



KUALA LUMPUR UNIVERSITY
OF SCIENCE AND TECHNOLOGY
(KLUST)

SUSTAINABILITY REPORT 2025

TABLE OF CONTENTS

Introduction	1-4
Vision, Mission, Purpose Statement & Core Values	5-6
Committee Members	7-13
<ul style="list-style-type: none">• Environmental, Social, and Governance (ESG) Committee• Equality, Diversity and Inclusion (EDI) Committee• Employee Welfare Committee• Student Welfare Committee	
Sustainability Policies	14-25
<ul style="list-style-type: none">• Sustainability Policy• Green Purchasing Policy• Equality, Diversity and Inclusion (EDI) Policy• Code of Conduct and Ethics Policy• Code of Student Conduct• Students with Special Needs Policy<ul style="list-style-type: none">• Campus Support• Students with Special Needs Policy – Hostel Management	
Sustainability Trainings	26-27
Sustainability Assessment Tool	28-29
Student Health & Wellbeing	30-31
<ul style="list-style-type: none">• Student-led Sustainability Society• Healthy & Affordable Food Choices• Sexual and Reproductive Healthcare Services	
Sustainability Courses	32-33
Environmental Sustainability	34-40
<ul style="list-style-type: none">• Carbon Emissions Report• Projected Net Zero Target (2024-2030)	

INTRODUCTION (GRI & QS-ALIGNED)

1. Organizational Overview (GRI 2-1, 2-6, QS Governance & Impact)

Kuala Lumpur University of Science and Technology (KLUST) is a higher education institution focused on science, technology, and innovation, with a strong commitment to sustainable development. The University integrates Environmental, Social, and Governance (ESG) principles across its academic programmes, research, operations, and stakeholder engagement.

KLUST aligns its sustainability agenda with:

- **Global frameworks:** United Nations Sustainable Development Goals (SDGs)
- **National priorities:** Ministry of Higher Education (MOHE) Malaysia
- **International benchmarks:** QS Sustainability Rankings, ESG reporting standards

The institution operates across teaching, research, and community engagement, contributing to knowledge creation and societal advancement.

Key ESG Metrics (Baseline FY2024–FY2025)

Indicator	FY2024	FY2025	Change
Total Energy Consumption (kWh)	1,354,209	1,397,643	+3.2%
Renewable Energy Share (%)	15.0%	14.3%	↓
Total GHG Emissions (tCO ₂ e)	13,268.76	14,470.54	+9.1%
Energy Intensity (kWh/sq.ft)	7.127	7.355	+3.2%

These metrics form the baseline for KLUST's sustainability performance and future Net Zero strategy.

2. Institutional Background and Achievements (GRI 2-12, QS Academic Impact)

KLUST has developed a strong institutional foundation in:

- **Academic excellence and sustainability integration**
- **Industry collaboration and innovation**
- **Research aligned with environmental and societal challenges**

Key Achievements

- Integration of sustainability into **undergraduate, postgraduate, and doctoral programmes**
- Implementation of **sustainability-focused courses** (e.g., UGCS1001 – Sustainable Infrastructure)

- Strong participation in sustainability initiatives:
 - **ICREATE 2.0 (2025)** – sustainability, AI, infrastructure resilience
 - **FESTECH Day (2025)** – environmental awareness and innovation
- **99% staff sustainability awareness level** based on institutional assessment

KPIs (Academic & Institutional Impact)

- % of programmes with sustainability integration: **>80% (target)**
- Staff sustainability literacy rate: **99% (achieved)**
- Number of sustainability-related events/year: **≥5 (target)**
- Research areas aligned with SDGs: **5+ key domains**

3. Role in Society and Sustainable Development (GRI 2-28, 413, QS Social Impact)

KLUST contributes to societal development through education, inclusivity, and community engagement.

Social Impact Areas

- **Student Welfare & Inclusion**
 - Mental health support, financial aid, inclusive campus policies
- **Community Engagement**
 - Collaboration with zakat and welfare institutions for student support
- **Sustainability Awareness**
 - Student-led initiatives (KLUST Green Pulse)
- **Affordable Living Initiatives**
 - Menu Rahmah and affordable campus food programmes

KPIs (Social & Community Impact)

- Student welfare support coverage: **100% access to services**
- Number of community partnerships: **≥3 active partners**
- Student participation in sustainability initiatives: **≥50% (target)**
- Inclusivity compliance (EDI policies implemented): **100%**

4. ESG Governance and Institutional Responsibility (GRI 2-9, 2-12, QS Governance)

KLUST has established a structured ESG governance framework led by the **ESG Committee**, ensuring accountability, transparency, and alignment with sustainability goals.

Governance Structure

- ESG Committee (strategic oversight)
- EDI Committee (equity and inclusion)
- Employee & Student Welfare Committees

ESG Focus Areas

- **Environmental:** Energy, emissions, waste, green campus
- **Social:** Well-being, inclusion, accessibility
- **Governance:** Ethics, compliance, transparency

KPIs (Governance)

- ESG Committee meetings: **≥4 per year**
- Policy compliance rate: **100%**
- ESG reporting frequency: **Annual**
- Staff ethics training participation: **≥90%**

5. Strategic Direction and Future Outlook (GRI 2-22, QS Future Readiness)

KLUST's strategic direction is guided by its vision to become a world-class university driving innovation, sustainability, and societal progress.

Key Strategic Priorities

- Achieve **Net Zero Carbon by 2030**
- Expand **renewable energy adoption (solar PV)**
- Improve **energy efficiency and carbon management**
- Strengthen **ESG reporting and QS Sustainability ranking performance**
- Enhance **research and innovation in sustainability fields**

Net Zero Target Pathway

- 2024: Baseline emissions established
- 2025–2027: Efficiency improvements & renewable adoption
- 2028–2029: Scaling low-carbon systems & offsets
- 2030: **Net Zero Emissions**

6. SDG Mapping (GRI 2-23, QS Impact Framework)

SDG	KLUST Contribution
SDG 4: Quality Education	Sustainability-integrated curricula and research
SDG 6: Clean Water & Sanitation	Water resource and environmental programmes
SDG 7: Affordable & Clean Energy	Solar adoption and energy efficiency
SDG 11: Sustainable Cities	Sustainable infrastructure research
SDG 12: Responsible Consumption	Green purchasing policy
SDG 13: Climate Action	Carbon reduction and Net Zero target

SDG	KLUST Contribution
SDG 3: Good Health & Well-being	Student and staff wellness initiatives
SDG 10: Reduced Inequalities	EDI policies and inclusive access

7. Key ESG Performance Indicators Summary

Environmental

- Total GHG emissions (tCO₂e)
- Energy intensity (kWh/sq.ft)
- Renewable energy share (%)
- Carbon reduction (%) toward Net Zero

Social

- Student and staff well-being participation rates
- Diversity and inclusion indicators
- Community engagement activities

Governance

- ESG policy implementation rate
- Compliance and audit readiness
- Ethics and training participation

VISION, MISSION, PURPOSE STATEMENT & CORE VALUES

VISION

To be a world-class science and technology university that shapes future technology leaders, drives industrial transformation, and fosters social prosperity.

MISSION

To empower students, nurture families, serve society, and contribute to the nation.

PURPOSE STATEMENT

To advance knowledge and innovation by developing future-ready technology leaders, strengthening families and communities, and contributing meaningfully to societal progress and national development through education, research, and industry collaboration.

CORE VALUES

Virtue with Knowledge, Excellence with Accountability.

CORE VALUES TRAINING & DEVELOPMENT

KLUST is committed to embedding its core values — Virtue with Knowledge and Excellence with Accountability — across all aspects of staff development, workplace culture, and institutional practices. Through structured training programmes and well-being initiatives, the university supports its vision of becoming a world-class institution and its mission to empower individuals, serve society, and contribute to national development.

Employee Training Programs

KLUST implements continuous professional development programmes to enhance knowledge, skills, and innovation among staff.

