pakistan Environmental Quality Standards (PEQS)** for microbiological and chemical parameters.

Parameter	Standard Compliance	Frequency of Testing
Microbiological Contaminants	Compliant	Quarterly
Chemical Contaminants	Compliant	Quarterly
Physical Properties	Compliant	Quarterly

7.4.4 Resilience and Scarcity Planning

Given the increasing **water scarcity challenges** in Pakistan, the University recognizes the need for long-term water security planning.

Planned Actions:

1. **Water reuse systems** for irrigation using treated greywater.
2. **Leak detection programs** to minimize distribution losses.
3. **Integrated Water Management Plan (IWMP)** aligning with GRI 303 and UN SDG 6 (Clean Water and Sanitation).
4. Partnerships with local water conservation NGOs for awareness and capacity building.

Target Milestones:

- **By 2026:** Installation of automated water metering across campus.
- **By 2030:** 25% reduction in potable water usage per capita.

7.5 Emissions Management (GRI 305)

Riphah International University recognizes the urgent need to address climate change by actively monitoring, managing, and reducing its greenhouse gas (GHG) emissions across all campuses. The University's commitment is aligned with the GRI 305 standards, emphasizing transparent measurement and reporting of Scope 1, Scope 2, and Scope 3 emissions.

7.5.1 GHG Emissions Inventory

In 2023–24, the University completed an initial screening-level emissions inventory, with Scope 3 refinement planned. The primary contributors include:

- **Scope 1:** Fuel consumption from campus-based generators and institutional vehicles.
- **Scope 2:** Purchased electricity for campus facilities.
- **Scope 3:** Commuting by students and staff, outsourced services, and supply chain activities.

Emission Source	GHG Type	Estimated Share (%)	Primary Measurement Method
Generator Fuel Consumption	CO ₂ , NO _x , SO ₂	28%	Fuel purchase and runtime logs
Purchased Electricity	CO ₂	42%	Utility bills, smart meters
Institutional Vehicles	CO ₂ , NO _x	7%	Fuel card and mileage records
Student & Staff Commuting	CO ₂	15%	Travel survey and sample study
Outsourced Services & Supply Chain	CO ₂ , CH ₄ , N ₂ O	8%	Vendor data and procurement logs

7.5.2 Emission Reduction Measures

To mitigate emissions, the University has implemented and is scaling:

- Transition to Renewable Energy:** Solar energy generation through on-campus installations with a phased plan toward 100% renewable electricity.
- Energy Efficiency Upgrades:** LED lighting, energy-efficient HVAC systems, and optimized air conditioning to reduce electricity consumption.
- Transport Optimization:** Encouraging carpooling, shuttle services, and consideration of electric vehicle adoption for the institutional fleet.
- Digitalization:** Reducing paper-based processes and minimizing travel for meetings through online platforms.
- Scope 3 Roadmap:** Engage suppliers directly to obtain verifiable emissions data for improved accuracy and alignment with global best practices.

7.5.3 Monitoring & Reporting Framework

The University has adopted a structured monitoring process:

- Annual tracking of GHG emissions using a consistent baseline year for comparison.
- Integration of energy and emissions data into the University's Environmental Management Information System (EMIS).
- Progress review by the Sustainability Committee, with results reported in the annual sustainability disclosures.

7.5.4 Future Commitments

By 2035, Riphah University aims to:

Milestone	Year	Key Actions
Baseline	2023	Full GHG inventory
Interim	2030	40% Scope 1 & 2 reduction
Net Zero	2035	100% renewable + offsets

7.5.5 Linked SDGs:

- SDG 7 – Affordable and Clean Energy
- SDG 12 – Responsible Consumption and Production
- SDG 13 – Climate Action

7.6 Waste Management (GRI 306)

Riphah International University is committed to minimizing the environmental footprint of its waste streams through systematic segregation, responsible disposal, and the pursuit of circular economy opportunities. The University's approach to waste management is designed to align with GRI 306 standards, ensuring transparency and accountability in reporting.

7.6.1 Segregation and Recycling Practices

The University implements multi-stream waste segregation across its campuses, separating

- **paper, plastics, cafeteria waste, and general waste** at the point of collection.
- **Paper and Plastic:** Collected separately and handed over to recycling agency, a recycling partner engaged for material recovery.
- **General Waste:** Managed through recycling agency, a municipal waste service provider ensuring collection and landfill disposal.
- **Cafeteria Waste:** Collected separately for improved handling, with potential future integration into organic waste composting programs.

Waste Stream	Collection Partner	End Use / Disposal Method	Estimated Share of Total Waste
Paper	Recycling Agency	Recycling paper via industrial shredders (Currently limited to Examination Department)	20%
Plastic	Recycling Agency	Material recovery for plastic products	30%
Cafeteria Waste	Recycling Agency	Landfill disposal	25%
General Waste	Recycling Agency	Landfill disposal	25%

7.6.2
E-Waste Management

Electronic waste generated from IT upgrades, lab replacements, and office equipment is currently managed through **resale to local vendors** without certification.