Key Initiatives:

- **Sustainability and Industry-Focused Training**
 - Programmes such as *ICREATE 2.0* and *FESTECH Day* provide exposure to emerging technologies, artificial intelligence, and sustainable practices.
- **Professional and Academic Development**
 - Workshops on MQF standards, quality enhancement, and global exposure through edutourism initiatives.
- **Research, Innovation, and Knowledge Sharing**
 - Platforms for collaboration between academia and industry to strengthen innovation and research culture.

Workplace Culture Initiatives

KLUST promotes a supportive, inclusive, and high-performing workplace aligned with its purpose of strengthening communities and societal progress.

Key Initiatives:

- Inclusive policies supporting diversity and equal opportunities
- Team-building programmes, staff engagement activities, and recognition initiatives
- Cross-department collaboration to enhance organisational cohesion

The Employee Well-Being and Support Committee plays a key role in fostering a healthy, inclusive, and productive work environment.

Ethics and Integrity Training

KLUST integrates ethical values and accountability into its training and governance practices.

Key Initiatives:

- Training on ethics, professionalism, and responsible conduct
- Alignment with national regulations, institutional policies, and governance frameworks
- Embedding integrity in teaching, research, and administrative practices

Ethics and professionalism are also emphasised in sustainability and industry engagement programmes.

Staff Engagement and Wellbeing Initiatives

KLUST prioritises staff well-being to ensure a motivated, productive, and balanced workforce.

Key Initiatives:

- Wellness programmes such as “Waves of Wellness” focusing on mental health and resilience
- Health initiatives, counselling support, and stress management programmes
Work-life balance policies including family support and flexible arrangements
Recreational, cultural, and social engagement activities
Financial assistance and welfare support schemes

These initiatives contribute to improved morale, engagement, and overall workplace satisfaction.

COMMITTEE MEMBERS

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE

Purpose of the Committee

The Environmental, Social and Governance (ESG) Committee is established to provide strategic leadership and oversight for the University's sustainability and ESG agenda. The Committee supports the integration of environmental responsibility, social impact, and ethical governance into all aspects of the University's operations, academic activities, and stakeholder engagement.

The Committee ensures that institutional policies, programmes, and practices align with national and international sustainability frameworks, including the University Strategic Plan, Sustainable Development Goals (SDGs), QS Sustainability rankings, and relevant Ministry of Higher Education (MOHE) requirements.

As part of the University's governance structure, the Committee guides the continuous development and implementation of sustainability initiatives, ensuring that KLUST operates in a responsible, transparent, and future-ready manner.

Governance Responsibilities

The ESG Committee is responsible for overseeing and guiding the University's sustainability strategy across the three key ESG pillars:

Environmental (E)

The Committee oversees environmental sustainability initiatives across campus operations, including energy efficiency, water conservation, waste management, and carbon reduction. It monitors environmental performance indicators such as electricity consumption, water usage, recycling rates, and carbon footprint. The Committee also promotes green campus practices, sustainable facilities management, and compliance with environmental regulations and standards.

Social (S)

The Committee promotes social sustainability within the University by supporting student and staff wellbeing, mental health, and safety. It encourages inclusive policies and practices, including equality, diversity, and inclusion (EDI), and supports access to education for disadvantaged and underrepresented groups. The Committee also oversees community engagement initiatives and promotes student participation in sustainability and social impact activities.

Governance (G)

The Committee ensures that ESG initiatives are implemented with transparency, integrity, and accountability. It monitors compliance with institutional policies, ethical standards, and regulatory requirements, including ESG reporting and audit readiness for national and international ranking frameworks. The Committee also reviews ESG-related risks and advises University Management and the Board on governance, compliance, and reputational matters linked to sustainability.

Committee Members

The ESG Committee comprises senior leadership and key functional representatives to ensure institutional alignment and effective decision-making.

Chairperson

- President & Vice-Chancellor

Deputy Chairperson

- Deputy Vice Chancellor (Academic)

Members

- Chief Operation Officer
- Deputy Vice Chancellor (STAM)
- Deputy Vice Chancellor (IACSRE)
- Director of Quality Development and Quality Assurance
- Director of Research & Innovation
- Manager of General Affairs
- Human Resources Representative
- Registrar Office Representative

Secretary

- Sustainability / ESG Officer

This composition ensures representation from academic, administrative, operational, and governance functions across the University.

Meeting Frequency

The ESG Committee shall meet at least once every quarter to review sustainability performance, monitor ESG initiatives, and discuss strategic matters relating to environmental management, social responsibility, and governance practices.

Additional meetings may be convened when necessary to address urgent ESG matters, review sustainability performance reports, or prepare institutional submissions for sustainability rankings, audits, or regulatory requirements.

EQUALITY, DIVERSITY AND INCLUSION (EDI) COMMITTEE

EDI Governance Structure

The University establishes the Equity, Diversity and Inclusion (EDI) Committee as part of its governance framework to support the implementation and monitoring of equity, diversity and inclusion initiatives across the institution.

The EDI Committee operates in an advisory capacity and provides strategic guidance to University Management on matters relating to diversity, inclusion, and equitable institutional practices. The Committee functions as a platform for cross-departmental collaboration to ensure that EDI principles are embedded within university policies, academic practices, student services, and workplace culture.

Committee Structure

The governance structure of the EDI Committee is designed to ensure broad institutional representation and effective oversight.

Chairperson

- Deputy Vice Chancellor / Registrar / Senior Management Representative

Secretary

- Human Resource Manager or designated HR representative

Members

- Representative from the Academic Division (Dean / Deputy Dean)
- Representative from Human Resources
- Representative from Student Affairs
- Representative from Staff Welfare
- Representative from Health, Safety and Environment

Invitees (as required)

- Legal Officer
- University Counsellor
- Disability Support Representative
- External Equity, Diversity and Inclusion Advisor
-

This governance structure ensures that EDI considerations are integrated into institutional decision-making while allowing the Committee to seek specialist expertise when necessary.

The Committee reports its recommendations and findings to University Management, supporting the institution's commitment to fairness, inclusion, and equitable participation.

Responsibilities and Oversight

The EDI Committee is responsible for supporting the University in promoting an inclusive, respectful, and equitable environment for staff, students, and the broader university community.

Policy Development and Review

The Committee reviews existing institutional policies and recommends improvements to ensure alignment with the University's equity, diversity and inclusion objectives. It also advises management on the development of policies that promote fair access, equal opportunity, and inclusive practices.

Promotion of Inclusive Institutional Practices

The Committee encourages the adoption of inclusive practices across teaching, research, employment, and campus activities. This includes supporting initiatives that strengthen diversity among staff and students and promote an inclusive academic and workplace culture.

Awareness and Capacity Building

The Committee recommends training programmes, workshops, and awareness initiatives that promote understanding of diversity, respectful workplace behaviour, and inclusive engagement within the university community.

Accessibility and Inclusion

The Committee supports initiatives that improve accessibility and participation for individuals with disabilities and underrepresented groups. This includes promoting inclusive facilities, accessible learning environments, and appropriate institutional support mechanisms.

Monitoring and Evaluation

The Committee monitors the implementation and progress of EDI initiatives within the University. This may include reviewing diversity indicators, institutional surveys, and feedback from staff and students to assess the effectiveness of inclusion efforts.

Advisory Role to University Leadership

The Committee provides strategic advice and recommendations to University Management on matters related to equity, diversity, and inclusion. Its role is advisory and supportive, ensuring that leadership decisions consider EDI principles.

Oversight Limitations

While the Committee provides guidance and recommendations, it does not exercise disciplinary authority or conduct investigations. Matters related to discrimination complaints, harassment, or disciplinary procedures are handled through the University's formal grievance and disciplinary mechanisms.

EMPLOYEE WELFARE COMMITTEE

Responsibilities:

The Employee Welfare Committee is responsible for promoting the overall well-being, morale, and work-life balance of university employees by supporting initiatives and policies that enhance staff welfare and engagement. The Committee reviews and recommends welfare-related policies such as leave entitlements, flexible work arrangements, medical benefits, family support, and retirement assistance, ensuring alignment with relevant employment legislation and institutional human resource frameworks. It also promotes staff engagement through wellness programmes, recreational and social activities, and initiatives that foster teamwork, motivation, and a positive workplace culture. In addition, the Committee contributes to workplace improvement by supporting health and mental well-being programmes, facilitating support mechanisms for employees' personal and family needs, reviewing staff feedback, and recommending improvements to workplace practices, welfare schemes, and support systems to ensure a healthy, inclusive, and productive working environment.

Staff engagement

The Committee promotes staff engagement by fostering a supportive and inclusive workplace environment that encourages participation, collaboration, and a strong sense of community among employees. The Committee may organise and support activities that enhance team building, staff motivation, and employee appreciation. These may include wellness programmes, social and recreational activities, and staff engagement initiatives such as sports events, annual gatherings, and cultural activities.

In addition, the Committee encourages open communication and feedback mechanisms to allow employees to share concerns, suggestions, and ideas related to workplace well-being. Staff engagement efforts also aim to support the well-being of diverse employee groups, including senior staff, junior employees, and those with family or personal care responsibilities.

Policy development

The Committee supports the development and review of policies that enhance employee welfare and work-life balance within the University. This includes recommending improvements to policies related to leave entitlements, flexible work arrangements, medical benefits, family support programmes, and retirement planning. The Committee works closely with the Human Resources Department to ensure that welfare-related policies align with national employment legislation, institutional human resource frameworks, and best practices in employee well-being. Where necessary, the Committee may also recommend enhancements to staff insurance schemes, financial assistance programmes, and compassionate support mechanisms for employees facing personal or family challenges.

Workplace improvement

The Committee contributes to improving the overall workplace environment by recommending initiatives that support employee health, safety, and well-being. This may include promoting mental health awareness, organising health screening programmes, encouraging fitness and stress management activities, and collaborating with occupational health or counselling services to support preventive well-being initiatives.

The Committee also reviews feedback from staff surveys, welfare programmes, and engagement initiatives to assess workplace conditions and identify areas for improvement. Based on these insights, recommendations may be submitted to University Management to strengthen employee support systems, improve workplace inclusivity, and enhance overall staff morale and productivity.

STUDENT WELFARE COMMITTEE

Purpose

The Student Welfare Committee is established to ensure the holistic well-being, safety, and support of students by providing structured assistance, fostering an inclusive environment, and maintaining effective communication between students and the university.

The committee supports the university's commitment to student-centred services, ensuring timely intervention, care, and support for students' academic, physical, mental, and social needs.

Responsibilities

1. Student Wellbeing

The Committee is responsible for promoting and safeguarding students' overall well-being, including:

- **Physical and Mental Health Support**
 - Ensure students receive appropriate medical attention and referrals
 - Facilitate mental health support through counselling and professional services
 - Manage emergency and non-emergency welfare cases

- **Financial and Welfare Assistance**
 - Assess and support students facing financial hardship
 - Facilitate temporary assistance or referrals for financial aid

- **Accommodation and Safety Support**
 - Address accommodation-related issues and student safety concerns
 - Ensure proper procedures for emergency cases and student transfers

These responsibilities ensure a safe, supportive, and responsive environment for students' holistic development.

2. Inclusion

The Committee promotes inclusivity and equal access to welfare support by:

- Ensuring all students receive fair and equitable treatment regardless of background
- Supporting diverse student needs, including vulnerable and at-risk groups
- Encouraging a respectful, safe, and inclusive campus environment
- Collaborating with relevant departments to address student welfare holistically

This aligns with the goal of creating a student-centred and inclusive institution

3. Communication Channel with Students

The Committee serves as a key communication bridge between students and the university by:

- Providing clear and accessible channels for students to report welfare concerns
- Ensuring timely response and coordination between departments (e.g., STAM, wardens, counselling units)
- Maintaining proper documentation and reporting of welfare cases
- Facilitating feedback mechanisms to improve student services

Through structured processes and coordinated efforts, the committee ensures that student welfare remains a top priority at KLUST.

SUSTAINABILITY POLICIES

SUSTAINABILITY POLICY

Purpose

The Sustainability Policy establishes Kuala Lumpur University of Science and Technology's (KLUST) commitment to sustainable development and responsible institutional practices. The policy provides a guiding framework for integrating sustainability principles into the University's governance, campus operations, academic programmes, research activities, and community engagement. Through this policy, KLUST aims to promote environmentally responsible practices, social responsibility, and ethical governance while supporting national priorities and international sustainability frameworks such as the Environmental, Social and Governance (ESG) framework and the United Nations Sustainable Development Goals (SDGs).

Scope

This policy applies to the entire KLUST community and all activities conducted within the University. It includes members of the Board and University Management, academic and administrative staff, students, contractors, service providers, tenants, business partners, visitors, and collaborators operating within KLUST premises. The policy covers institutional governance, academic and administrative functions, campus operations, and engagement with external stakeholders to ensure that sustainability principles are embedded across all aspects of the University's activities.

Policy Statements

KLUST is committed to conducting its activities in a manner that supports long-term environmental stewardship, social responsibility, and sound governance. The University recognises its role as a higher education institution in developing future leaders and contributing to sustainable development through education, research, and institutional practices. KLUST strives to balance present operational needs with the responsibility to safeguard resources for future generations while creating positive social and environmental impacts. The University integrates sustainability considerations into decision-making processes and institutional planning to ensure responsible resource management, ethical governance, and continuous improvement in sustainability performance.

GREEN PURCHASING POLICY

Purpose

This policy establishes KLUST's commitment to environmentally responsible purchasing by ensuring that goods, services, and works are procured in a manner that minimises environmental impact, promotes sustainable resource use, and supports ethical and responsible supply chains.

The policy supports the University's sustainability goals, aligns with global Sustainable Development Goals (SDGs), and contributes to long-term environmental and institutional sustainability.

Scope

This policy applies to:

- All KLUST staff, departments, and units involved in purchasing or procurement activities
- Procurement of goods, services, and infrastructure
- Purchases funded through university budgets, research grants, or external collaborations

It covers all purchasing decisions with potential environmental, social, and governance (ESG) impacts.

Green Purchasing

KLUST adopts green purchasing practices that prioritise:

- Environmentally friendly, energy-efficient, and low-carbon products
- Recyclable, reusable, and biodegradable materials
- Products with minimal or sustainable packaging
- Digital solutions that reduce paper and resource consumption

Where viable, environmentally harmful materials and single-use plastics should be avoided.

Our Focus

KLUST focuses on integrating sustainability into procurement through:

- **Environmental Responsibility**
Reducing environmental impact, waste generation, and carbon footprint
- **Life-Cycle Thinking**
Considering environmental impacts from production to disposal
- **Resource Efficiency**
Promoting reuse, shared utilisation, and responsible consumption
- **Sustainable Supply Chain**
Encouraging suppliers to adopt ethical and environmentally responsible practices

These efforts support SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

Policy Statements

KLUST commits to:

1. Integrating environmental considerations into all purchasing decisions
2. Prioritising sustainable, energy-efficient, and environmentally responsible products and services
3. Reducing waste and promoting recycling and reuse across operations
4. Supporting suppliers who demonstrate sustainability and ethical business practices
5. Ensuring transparency, fairness, and accountability in procurement processes
6. Continuously improving green purchasing practices and sustainability performance

These commitments ensure alignment with institutional sustainability strategies and global best practices.

Vendor Selection Criteria

Suppliers will be evaluated based on:

- Compliance with legal, environmental, and ethical standards
- Demonstrated sustainability practices and certifications
- Ability to provide environmentally friendly products/services
- Commitment to reducing environmental impact (e.g., energy use, emissions, waste)
- Product life-cycle considerations (durability, recyclability, disposal impact)
- Cost-effectiveness and long-term value

Suppliers may undergo verification and periodic performance review, and non-compliant vendors may be removed from the approved list.