- Gaps Identified:** No use of government-approved or ISO-certified e-waste recyclers, leading to potential environmental and compliance risks.
- Recommendations:**
 - Partner with **certified e-waste recyclers** for environmentally responsible dismantling and recovery of materials.
 - Maintain an e-waste register with details on item type, quantity, and disposal method for annual reporting.

7.6.3
Policy and SOP Review

The University has waste management protocols in practice, though gaps remain in formal **Standard Operating Procedures (SOPs)** aligned with national waste regulations.

- Strengths:** Established segregation streams and recycling partnerships.
- Needs Improvement:**
 - Comprehensive written policy covering all waste types including e-waste and hazardous materials.
 - Training programs for custodial staff to improve segregation compliance rates.

7.6.4 Circular Economy Initiatives

Riphah University recognizes the opportunity to transition toward a **circular economy model**, focusing on reducing waste generation at source and maximizing material reuse. Potential initiatives include:

- Repurposing furniture and laboratory equipment internally before disposal.
- Introducing an **organic composting program** for cafeteria waste to produce fertilizer for campus green spaces.
- Creating a **student-led waste innovation challenge** to develop reuse and recycling solutions.

7.6.5 Linked SDGs:

- SDG 11 – Sustainable Cities and Communities
- SDG 12 – Responsible Consumption and Production
- SDG 13 – Climate Action

7.7 Sustainable Materials & Procurement (GRI 301)

Riphah International University acknowledges the significant influence its procurement decisions have on environmental sustainability. While procurement activities are currently guided by operational requirements, the institution is committed to embedding sustainability considerations into material sourcing and vendor engagement.

7.7.1 Current Procurement Practices

- **Department-Led Decisions:** Procurement is managed on a **case-by-case basis** by technical departments according to functional needs, budget availability, and vendor relationships.
- **Absence of a Formal Policy:** There is no documented sustainable procurement policy that mandates environmental or social considerations in purchasing decisions. However, some informal practices are applied at the departmental level based on operational needs and discretion.
- **Material Selection:** Priority is often given to cost-effectiveness and immediate operational suitability rather than long-term environmental impact.

7.7.2 Opportunities for Sustainable Procurement

Riphah International University has clear opportunities to strengthen its procurement process by incorporating environmental and social responsibility as core evaluation criteria.

Key recommendations include:

- Sustainability Certifications in Vendor Selection:**
 - Require vendors to hold **ISO 14001 (Environmental Management)**, **ISO 20400 (Sustainable Procurement)**, or equivalent certifications.
 - Give preference to suppliers offering products with **eco-labels**, FSC-certified paper, and energy-efficient equipment.
- Reduction of Non-Recyclable Materials:**
 - Phase out single-use plastics in procurement contracts.
 - Adopt biodegradable or compostable materials for cafeteria, event, and packaging needs.
- Lifecycle-Based Evaluation:**
 - Assess products based on lifecycle environmental impact, durability, and end-of-life recyclability.

7.7.3 Proposed Sustainable Sourcing Framework

To transition from ad-hoc purchasing to strategic sustainable procurement, the University can implement the following framework:

Framework Component	Description	Performance Metric
Policy Development	Draft and approve a Sustainable Procurement Policy applicable to all departments.	Policy published and communicated to all units.
Vendor Evaluation Criteria	Include environmental certifications, ethical labor practices, and recyclability in tender requirements.	% of contracts awarded to certified sustainable vendors.
Material Impact Review	Annual review of high-impact material categories (e.g., paper, lab equipment).	Reduction in non-recyclable material purchases.
Reporting & Transparency	Publish annual procurement sustainability metrics in ESG report.	Annual public disclosure of sustainable procurement data.

7.7.4 Linked SDGs:

- SDG 12 – Responsible Consumption and Production
- SDG 13 – Climate Action
- SDG 17 – Partnerships for the Goals

7.8 Green Spaces and Biodiversity

Riphah International University recognizes the ecological, social, and academic value of maintaining and enhancing green spaces across its campuses. As of 2024, approximately 40% of the Gulberg Campus land area comprises designated green zones (landscaped spaces, tree-lined pathways, and biodiversity belts). These spaces not only improve air quality and microclimate regulation but also foster biodiversity, enhance the well-being of students and staff, and provide opportunities for environmental education.

7.8.1 Current Green Space Initiatives

- **Campus Landscaping:** Green zones with grass, trees, and seasonal plants are maintained in academic and recreational areas to create a pleasant and healthy environment.
- **Tree Plantation Drives:** Periodic plantation activities are carried out to improve campus greenery and engage students in environmental stewardship.
- **Biodiversity Support:** The use of native plant species supports local biodiversity while reducing irrigation requirements.

7.8.2 Biodiversity and Ecological Considerations

- **Native Flora:** Preference for indigenous plants that require lower maintenance and adapt well to the local climate.
- **Habitat Preservation:** Green belts and landscaped areas help sustain small urban wildlife such as birds and pollinators.
- **Low-Chemical Maintenance:** Efforts are made to minimize the use of synthetic pesticides and fertilizers to protect soil health and groundwater quality.