Roles and Responsibilities

Procurement Department

- Lead implementation of the Green Purchasing Policy
- Evaluate suppliers and ensure compliance with sustainability criteria
- Monitor procurement practices and report on sustainability performance

Departments / Staff

- Ensure all purchasing decisions align with green purchasing principles
- Consider sustainable alternatives before procurement
- Minimise unnecessary purchases and promote resource efficiency

Department Heads

- Ensure compliance within their respective units
- Support adoption of environmentally responsible practices

Sustainability Office / Management

- Provide guidance on sustainability standards and initiatives
- Monitor overall environmental performance and continuous improvement

EQUALITY, DIVERSITY AND INCLUSION POLICY

Purpose

The purpose of this policy is to promote equality, diversity, and inclusion within the University by ensuring that all employees and stakeholders are treated with fairness, dignity, and respect. The policy aims to create a workplace environment that values individual differences and provides equal opportunities for all individuals regardless of background. It also establishes clear expectations for behaviour, promotes respectful workplace practices, and ensures that appropriate mechanisms are in place to prevent discrimination, harassment, and unfair treatment.

Scope

This policy applies to all employees, including management, supervisors, and staff, students, as well as job applicants and other individuals associated with the organisation. It covers all aspects of employment and workplace conduct, including recruitment, employment practices, workplace interactions, and approved working arrangements. The policy also applies to the handling and protection of personal data in accordance with the Personal Data Protection Act 2010 (PDPA).

Policy Statement

The University is committed to fostering an inclusive and respectful work environment where diversity is recognised and valued. The organisation does not tolerate any form of discrimination, harassment, or retaliation in the workplace. All employees are expected to treat others with dignity and professionalism. The University also ensures that personal data relating to employees, applicants, and associated individuals is protected and handled confidentially in accordance with applicable data protection laws.

Objectives

The objectives of this policy are to:

- Promote equality, fairness, and diversity in the workplace.
- Prevent discrimination, harassment, and inappropriate conduct in any form.
- Encourage respectful interactions and professional behaviour among employees.
- Protect the confidentiality and proper handling of personal data.
- Provide clear procedures for addressing concerns or complaints related to harassment or discrimination.

Roles and Responsibilities

Human Resources is responsible for monitoring and consulting with managers, heads of departments, and employees regarding diversity, equity, and workplace practices. Managers and supervisors are required to take all concerns related to harassment or discrimination seriously and report such matters promptly to Human Resources. They are also responsible for ensuring that workplace practices are fair and inclusive. Employees are expected to comply with this policy, treat colleagues respectfully, and avoid any behaviour that may be considered discriminatory or harassing. Violations of this policy may result in disciplinary action.

Concerns and Grievances

Employees who believe they have been subjected to harassment, discrimination, or inappropriate conduct are encouraged to report the matter promptly to their supervisor, manager, or the Human Resources Manager. All complaints will be handled through an immediate and impartial investigation process. The organisation will take appropriate corrective action where misconduct is confirmed and will ensure that complainants are protected from retaliation. All complaints, investigations, and related information will be treated as confidential and disclosed only on a need-to-know basis.

CODE OF CONDUCT AND ETHICS POLICY (ANTI-DISCRIMINATION & ANTI-HARASSMENT)

Purpose

The University is committed to maintaining a safe, respectful, and inclusive academic and working environment free from discrimination, harassment, intimidation, and retaliation.

This policy establishes clear procedures for preventing and addressing discrimination and harassment affecting members of the University community.

The policy supports the University's commitment to ethical governance, fair treatment, and compliance with applicable laws and international best practices in higher education.

Scope

This policy applies to:

- Academic staff
- Administrative and support staff
- University management
- Students
- Visiting scholars and researchers
- Contractors, consultants and service providers
- Any individuals interacting with the University community

The policy applies to conduct occurring:

- On university premises
- In classrooms, laboratories, offices, and research facilities
- During university activities, conferences, or fieldwork
- During university-related travel
- On digital platforms or communication channels associated with the University.

Equal Opportunity and Non-Discrimination

The University prohibits discrimination in employment, academic evaluation, admission, promotion, research opportunities, and participation in university activities.

Discrimination based on any of the following characteristics is prohibited:

- Gender or gender identity
- Race, ethnicity, or nationality

- Religion or belief
- Disability
- Age
- Marital or family status
- Pregnancy
- Socioeconomic background
- Political opinion
- Any other status protected under applicable law.

All academic and administrative decisions must be based on merit, qualifications, competence, and performance.

Harassment

Harassment refers to any unwelcome conduct that creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Harassment may be:

- Verbal
- Physical
- Psychological
- Visual
- Written
- Online or digital.

Examples include:

- Insults, threats or offensive remarks
- Humiliating or degrading behaviour
- Bullying or intimidation
- Displaying offensive or discriminatory material
- Repeated unwanted communication.

Sexual Harassment

Sexual harassment refers to any unwelcome conduct of a sexual nature that interferes with an individual's academic or work performance or creates an intimidating or hostile environment.

Examples include:

- Unwanted sexual advances
- Requests for sexual favors
- Sexual jokes or remarks
- Display of sexual materials
- Unwanted physical contact
- Offering academic or employment benefits in exchange for sexual conduct.

Sexual harassment may occur between:

- Staff and staff
- Staff and students
- Students and students
- Staff and external parties.

Responsibilities of the University Community

All members of the University community must:

- Treat others with dignity and respect
- Avoid discriminatory or harassing behaviour
- Support a safe and inclusive environment
- Report incidents of harassment or discrimination.

Reporting and Complaint Procedure

Individuals who experience or witness discrimination or harassment may report the matter through:

- Immediate supervisor or Head of Department
- Human Resources Department
- Student Affairs Office
- University reporting or whistleblowing channel.
-

A complaint may include:

- Description of the incident
- Date and location
- Individuals involved
- Witnesses or evidence.

Investigation

All complaints will be investigated promptly, fairly, and confidentially.

The University may appoint an investigation panel to:

- Review evidence
- Interview relevant parties
- Prepare investigation findings
- Recommend appropriate actions.

Confidentiality

All information relating to complaints and investigations will be treated confidentially and shared only with authorised personnel.

Protection Against Retaliation

The University prohibits retaliation against individuals who:

- Report discrimination or harassment
- Participate in investigations
- Provide evidence or testimony.

Retaliation constitutes a serious violation of university policy.

Disciplinary Action

Violations of this policy may result in disciplinary action including:

For employees:

- Written warning
- Suspension
- Termination of employment

For students:

- Disciplinary warning
- Suspension
- Expulsion

For external parties:

- Termination of contracts or partnerships.

Policy Review

This policy will be reviewed periodically to ensure compliance with legal requirements, institutional governance standards, and best practices in higher education.

CODE OF STUDENT CONDUCT (ANTI-DISCRIMINATION & ANTI-HARASSMENT)

Purpose

This policy aims to promote and maintain a safe, respectful, and inclusive learning environment for all students at KLUST. It seeks to prevent discrimination, harassment, and any form of inappropriate behaviour by establishing clear standards of conduct and accountability.

The policy supports the University's commitment to student well-being, inclusivity, and ethical values, ensuring that all individuals are treated with dignity and respect at all times.

Scope

This policy applies to:

- All registered KLUST students (full-time, part-time, local, and international)

All interactions occurring:

- On campus premises
- During university-related activities (e.g., events, field trips, internships)
- On digital platforms (e.g., social media, messaging platforms, learning systems) where behaviour impacts members of the KLUST community

This policy also applies to conduct between students and other stakeholders, including staff, visitors, and external partners.

Policy

KLUST is committed to fostering a campus environment that is free from discrimination, harassment, and any form of misconduct.

All students are expected to:

- Treat others with dignity, fairness, and respect
- Uphold values of inclusivity, diversity, and mutual understanding
- Refrain from any behaviour that may harm, intimidate, or offend others

Discrimination or harassment based on race, religion, nationality, ethnicity, gender, age, disability, or any other protected characteristic will not be tolerated. Any violation of this policy may result in disciplinary action in accordance with university rules and regulations, which may include warnings, suspension, or expulsion depending on the severity of the offence.

Harassment

Harassment refers to any unwelcome conduct—whether verbal, non-verbal, physical, written, or online—that creates an intimidating, hostile, degrading, or offensive environment.

Forms of Harassment include:

- **Verbal:** Offensive remarks, jokes, slurs, insults, or derogatory comments
- **Physical:** Unwanted physical contact, intimidation, or threatening gestures
- **Psychological:** Bullying, coercion, or repeated unwanted attention
- **Digital/Online:** Cyberbullying, inappropriate messages, sharing harmful or offensive content
- **Sexual Harassment:** Unwelcome sexual advances, requests for favours, or inappropriate comments of a sexual nature

Harassment may occur as a single serious incident or as repeated behaviour over time.