7.8.3 Opportunities for Enhancement

While current practices contribute to campus aesthetics and environmental health, there is an opportunity to elevate green space and biodiversity management through structured planning:

- **Biodiversity Mapping:** Conduct an ecological survey to identify plant and wildlife species across campuses.
- **Dedicated Green Space Policy:** Establish campus-wide targets for green space coverage per square meter of built-up area.
- **Climate-Resilient Landscaping:** Integrate drought-resistant plant species and water-efficient irrigation systems.
- **Student Engagement in Biodiversity Projects:** Expand student-led initiatives such as botanical clubs, biodiversity awareness campaigns, and green roof projects.

7.8.4
Proposed Green Space & Biodiversity Framework

Initiative	Description	Metric
Biodiversity Action Plan	Roadmap for flora and fauna preservation on campus	Plan adopted by 2026
Green Space Ratio	Maintain a minimum ratio of green space per campus area	% campus area under greenery
Tree Planting Targets	Annual tree plantation with survival rate tracking	Number of trees planted & survival %
Sustainable Landscaping	Low-water, low-chemical landscaping practices	% reduction in irrigation water use

7.8.5
Linked SDGs:

- SDG 11 – Sustainable Cities and Communities
- SDG 13 – Climate Action
- SDG 15 – Life on Land

7.9
IT Environmental Responsibility

As technology becomes a central enabler of academic and operational excellence, Riphah International University acknowledges the environmental impact of its IT operations. Reducing the energy footprint of data centers, managing electronic waste responsibly, and integrating green technology choices are critical to the university’s sustainability journey.

7.9.1
Energy Use in IT Operations

- **Data Center Energy Monitoring:** While electricity consumption in IT operations is currently recorded within overall campus energy tracking, a dedicated system for data center monitoring has not yet been implemented.
- **Efficiency Upgrades:** Procurement of energy-efficient devices (computers, printers, networking equipment) is done on a case-by-case basis through the technical department. However, there is no formalized policy that prioritizes energy efficiency across all IT equipment purchases.

7.9.2 IT Waste Management

- **Current Practices:** Outdated IT equipment is typically resold through vendors, with limited traceability on the final disposal method.
- **Gap in Certified Disposal:** The absence of certified e-waste recyclers means that end-of-life devices may be at risk of being processed in environmentally harmful ways.

7.9.3 Data Protection & Compliance

- **Current Practices:** Sensitive student and staff information managed within ERP and HR systems. The University operates an ISO/IEC 27001:2022-certified ISMS covering infrastructure and data center management. An Incident Response Plan is in place, outlining escalation procedures and evidence handling.
- **Gaps Identified:** No formal data classification and retention policy; vendor contracts lack requirements for security or ESG compliance verification.
- **Opportunities:** Formalize a data classification and retention policy to enhance governance; require evidence of ISO/IEC 27001, SOC 2, or equivalent certifications from IT vendors.

7.9.4 Governance of Data & Cybersecurity

- **Current Practices:** ISO/IEC 27001:2022 certification provides a governance framework; defined IT governance roles support ESG integration; incident response plan established.
- **Gaps:** No ESG-linked IT risk register entries; no evidence of IT performance reviews tabled to the ESG/Sustainability Committee; ESG criteria not integrated into IT procurement processes.
- **Recommendations:** Update the IT risk register with ESG-related risks; ensure quarterly review; integrate ESG scoring criteria into IT procurement.

7.9.5 Digital Inclusion and Awareness

- **Current Practices:** Policy commits to accessibility (WCAG 2.1); IT Sustainability Roadmap includes cybersecurity awareness training; functional IT equipment is reused where possible.
- **Gaps:** No Digital Accessibility & Inclusion Policy; no accessibility audits or training completion records.
- **Recommendations:** Formalize accessibility policy, conduct quarterly audits.

7.9.6
Green IT Opportunities

- Renewable-Powered Cloud Services:** Migration of data storage and backup systems to cloud service providers with documented renewable energy use.
- Green Data Centers:** Adoption of energy-efficient cooling systems, virtualization to reduce physical server counts, and integration of power usage effectiveness (PUE) metrics.
- Device Lifecycle Optimization:** Extending the useful life of IT devices through refurbishment and standardized maintenance protocols.

7.9.7
Policy Development

A comprehensive **IT Sustainability Roadmap** is recommended to ensure that environmental responsibility is embedded into all stages of IT operations, from procurement to decommissioning.

Key Policy Areas:

- Mandatory ESG compliance assessment for IT vendors.
- Minimum energy performance standards for all new IT hardware.
- Certified e-waste recycling partnerships with documented downstream processing.
- Regular audits of IT energy consumption and emissions footprint.