Discrimination

Discrimination refers to unfair or unequal treatment of individuals based on personal characteristics, including but not limited to:

- Race, ethnicity, or nationality
- Religion or belief
- Gender or gender identity
- Disability or health condition
- Socio-economic background

Such behaviour undermines inclusivity and is strictly prohibited within the KLUST community.

Responsibilities of Students

All students are responsible for:

- Upholding respectful and inclusive behaviour at all times
- Refraining from engaging in discrimination or harassment
- Reporting incidents of misconduct where appropriate
- Cooperating with investigations conducted by the university

Students are encouraged to act responsibly and contribute to a safe and supportive campus culture.

Reporting and Complaint Mechanism

Students who experience, witness, or are affected by discrimination or harassment are encouraged to report the incident promptly.

Reporting Channels:

- KLUST Student Feedback Form (official reporting platform)
- Student Affairs / Student Welfare Unit
- Academic advisors or designated university officers

Process:

- Reports will be handled confidentially and sensitively
- The relevant university unit will review and assess the complaint
- Appropriate action will be taken based on findings
- Support services (e.g., counselling) may be provided where necessary

No student shall face retaliation for making a report in good faith.

Disciplinary Action

Any student found to have violated this policy may be subject to disciplinary action, which may include:

- Verbal or written warning
- Mandatory counselling or training
- Suspension from academic or campus activities
- Expulsion from the university

Disciplinary decisions will be made in accordance with KLUST regulations and principles of fairness and due process.

Awareness and Education

KLUST is committed to:

- Promoting awareness of anti-discrimination and anti-harassment principles
- Providing training and educational programmes on respectful conduct
- Encouraging a culture of accountability, empathy, and mutual respect

STUDENTS WITH SPECIAL NEEDS POLICY

Campus Support

Purpose

This policy aims to ensure that students with special needs, including Persons with Disabilities (PWD), are provided with equal opportunities, appropriate support, and access to education, facilities, and services within KLUST. It aligns with national legislation and institutional commitments to inclusivity and non-discrimination.

Scope

This policy applies to all students with special needs enrolled at KLUST, including those with physical, sensory, mental, intellectual, or learning disabilities. It covers all academic, administrative, and campus life activities, including teaching, learning, assessment, facilities, and student welfare services.

Definitions

Persons with Disabilities (PWD): Individuals with long-term physical, mental, intellectual, or sensory impairments that may hinder full participation in society.
Reasonable Accommodation: Necessary adjustments or modifications made to ensure equal participation without imposing undue burden.
Universal Design: The design of facilities, services, and environments accessible to all users without the need for adaptation.
Special Needs Students: Students who require additional support due to disabilities, health conditions, or learning differences.

Policy Statement

KLUST is committed to fostering an inclusive and accessible learning environment where all students, including those with special needs, are treated with dignity and respect. The University ensures:

- Equal access to education, facilities, and services.
- Provision of reasonable adjustments such as accessible learning materials, assistive technologies, alternative assessments, and flexible teaching methods in line with institutional policy and strategy.
- Availability of dedicated policies and strategies outlining reasonable accommodations and inclusive practices across the University.
- Provision of financial support, funding schemes, and welfare assistance (e.g., zakat, grants, or institutional aid) to support students with disabilities in accessing education, assistive tools, and essential services.
- Safe and accessible infrastructure including ramps, lifts, disabled-friendly toilets, and parking as evidenced in campus facilities.
- Confidentiality of student disability-related information.
- Continuous improvement of support services and facilities in line with Universal Design principles.
- Collaboration among academic staff, administrative units, and student support services to meet individual needs.

STUDENTS WITH SPECIAL NEEDS POLICY (HOSTEL MANAGEMENT)

Hostel Support

Purpose

This policy aims to ensure that students with special needs, including Persons with Disabilities (PWD), are provided with safe, inclusive, and accessible hostel accommodation within KLUST. It supports equal access to residential facilities, appropriate welfare support, and reasonable accommodations to enhance student well-being and quality of life.

Scope

This policy applies to all students with special needs residing in university-managed hostels or accommodations, including The Purple House (TPH) and other designated residential facilities. It covers accommodation arrangements, welfare support, emergency response, safety, accessibility, and hostel services.

Definitions

Persons with Disabilities (PWD): Individuals with long-term physical, mental, intellectual, or sensory impairments that may affect full participation in daily activities.

Special Needs Students: Students who require additional support due to disabilities, medical conditions, or learning differences.

Reasonable Accommodation: Necessary and appropriate adjustments made to hostel facilities or services to ensure equal access and comfort.

Hostel Management: Refers to wardens, The Purple House (TPH) management, and

Student Administration & Management (STAM) responsible for student accommodation and student welfare.

Emergency Case: Situations involving medical, psychological, or safety risks requiring immediate intervention.

Policy Statement

KLUST is committed to providing an inclusive, safe, and supportive hostel environment for students with special needs. The University ensures:

- Equal access to hostel accommodation without discrimination.
 - Provision of reasonable adjustments such as accessible rooms, priority allocation, and assistive facilities.
 - Availability of disability-friendly infrastructure including ramps, accessible toilets, lifts, and safe pathways.
 - Coordination between Hostel Management, STAM, and Well-Being & Learning Support units to address student needs effectively.
 - Implementation of clear procedures for handling physical and mental health cases, including emergency referrals and welfare support.
 - Provision of financial assistance or welfare aid where necessary to support accommodation-related needs.
 - Maintenance of confidentiality regarding students' health and disability information.
- Regular monitoring and continuous improvement of hostel facilities to align with Universal Design and safety standards.
- Ensuring a respectful, non-discriminatory, and supportive living environment for all students.

SUSTAINABILITY TRAININGS

Purpose

The purpose of sustainability training at KLUST is to enhance awareness, knowledge, and competencies related to sustainable practices among staff and students. These initiatives support institutional sustainability goals by promoting responsible practices and encouraging active participation across the campus community.

Scope

Sustainability training is categorised into Environmental, Social, and Governance (ESG) areas. These programmes integrate sustainability principles into academic, operational, and community activities.

Environmental Related Training

Environmental sustainability training focuses on responsible environmental practices, including waste management, energy conservation, sustainable resource management, and climate awareness.

Major platforms such as ICREATE 2.0 (20 February 2025) provided exposure to sustainability, AI, and infrastructure resilience, featuring expert talks, competitions, and CPD-accredited sessions. Similarly, FESTECH Day 2025 (23 September 2025) emphasized environmental protection, resource efficiency, and sustainable workplace practices.

These initiatives promote environmentally responsible behaviour and support the development of sustainable solutions for future industries.

Social Related Training

Social sustainability training promotes inclusivity, well-being, and social responsibility. Topics include mental health, teamwork, diversity, and professional development.

Key staff training programmes include:

- Malaysia Qualification Framework (MQF) Workshops (29 May & 11 June 2025)
- Quality Awakening Workshop (26 August 2025)
- Edutourism programmes with international institutions (India)

These initiatives enhance staff competencies, foster collaboration, and strengthen global engagement.

Student & Community Engagement

Training initiatives extend to students through:

- Research and design poster competitions
- Innovation exhibitions
- Wellness programmes

These activities align with Sustainable Development Goals (SDGs) and encourage real-world application of knowledge.

Governance Related Training

Governance training focuses on ethics, compliance, cybersecurity awareness, and institutional integrity. These initiatives ensure accountability and responsible conduct within the university.

Conclusion

KLUST continues to strengthen sustainability awareness through integrated ESG training initiatives. These programmes contribute to a knowledgeable, responsible, and future-ready campus community.

SUSTAINABILITY ASSESSMENT TOOL

KLUST Staff Sustainability Knowledge Assessment



shutterstock.com · 2509566755

KLUST Staff Sustainability Knowledge Assessment – 2025

In 2025, KLUST conducted a Sustainability Knowledge Assessment for both academic and non-academic staff as part of its commitment to sustainability reporting and QS ranking requirements. The purpose of the assessment was to evaluate staff awareness, understanding, and engagement with sustainability concepts, as well as their familiarity with related initiatives implemented across the university. A total of 144 staff members participated.