7.9.8
Proposed IT Environmental Responsibility Framework

Focus Area	Action	Metric
Data Center Efficiency	Implement dedicated energy monitoring and virtualization	PUE rating improvement
E-Waste Management	Partner with certified recyclers for IT waste disposal	% of IT waste processed by certified vendors
Green Procurement	Integrate energy efficiency and ESG compliance in tenders. Ensure certifications (ISO, SOC)	% of IT purchases meeting green criteria
Cloud Sustainability	Use renewable-powered cloud services	% of workloads hosted on renewable-powered platforms
Data Protection	Classify PII; enforce retention & access policies	% of institutional data classified under policy
Cybersecurity	Implement MFA, incident response framework, and audit trails	% of systems with MFA; # of incidents resolved
Digital Inclusion & Accessibility	Subsidized devices and connectivity. Upgrade LMS/ERP to WCAG standards	% students supported, % platforms accessible

7.9.9 Linked SDGs:

- SDG 7 – Affordable and Clean Energy
- SDG 12 – Responsible Consumption and Production
- SDG 13 – Climate Action

7.10 Environmental Education and Engagement

Riphah International University recognizes that long-term environmental sustainability depends not only on infrastructure and operational improvements but also on cultivating awareness, skills, and values among its students, faculty, and wider community. The institution's approach integrates environmental literacy into academic programs, campus activities, and public outreach initiatives, ensuring that sustainability becomes a shared responsibility. During the 2024 reporting cycle, environmental awareness campaigns engaged over 1,500 students, sustainability concepts were formally integrated into 3 academic courses, and 9 community engagement events were conducted to promote environmental stewardship beyond campus.

7.10.1 Curriculum Integration

- **Academic Modules:** Environmental sustainability topics are embedded in relevant courses, particularly in environmental sciences, engineering, and public health programs.
- **Practical Learning:** Students are encouraged to participate in field projects, environmental audits, and sustainability-focused research under faculty guidance.

7.10.2 Student and Faculty Engagement Activities

- **Awareness Campaigns:** Regular environmental awareness sessions are organized, covering topics such as energy conservation, waste segregation, and climate change.
- **Campus Clubs:** Student-led environmental societies facilitate tree plantation drives, clean-up campaigns, and eco-innovation competitions.
- **Workshops and Seminars:** Expert-led sessions provide up-to-date knowledge on global and local environmental challenges.

7.10.3 Community Outreach

- **Public Events:** Collaboration with local schools, NGOs, and community groups to promote environmental stewardship beyond campus boundaries.

- **Advocacy Initiatives:** Engagement with local stakeholders on topics such as water conservation, pollution control, and biodiversity protection.

7.10.4 Digital and Print Communication

- **Online Platforms:** The university's social media and website regularly feature sustainability news, green tips, and highlights from student projects.
- **Publications:** Inclusion of environmental topics in newsletters, research journals, and sustainability reports to share progress and encourage participation.

7.10.5 Future Roadmap

- Expand environmental literacy to all faculties through mandatory orientation modules.
- Introduce a **Sustainability Leadership Certificate Program** to recognize student leaders who actively contribute to environmental initiatives.
- Develop a **Green Volunteer Network** linking students, faculty, and alumni for coordinated sustainability actions.

Chapter - 8

Riphah's **People**



RIPHAH INTERNATIONAL UNIVERSITY

Sustainability & ESG
Performance Report | 2024

Empowering Talent. Inspiring Change.

Our people are the heart of Riphah University.

Faculty, staff, and students work together to advance academic excellence, ethical leadership, and community service.

Through continuous learning, diversity and inclusion, and a strong commitment to well-being, we are building a culture where everyone can thrive and contribute meaningfully.

This section highlights our initiatives, policies, and milestones in creating a supportive and inclusive environment—aligned with global best practices and the United Nations Sustainable Development Goals (SDGs)

8.1 Workforce Profile & Diversity

8.1.1 GRI Standards Reference: GRI 2-7, GRI 405

At Riphah International University, our people are our greatest asset. We recognize that a diverse and inclusive workforce drives innovation, strengthens our institutional culture, and enhances the quality of education and research.

8.1.2 Workforce Composition

As of the latest reporting period, Riphah maintains a robust academic and administrative workforce spanning multiple campuses nationwide. Our workforce is a balanced mix of full-time faculty, adjunct lecturers, research associates, administrative professionals, and support staff—all contributing to the University's academic mission and operational excellence..

Category	Headcount	Percentage of Total Staff
Faculty (Full-time)	164	51.90%
Faculty (Part-time/Adjunct)	2	0.63%
Administrative Staff	71	22.47%
Research & Lab Technicians	14	4.43%
Support & Operations Staff	65	20.57%

(Note: Figures are drawn from HR records as per the Sustainability Report 2024.)

8.1.3 Gender Representation

We are committed to improving **gender parity** across all employment levels. Current statistics of Gulberg Campus reflect our progress towards increasing female participation in both academic and administrative leadership roles.

Employment Level	Male (%)	Female (%)
Senior Leadership		
Vice-Chancellor; including Chancellor; Executive Director; Deputy Vice-Chancellor (Academics); Deputy Vice-Chancellor (Management); Registrar; Board of Governors; and Academic Council.	17%	83%
Faculty	9%	91%
Administrative Roles	21%	79%
Research & Technical	43%	57%

8.1.4 Diversity & Inclusion Initiatives

- **Merit-Based Recruitment:** All hiring processes are grounded in transparent, merit-driven criteria, ensuring equal opportunity regardless of gender, ethnicity, or background.
- **Diversity in Leadership:** Targeted mentorship and capacity-building programs aim to prepare women and underrepresented groups for senior positions.
- **Inclusive Work Environment:** Facilities such as prayer rooms, accessible infrastructure, and flexible scheduling are provided to accommodate the diverse needs of employees.

8.1.5 Commitment to Equal Opportunity

Riphah adheres to non-discrimination policies in line with **Pakistan Labour Laws** and **International human rights principles**. Our governance structures ensure that any workplace grievances related to bias or discrimination are addressed promptly and fairly.

8.1.6 Alignment with SDGs

This commitment directly supports:

- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities

8.2 Employee Engagement & Well-being

8.2.1 GRI Standards Reference: GRI 401, GRI 403, GRI 404

Riphah International University fosters a workplace where employee engagement, well-being, and professional growth are at the core of our institutional culture. We view the success of our academic mission as inseparable from the satisfaction and motivation of our workforce.

8.2.2 Employee Engagement Mechanisms

We employ structured channels to ensure that the voices of faculty, administrative staff, and support teams are heard and acted upon:

- **Periodic Employee Surveys:** Feedback collected on workplace environment, leadership communication, and career development opportunities.
- **Open-Door Policy:** Senior management remains accessible to all employees for dialogue and issue resolution.
- **Departmental Forums & Retreats:** Encourage cross-functional collaboration and knowledge exchange.
- **Recognition & Awards:** Annual and quarterly performance recognition programs highlight outstanding contributions across all campuses.

8.2.3 Well-being Programs

Riphah recognizes that employee well-being extends beyond physical health, encompassing mental, emotional, and financial stability:

- **Health Benefits:** Comprehensive medical insurance for employees and eligible dependents, including access to Riphah's own medical facilities.
- **Mental Health Support:** Awareness sessions, counseling resources, and stress management workshops. Through the 'Association of Well-being', specialized services such as informal peer counseling ("Let's Discuss"), professional support from psychologists, and targeted programs for stress, depression, and gender dysphoria are also provided.
- **Work-Life Balance:** Flexible scheduling for faculty research commitments, maternity and paternity leave policies in line with labour laws.
- **Safety & Security:** Robust campus safety protocols, including emergency preparedness drills and secure transportation for female staff in evening shifts.

8.2.4 Training & Capacity Building

Continuous learning is central to our engagement strategy:

- **Professional Development Workshops:** Covering pedagogy, research methodologies, IT systems, and administrative efficiency.
- **Leadership Development Programs:** For mid-level managers aspiring to senior roles.
- **Certifications & Advanced Learning:** Sponsored training aligned with institutional needs, including collaborations with CPD-accredited programs.

8.2.5 Engagement Outcomes

Employee engagement and well-being initiatives have resulted in:

- Increased staff retention across academic and administrative roles.
- Higher faculty research output due to enhanced support systems.
- Greater participation in institutional events and volunteer programs.

8.2.6 Alignment with SDGs

Our focus on engagement and well-being supports:

- SDG 3: Good Health and Well-being
- SDG 8: Decent Work and Economic Growth

8.3 Learning & Development

8.3.1 GRI Standards Reference: GRI 404

At Riphah International University, we believe that investing in the knowledge, skills, and competencies of our employees is integral to delivering high-quality education, research, and community service. During the 2024 reporting period, a total of 550 training hours were delivered across 1,518, including 86 at manager level and above, reflecting our commitment to strengthening institutional competencies through structured development initiatives. Our learning and development strategy ensures that both academic and administrative staff are equipped to meet evolving institutional goals and global education standards.

8.3.2 Capacity Building Framework

Our approach to professional development follows a structured model:

- **Needs Assessment:** Annual review of department-level skill requirements aligned with strategic objectives.
- **Customized Learning Paths:** Development of role-specific training plans for faculty, researchers, and administrative personnel.
- **CPD Accreditation:** Many programs are CPD-certified, ensuring global recognition and adherence to high standards.

8.3.3 Academic Excellence Programs

- **Faculty Development Workshops:** Covering modern pedagogical techniques, curriculum design, and research methodology.
- **Research Skills Enhancement:** Training in data analysis tools, academic writing, and publication processes.
- **Industry Collaboration:** Engagements with sector experts to align curriculum delivery with market needs.

8.3.4 Administrative & Technical Training

- **Digital Literacy Programs:** Training on ERP systems, data management, and emerging EdTech tools.
- **Leadership & Management Skills:** Courses in decision-making, resource planning, and change management.
- **Operational Efficiency:** Workshops on process optimization and quality assurance.