Key Findings

The assessment results show that KLUST staff have a strong grasp of sustainability principles. Almost all participants performed well, with 99% demonstrating a clear understanding of sustainability concepts relevant to QS reporting. Staff recognize the significance of sustainability in higher education and its impact on institutional practices, decision-making, and long-term planning.

Some of the questions included in the assessment were:

- How would you define sustainability in the context of higher education?
How familiar are you with the university's sustainability initiatives and objectives?
Which sustainability efforts do you consider most important for KLUST?

The responses indicate that staff are not only knowledgeable but also highly engaged with sustainability initiatives. Many participants highlighted the importance of integrating sustainability into daily operations, teaching, and administrative practices. Staff also acknowledged the university's ongoing commitment to sustainable development and ethical practices, reflecting a positive perception of KLUST's sustainability culture.

Staff strongly agreed that sustainability plays a vital role in shaping the future of higher education and professional work environments. The assessment also revealed strong enthusiasm for contributing to sustainability initiatives and participating in knowledge-

sharing activities. The areas most valued by staff include promoting eco-friendly campus practices, supporting staff well-being, and fostering equality and inclusivity within the university community.

Conclusion and Recommendation

The results confirm that KLUST staff possess a solid foundation of sustainability knowledge and demonstrate readiness to actively support the university's sustainability initiatives. To capitalize on this strength, it is recommended that staff engagement and achievements be highlighted in internal communications and QS reporting. Showcasing best practices and success stories across departments will reinforce KLUST's sustainability culture and demonstrate the collective commitment of staff toward sustainable development.

By recognizing staff contributions and encouraging ongoing participation in sustainability-related activities, KLUST can further strengthen its institutional sustainability efforts, promote a culture of continuous improvement, and enhance its QS sustainability profile.

STUDENT HEALTH & WELLBEING

Student-Led Sustainability Society – KLUST Green Pulse

KLUST supports student involvement in sustainability initiatives through KLUST Green Pulse, a student-led sustainability society that promotes environmental awareness, green practices, and sustainable campus initiatives among students.

Healthy & Affordable Food Choices

KLUST is committed to fostering a supportive campus environment where students have access to nutritious, affordable, and high-quality food options. Through close collaboration with campus food vendors and strategic partnerships, the university ensures that students can enjoy balanced meals without financial strain.

As part of this initiative, KLUST continuously works with food providers to promote healthier menu offerings, including well-balanced meals that incorporate essential nutrients. Vendors are encouraged to adopt responsible pricing strategies, ensuring affordability while maintaining food quality and safety standards.

The launch of the Student Café (SweetSis Café) in 2023 further strengthens this commitment by providing students with accessible dining options that emphasize both nutrition and value. This initiative is supported by collaborations with various organizations, reflecting a shared goal of enhancing student welfare.

Additionally, contributions from partners such as Perbadanan Wakaf Selangor, Lembaga Zakat Selangor, and Yayasan Amanah Raya demonstrate a strong community effort in supporting food accessibility programs like Menu Rahmah. These efforts help ensure that no student is left behind when it comes to accessing proper meals.

By integrating healthy food choices with affordability, KLUST not only promotes better eating habits but also contributes to students' overall well-being, academic performance, and campus experience.





Sexual and Reproductive Healthcare Services

KLUST provides access to panel clinics for both local and international students to support their healthcare needs. Students can also download a dedicated mobile application that helps them access healthcare services, book appointments, and receive medical support when needed.

SUSTAINABILITY COURSES

The University is committed to integrating sustainability across its academic offerings, ensuring that students acquire the knowledge, skills, and values required to address global environmental, social, and economic challenges. Sustainability is embedded through structured academic credits, interdisciplinary coursework, and research-driven learning aligned with the United Nations Sustainable Development Goals (SDGs).

Information on Academic Credits

Programme Level	Credit Structure	Sustainability Integration
Undergraduate	120 – 140 Credit Hours	Core sustainability course, programme-specific subjects, final year projects, and electives
Postgraduate (Master's)	Coursework (3–45 Credits) + Research	Advanced coursework, research methodology, thesis/project with sustainability focus
Doctoral (PhD)	Audit Coursework (6 Credits) + Thesis	Research-intensive sustainability topics, proposal defence, publications

Sustainability is delivered through both formal credit-bearing courses and integrated learning approaches across disciplines.

Sustainability Courses Leading to Officially Recognized Credits

Core University Course:

- UGCS1001 – Introduction to Sustainable Infrastructure and Technology (3 credits)

This course provides foundational knowledge on sustainability principles, infrastructure systems, and the role of technology in sustainable development.

Programme-Specific Courses include:

- Environmental Engineering
 - Water and Wastewater Engineering
 - Solid Waste Management
 - Environment, Safety and Health
 - Learning for Sustainability
 - Corporate Social Responsibility

Undergraduate Level Qualifications with Sustainability Specialization Areas

Sustainability is embedded within undergraduate programmes through specialization areas, electives, and project-based learning.

Engineering and Built Environment:

- Sustainable infrastructure and environmental systems
- Water resources and waste management

Computing and Technology:

- Artificial Intelligence and IoT for sustainability
- Smart systems and digital solutions

Agricultural Science:

- Sustainable agriculture and soil management
- Environmental biotechnology

Business and Management:

- ESG and corporate sustainability
- Ethical business practices

Postgraduate Level Qualifications with Key Research Areas Focused on Sustainability Topics

Postgraduate programmes emphasize sustainability through research-driven learning and industry-relevant themes.

Key Research Areas:

- Sustainable infrastructure and urban development
- Environmental management and climate change
- ESG and sustainable business practices
- Digital technologies for sustainability (AI, IoT, data systems)
- Social sustainability and inclusive development

Postgraduate and doctoral studies require the completion of research methodology, proposal defence, and thesis work, ensuring impactful contributions to sustainability-related knowledge.

Postgraduate Programme Expertise in Sustainable: Master of Science in Water Resources

This programme develops expertise in sustainable water management, climate resilience, and environmental protection. It aligns with SDG 6, SDG 11, and SDG 13.

Key subjects include hydrology, water quality, hydro-informatics, and water resources management.

Students complete a research project addressing real-world sustainability challenges.

ENVIRONMENTAL SUSTAINABILITY

Carbon Emissions Report

Kuala Lumpur University of Science and Technology

Reporting Years: FY2024 and FY2025

This report summarizes energy consumption, greenhouse gas emissions, year-on-year movement, and key observations for the Education business unit.

1. Executive Summary

- Total energy consumption increased from 1,354,209.12 kWh in FY2024 to 1,397,642.92 kWh in FY2025, a year-on-year increase of 3.2%.
- Non-renewable electricity consumption increased by 4.1%, from 1,150,495.74 kWh to 1,198,003.18 kWh.
- Solar generation decreased by -2.0%, from 203,713.38 kWh to 199,639.74 kWh.
- Renewable share of total energy was 15.0% in FY2024 and 14.3% in FY2025.
- Total GHG emissions increased from 13,268.76 tCO₂e in FY2024 to 14,470.54 tCO₂e in FY2025, equivalent to a 9.1% increase.
- Scope 1 emissions remained the dominant contributor, representing 83.4% of total GHG in FY2024 and 83.7% in FY2025, driven primarily by fugitive emissions.
- Energy intensity rose from 7.127 kWh/sq.ft in FY2024 to 7.355 kWh/sq.ft in FY2025, indicating lower energy efficiency on a floor-area basis assuming constant area data.

2. Basis of Report

This report is based entirely on the data available in the submitted spreadsheet. It uses the annual totals and monthly values recorded in the “Energy Summary”, “Energy with solar”, “GHG Emission Summary”, and “GHG Details” worksheets. No external assumptions were introduced beyond simple year-on-year percentage calculations and energy intensity computation using the provided building area.