8.3.5 Support for Continuous Education

- **Higher Studies Support:** Partial funding and leave provisions for postgraduate or doctoral studies.
- **Professional Certifications:** Financial assistance and preparatory resources for globally recognized qualifications.

8.3.6 Impact Measurement

We track learning and development outcomes through:

- Pre- and post-training assessments.
- Improvement in departmental KPIs.
- Increased faculty research output and teaching evaluations.

Alignment with SDGs

These initiatives directly contribute to:

- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth

8.4 Health & Safety Practices

8.4.1 GRI Standards Reference: GRI 403, GRI 416

Riphah International University is committed to maintaining a safe, secure, and healthy environment for its faculty, staff, and students. Our health and safety practices are designed to protect our people, ensure operational continuity, and align with national regulations and global best practices.

8.4.2 Occupational Health & Safety Management

- **Policies & Governance:** A documented Occupational Health & Safety (OHS) policy applies across all campuses, overseen by designated campus-level safety officers.
- **Risk Assessments:** Periodic hazard identification and risk assessments are conducted to prevent workplace accidents and ensure compliance with safety regulations.
- **Incident Reporting Mechanism:** A formal system is in place for reporting, investigating, and addressing safety incidents.

8.4.3 Workplace Safety Protocols

- **Emergency Preparedness:** Fire drills, earthquake simulations, and evacuation training conducted at scheduled intervals.
- **Safety Infrastructure:** Installation of fire alarms, extinguishers, smoke detectors, and clearly marked emergency exits across campuses.
- **Lab & Clinical Safety:** Strict protocols for laboratory handling of chemicals, medical equipment sterilization, and disposal of biohazard waste in accordance with HSE standards.

8.4.4 Employee Health Services

- **Medical Support:** On-campus medical facilities offering first aid, health screenings, and preventive care.
- **Vaccination & Immunization Drives:** Conducted in collaboration with public health authorities.
- **Health Awareness Campaigns:** Seminars on nutrition, stress management, ergonomics, and chronic disease prevention.

8.4.5 Training & Capacity Building

- **Safety Training:** Mandatory OHS induction for new employees and annual refresher courses for all staff.
- **Specialized Workshops:** Training for laboratory staff, clinical faculty, and security teams on handling emergencies and hazardous materials.

8.4.6 Performance & Monitoring

- **Zero Tolerance Policy** for non-compliance with safety protocols.
- Regular safety audits to assess and improve health and safety measures.
- Reduction in workplace incidents year-on-year due to proactive hazard management.

8.4.7 Alignment with SDGs

- SDG 3: Good Health and Well-being
- SDG 8: Decent Work and Economic Growth

8.5 Academic and Research Excellence

8.5.1 GRI Standards Reference: GRI 404, GRI 413

Riphah International University remains committed to fostering a culture of academic rigor, research innovation, and knowledge dissemination that advances societal well-being and contributes to sustainable development. Academic and research excellence is a core pillar of our institutional mission and is embedded in our teaching methodology, faculty development, and research governance frameworks.

8.5.2 Academic Quality Framework

- **Curriculum Development:** All academic programs undergo periodic review to ensure alignment with international standards, industry relevance, and accreditation requirements.
- **Accreditation and Compliance:** Programs accredited by the Higher Education Commission (HEC) of Pakistan and international professional bodies, ensuring global recognition.
- **Outcome-Based Education (OBE):** Adoption of OBE methodologies to focus on measurable student learning outcomes.

8.5.3 Faculty Excellence

- **Highly Qualified Faculty:** A significant percentage of faculty hold doctoral degrees or advanced professional certifications.
- **Continuous Professional Development:** Structured training programs, workshops, and international collaborations to enhance pedagogical skills and subject expertise.
- **Recognition and Awards:** Annual faculty awards to acknowledge outstanding teaching, research, and community contributions.

8.5.4 Research Innovation and Impact

- **Research Centers of Excellence:** Dedicated interdisciplinary research facilities focusing on health sciences, engineering, social sciences, Islamic studies, and sustainability.
- **Funded Projects:** Engagement in national and international funded research projects, fostering innovation and knowledge transfer.
- **Publications and Citations:** Increasing number of publications in high-impact journals, with emphasis on applied research that addresses real-world challenges.

8.5.5 Student Research Engagement

- **Undergraduate Research Programs:** Encouraging early research involvement through final-year projects and innovation challenges.
- **Postgraduate Research Supervision:** Structured guidance from experienced faculty for MPhil and PhD candidates to ensure quality outputs.
- **Research Dissemination:** Student participation in national and international conferences, seminars, and academic competitions.

8.5.6 Knowledge Sharing and Societal Contribution

- **Community-Oriented Research:** Projects aimed at solving local and national challenges in healthcare, sustainability, and education.
- **Partnerships and Collaborations:** MoUs with leading universities, research institutes, and industry partners for joint research and exchange programs.