- Energy figures are reported in kilowatt-hours (kWh).
- Greenhouse gas emissions are reported in metric tonnes of carbon dioxide equivalent (tCO₂e).
- Energy intensity is computed as total energy consumption divided by building area (kWh/sq.ft).
- The workbook notes that FY2025 data were not fully captured after handover; therefore, interpretations for FY2025 should be treated with caution and reviewed against source records.

3. Energy Consumption Analysis

Metric	FY2024	FY2025	Change	Change %	Comment
Non-renewable energy (kWh)	1,150,495.74	1,198,003.18	47,507.44	4.1%	Grid electricity increased year on year.
Renewable energy - solar (kWh)	203,713.38	199,639.74	-4,073.64	-2.0%	Solar generation softened slightly.
Total energy (kWh)	1,354,209.12	1,397,642.92	43,433.80	3.2%	Overall consumption increased.
Building area (sq.ft)	190,014.14	190,014.14	0.00	0.0%	No change in reported building area.
Energy intensity (kWh/sq.ft)	7.127	7.355	0.229	3.2%	Higher intensity indicates weaker efficiency per area.

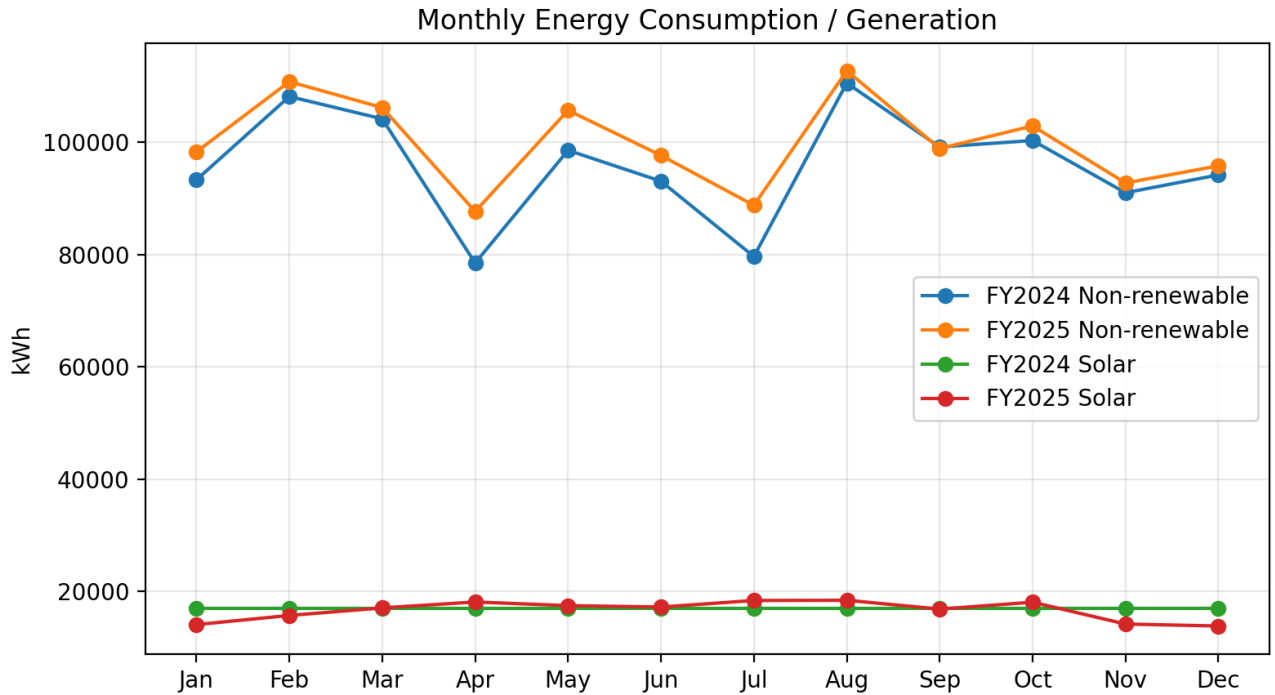


Figure 1. Monthly energy profile for FY2024 and FY2025.

FY2024 recorded its highest monthly total energy use in Aug (127,510.04 kWh) and its lowest in Apr (95,471.40 kWh). FY2025 peaked in Aug (131,163.84 kWh) and was lowest in Apr (105,801.27 kWh). The monthly series suggests consistently higher non-renewable demand in FY2025, while solar output remained below FY2024 on an annual basis.

4. Greenhouse Gas Emissions Analysis

Metric (tCO2e)	FY2024	FY2025	Change	Change %	Comment
Scope 1	11,071.37	12,116.10	1,044.73	9.4%	Largest source of emissions in both years.
Scope 2	897.39	934.44	37.05	4.1%	Increase aligns with higher electricity use.
Scope 3	1,300.00	1,420.00	120.00	9.2%	Waste-related emissions increased.
Total GHG emissions	13,268.76	14,470.54	1,201.78	9.1%	Overall emissions increased

Metric (tCO2e)	FY2024	FY2025	Change	Change %	Comment
					year on year.

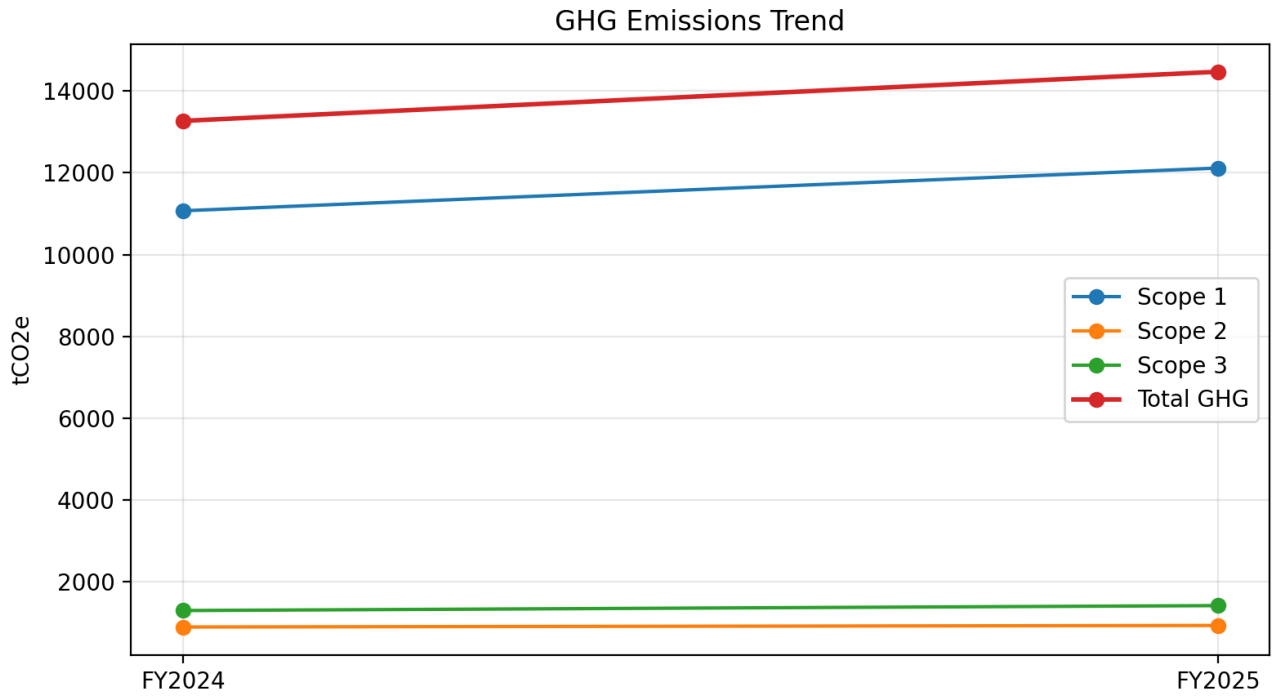


Figure 2. Trend in total and scope-level GHG emissions.