8.5.7 Alignment with SDGs

- SDG 4: Quality Education
- SDG 9: Industry, Innovation, and Infrastructure
- SDG 17: Partnerships for the Goals

Chapter - 9

Methodological Note



RIPHAH INTERNATIONAL UNIVERSITY

Sustainability & ESG
Performance Report | 2024

This ESG Report for Riphah International University has been prepared in alignment with internationally recognized sustainability reporting standards, particularly the **Global Reporting Initiative (GRI) Standards (2021)**, relevant **Sustainable Development Goals (SDGs)**, and best practices observed in leading academic institutions globally. The methodology ensures transparency, comparability, and accountability in communicating the University's environmental, social, and governance performance.

9.1.1 Scope and Boundaries

- **Organizational Scope:** This report establishes a pilot ESG baseline from 1 January 2024 to 31 December 2024 for Gulberg Greens Campus, which will be progressively expanded to all Riphah campuses from 2025 onward.
- **Reporting Period:** January 1, 2024 – December 31, 2024.
- **Boundary Definition:** Data and disclosures focus on activities under direct operational control of the University. In certain cases, value chain considerations such as procurement, community engagement, and outsourced services have been included.

9.1.2 Reporting Frameworks and Standards Applied

- **GRI Standards 2021** for topic-specific disclosures (e.g., GRI 302 – Energy, GRI 303 – Water, GRI 305 – Emissions, GRI 306 – Waste).
- **Sustainable Development Goals (SDGs)** mapping to demonstrate alignment of University initiatives with global sustainable development priorities.
- **Higher Education Commission (HEC) Guidelines** for academic and institutional quality.
- Sector-specific ESG benchmarks from international universities and educational bodies.

9.1.3 Data Collection and Validation

- **Primary Data Sources:** Riphah's internal departments, including Facilities Management, Human Resources, Academic Affairs, Procurement, IT, and Research Directorates.
- **Secondary Data Sources:** Published University documents, academic publications, government reports, and partner institution data.
- **Data Verification:**

- Internal review by the Sustainability Office to ensure completeness and accuracy.
- Cross-verification with departmental heads for operational metrics (e.g., energy usage, faculty development hours, waste volumes).
- Independent validation of certain environmental metrics where applicable.

9.1.4 Materiality Assessment

- Material topics were identified through **Riphah's ESG Materiality Review**, considering stakeholder expectations, sector trends, and institutional priorities.
- The process involved consultation with **faculty, students, administrative staff, governing bodies, and external stakeholders**.
- Topics were ranked based on significance to stakeholders and the University's strategic impact, leading to the inclusion of high-priority themes in this report.

9.1.5 Limitations and Assumptions

- In certain cases, data gaps have been addressed through extrapolations or estimations based on historical records and sector averages.
- Gaps in vendor and supply chain ESG performance metrics are acknowledged, with plans for progressive improvement in future reports.

9.1.6 Forward-Looking Commitment

- Riphah aims to progressively enhance its ESG data systems, enabling greater automation and integration across departments.
- Future reports will incorporate **year-on-year trend analysis, third-party assurance**, and expanded scope to cover indirect environmental and social impacts in greater detail.
- Achieve Net Zero by 2035, subject to phased roadmap development (2025), institutional capacity strengthening (2025-2027), and financial mobilization mechanisms.
- For 40% Women in Leadership by 2030: Progressively strengthen gender diversity in leadership positions, with the objective of moving towards 40% female representation by 2030, subject to institutional capacity, regulatory frameworks, and merit-based framework.
- For 100% Renewable Energy by 2030, Increase the share of renewable energy through phased deployment, aiming toward high-penetration renewable sourcing by 2030, subject to regulatory and infrastructure readiness.

Annex A: GRI Content Index

Reporting Framework: Global Reporting Initiative (GRI) Standards 2021

Reporting Option: With reference to the GRI Standards

Reporting Period: 1 January 2024 – 31 December 2024

Reporting Boundary: Gulberg Greens Campus (pilot boundary)

External Assurance: Not obtained for this reporting cycle

This Sustainability & ESG Performance Report 2024 has been prepared with reference to the GRI Standards (2021). Disclosures are reported based on the University's current data availability and institutional maturity. Where disclosures are not yet fully available, this is transparently stated in accordance with GRI requirements.

GRI 2: General Disclosures (2021)		
GRI Disclosure	Description	Location / Response
2-1	Organizational details	Section 1.1
2-2	Entities included in the organization's sustainability reporting	Executive Summary
2-3	Reporting period, frequency and contact point	Executive Summary
2-4	Restatements of information	Not applicable (first sustainability report)
2-5	External assurance	Not reported (planned for future reporting cycles)
2-6	Activities, value chain and other business relationships	Sections 1 & 7
2-7	Employees	Section 8.1
2-9	Governance structure and composition	Section 6.2
2-10	Nomination and selection of the highest governance body	Section 6.2.1
2-11	Chair of the highest governance body	Section 6.2.1
2-12	Role of the highest governance body in overseeing sustainability	Section 6.1