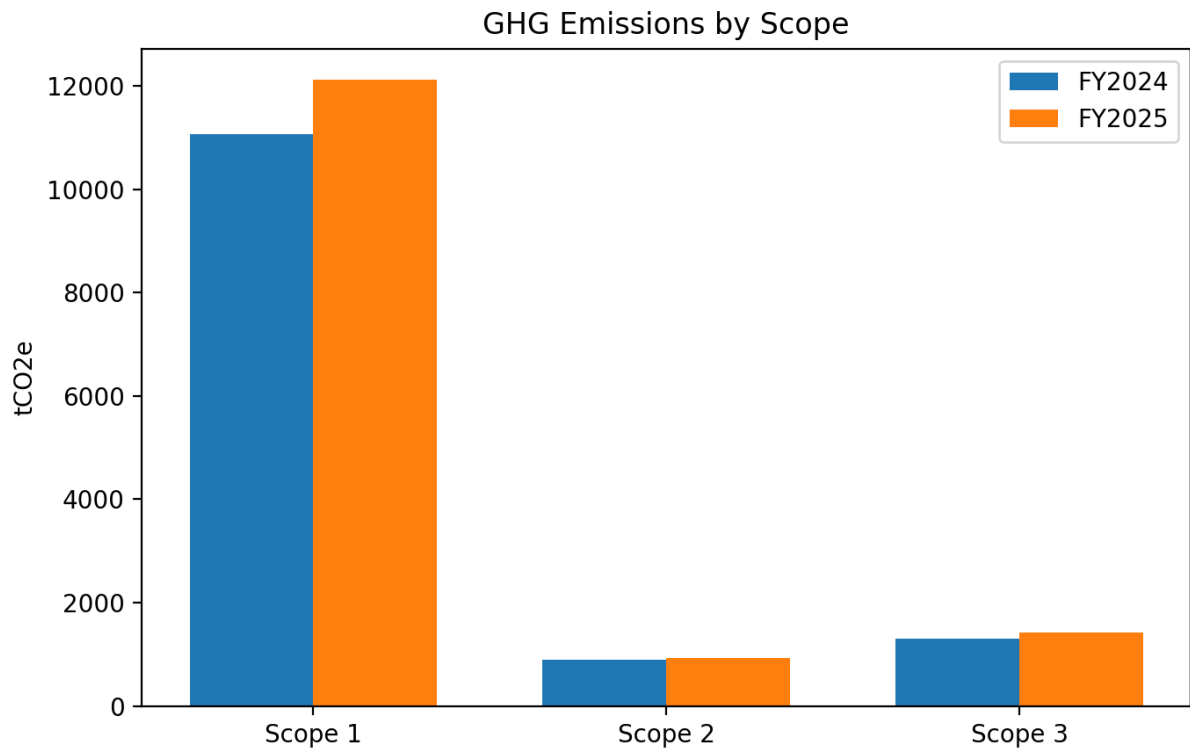


Figure 3. Comparison of Scope 1, Scope 2, and Scope 3 emissions by year.

Scope 1 emissions increased by 9.4%, from 11,071.37 tCO₂e to 12,116.10 tCO₂e. Within Scope 1, fugitive emissions were the main driver, rising from 11,044.66 tCO₂e in FY2024 to 12,087.67 tCO₂e in FY2025. Mobile combustion rose modestly from 26.71 to 28.43 tCO₂e, while stationary combustion remained negligible.

Scope 2 emissions increased by 4.1%, mirroring the increase in purchased electricity. Scope 3 emissions, reported here from waste generated in operations, rose from 1,300.00 tCO₂e to 1,420.00 tCO₂e.

5. Interpretation and Key Issues

- The rise in total energy consumption and Scope 2 emissions suggests a need for stronger electricity demand management, especially during high-use months.
- The decline in solar generation share indicates an opportunity to review solar system performance, maintenance, and whether expansion is feasible.
- The very large fugitive emissions recorded in both years dominate the carbon profile and should be validated carefully to confirm source data, unit conversion, and calculation methodology.
- Because the workbook notes incomplete FY2025 data capture after handover, management should treat FY2025 results as provisional until reconciled with utility bills, fuel logs, refrigerant records, and waste manifests.

6. Recommended Actions

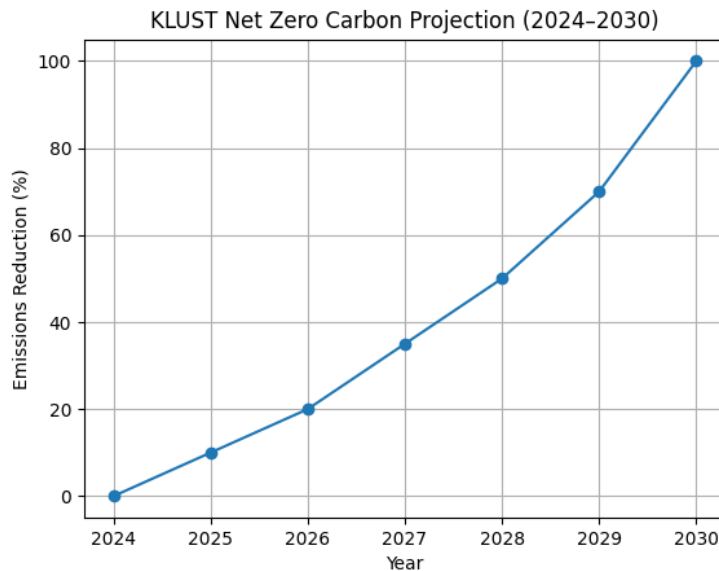
1. Establish a monthly energy and emissions dashboard with clear ownership for utility, refrigerant, fuel, and waste data collection.
2. Track energy intensity monthly using floor area, headcount, or student population to separate operational growth from efficiency performance.
3. Investigate the drivers behind fugitive emissions and confirm whether leak rates, refrigerant top-up records, and emission factors have been applied correctly.
4. Review solar asset output against design expectations and schedule preventive maintenance to recover renewable contribution where possible.
5. Set annual reduction targets for grid electricity and Scope 1 emissions, with quarterly management review.

7. Data Limitations

- This report is limited to information contained in the submitted workbook and does not independently verify bills, meter readings, or calculation files.
- FY2025 is explicitly flagged in the workbook as not fully captured after handover, which may affect comparability.
- The workbook uses the stated emission factors and notes contained within the file; any future revision to those factors would change the results.
- The GHG summary sheet contains a labeling issue where the Scope 2 subtotal row is titled “Scope 1 Total Emission”; the numerical value appears to represent the Scope 2 subtotal and has been interpreted accordingly in this report.

Projected Net Zero Target (2024–2030)

KLUST commits to a progressive reduction in greenhouse gas emissions with the goal of achieving Net Zero emissions by 2030. The projection assumes a baseline year of 2024 and outlines a structured annual reduction pathway.



Year	Projected Emissions Reduction (%)	Key Initiatives
2024	Baseline	Establish emissions inventory and reporting framework
2025	10%	Energy efficiency upgrades, monitoring systems
2026	20%	Renewable energy adoption (solar PV)
2027	35%	Green campus initiatives, transport electrification
2028	50%	Expanded renewable integration and smart systems
2029	70%	Carbon offset programs and operational optimization
2030	100% (Net Zero)	Full decarbonization and verified offsets

Appendix A. Selected Source Data

Category	FY2024	FY2025	Unit	Source worksheet
Total energy consumption	1,354,209.12	1,397,642.92	kWh	Energy Summary / Energy with solar
Non-renewable energy	1,150,495.74	1,198,003.18	kWh	Energy Summary / Energy with solar
Renewable energy (solar)	203,713.38	199,639.74	kWh	Energy Summary / Energy with solar
Scope 1 emissions	11,071.37	12,116.10	tCO2e	GHG Emission Summary
Scope 2 emissions	897.39	934.44	tCO2e	GHG Emission Summary
Scope 3 emissions	1,300.00	1,420.00	tCO2e	GHG Emission Summary
Total GHG emissions	13,268.76	14,470.54	tCO2e	GHG Emission Summary

Source file: Energy and GHG Details for Education-klust.xlsx



KUALA LUMPUR UNIVERSITY
OF SCIENCE AND TECHNOLOGY
(KLUST)

Ground Floor, Block 11, Unipark Suria,
Jalan Ikram - Uniten, 43000 Kajang,
Selangor Darul Ehsan, Malaysia
Tel: (603) 8926 693
Website: www.klust.edu.my