2-13	Delegation of responsibility for managing sustainability impacts	Sections 6.2 & 6.3
2-23	Policy commitments	Section 6.3
2-24	Embedding policy commitments	Section 6.3.2
2-25	Processes to remediate negative impacts	Sections 6.3 & 6.4
2-26	Mechanisms for seeking advice and raising concerns	Section 6.3.1
2-27	Compliance with laws and regulations	Section 6.4
GRI 3: Material Topics (2021)		
GRI Disclosure	Description	Location / Response
3-1	Process to determine material topics	Section 3
3-2	List of material topics	Sections 3 & 4
3-3	Management of material topics	Sections 5–9
GRI 302: Energy (2016)		
GRI Disclosure	Description	Location / Response
302-1	Energy consumption within the organization	Section 7.3
302-4	Reduction of energy consumption	Section 7.3.4
GRI 303: Water and Effluents (2018)		
GRI Disclosure	Description	Location / Response
303-1	Interactions with water as a shared resource	Section 7.4
303-3	Water withdrawal	Section 7.4.1
303-4	Water discharge	Not currently measured; systems under development
303-5	Water consumption	Section 7.4.2 (inflow-based estimates)

GRI 305: Emissions (2016)		
GRI Disclosure	Description	Location / Response
305-1	Direct (Scope 1) GHG emissions	Section 7.5
305-2	Energy indirect (Scope 2) GHG emissions	Section 7.5
305-3	Other indirect (Scope 3) GHG emissions	Section 7.5 (screening-level assessment)
305-5	Reduction of GHG emissions	Section 7.5.4
GRI 306: Waste (2020)		
GRI Disclosure	Description	Location / Response
306-1	Waste generation and significant waste-related impacts	Section 7.6
306-3	Waste generated	Section 7.6.1
306-4	Waste diverted from disposal	Section 7.6
306-5	Waste directed to disposal	Section 7.6 (hazardous waste segregation under development)
GRI 401: Employment (2016)		
GRI Disclosure	Description	Location / Response
401-1	New employee hires and employee turnover	Section 8
GRI 403: Occupational Health and Safety (2018)		
GRI Disclosure	Description	Location / Response
403-1	Occupational health and safety management system	Section 8.4
GRI 404: Training and Education (2016)		
GRI Disclosure	Description	Location / Response
404-1	Average hours of training per employee	Section 8.3
GRI 405: Diversity and Equal Opportunity (2016)		
GRI Disclosure	Description	Location / Response
405-1	Diversity of governance bodies and employees	Section 8.1

Footnotes

1. Reporting Boundary

Data reported primarily relates to Gulberg Greens Campus, serving as a pilot ESG reporting boundary. Methodologies and systems are designed for phased expansion to all campuses.

2. Scope 3 Emissions

Scope 3 emissions are reported at a screening level using surveys and proxy data. Category-level completeness will be enhanced in future reporting cycles.

3. Water Discharge

Water discharge volumes are not yet systematically metered. Installation of automated metering and discharge tracking is planned from 2025.

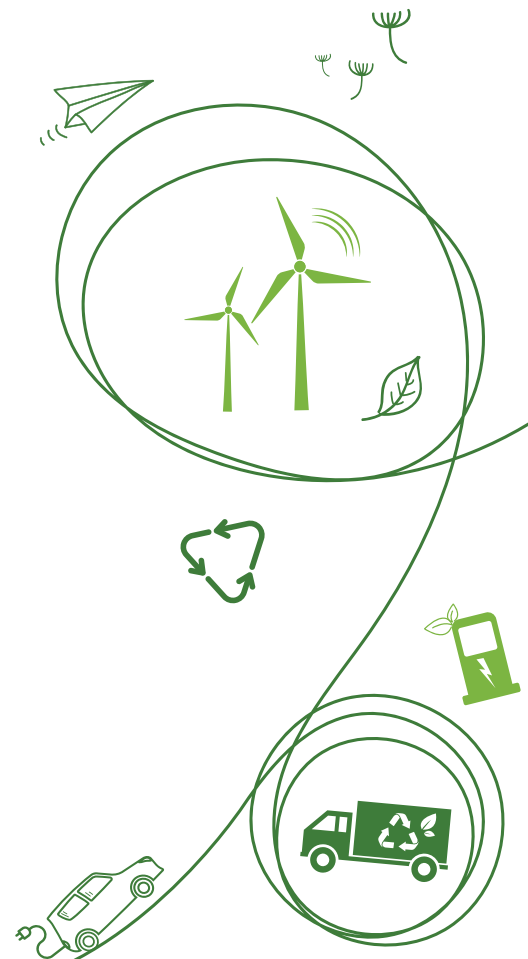
4. External Assurance

No external assurance was obtained for this reporting cycle. Limited assurance is under consideration for future reports.

GRI Declaration

Riphah International University reports with reference to the GRI Standards (2021). This report covers disclosures relevant to the organization's material topics based on current data availability and reporting maturity. Certain disclosures are reported on a phased basis and will be expanded in future reporting cycles.

ESG



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