

Sustainable Development Report for 2025



Tomas Bata University in Zlín

Healthy University



This report was compiled on the basis of data available in September 2026 and is of a voluntary nature; it is not subject to independent audit.

Healthy University

1 Strategy for Sustainable Development at TBU in Zlín until 2030

On 10 December 2024, the Strategy for Sustainable Development at TBU in Zlín until 2030 was approved at a meeting of the Academic Senate of TBU.



4 Sustainability Mission

UTB's mission is to inspire and guide students and professionals to become leaders in contemporary sustainable development, to actively integrate the principles, innovations and technologies of responsible sustainability into all its activities, and to contribute to addressing global challenges and the implementation of international strategies in this field.

We believe that, thanks to the joint efforts of the university's management, staff and students, we will continue to successfully fulfil this vision in the years to come and create an environment that is socially and environmentally responsible.

UTB Sustainability Team

2 Sustainability Team

Vice-Rector for Internal and External Relations:
Ing. Martina Juříková, Ph.D.

Sustainability Team:
Ing. Martina Kopečková, Ph.D.
and Ing. Linda Machalová

Working groups: Rector's Office and constituent units

5 Areas of sustainable development

The Strategy sets out the following broad areas of sustainable – Education and Creative Activity, Investment and Operations, and Management and Social Affairs.

Within these areas, 14 subareas have been identified and an action plan for 2025–2026 has been drawn up.

Each chapter sets out objectives and recommendations for the further sustainable development of TBU, which we propose within the context of sustainability.

3 Website

udrizitelnost.utb.cz



6 Contents

Education and creative activities

1. Education
2. Creative Activities

Investment and Operations

3. Infrastructure
4. Energy and Climate Change
5. Water management
6. Waste and the circular economy
7. Transport
8. Food

Governance and Social Affairs

9. UTB management UTB based on the principles of sustainable development
10. Partnerships and the third role
11. Responsible procurement
12. Computerisation and digitisation
13. Wellbeing and social affairs
14. Promotion and communication strategy

Assessment of indicators and links to the SDGs



1 Education

Sub-goal 1.A. To integrate sustainable development issues into the accreditation of study programmes, the content of academic modules and continuing education courses across various disciplines, and to ensure high-quality education for all students

1 Green Deal Project

Creation of a new degree programme, modules and continuing education courses as part of the 'Support for Green Skills and Sustainability at TBU in Zlín, registration no. NPO_UTB_MSMT-2145/2024-4.

2 Footwear and Fashion Accessories Design degree programme

A newly accredited study programme.

This bachelor's degree programme is an innovative course that focuses on combining creative design with modern manufacturing technologies in the footwear sector, with an emphasis on the craftsmanship involved in shoe-making.

This degree programme emphasises sustainable practices, from the selection of materials through to production processes, with the aim of minimising environmental impact. Students will learn to combine the aesthetic aspects of design with practical and technological requirements in order to create innovative and functional footwear.

The course covers traditional craft techniques, basic and advanced materials, footwear pattern-making techniques, 3D modelling and the principles of sustainable production in the fashion industry.

3 New modules in existing degree programmes

Faculty of Technology

- Life cycle assessments of sustainable systems
- Sustainable Resources and Materials

Faculty of Management and Economics

- Sustainable Development
- Circular Economy

Faculty of Multimedia Communications

- Sustainability, Consumption and Culture 1, 2
- Sustainable Production in the Cultural and Creative Industries 1, 2

Faculty of Applied Informatics

- Virtual Prototyping and Sustainable Design
- Circular Economy – Recycling Technologies

Faculty of Humanities

- Education for sustainable development in global and environmental contexts
- Environmental protection in the management of medical waste

Faculty of Logistics and Crisis Management

- Water Sustainability in the Landscape I, II
- Principles of sustainable development

Centre for Polymer Systems

- Nanotechnology and Nanomaterials for Sustainable Development
- Biomaterials and biotechnology in the context of the circular economy

These subjects will be offered as compulsory electives from the 2026/2027 academic year.

4 Nové kurzy ČŽV

Fakulta technologická

- Udržitelné materiály a technologie

Fakulta multimediálních komunikací

- Upcycling v praxi designéra

Fakulta aplikované informatiky

- Udržitelná a energetická řešení v prostředí budov

Fakulta logistiky a krizového řízení

- Environmentální aspekty udržitelného rozvoje

Centrum polymerních systémů

- Ekologické přístupy k materiálům a technologiím



5 Study programmes and modules relating to sustainability

Number of modules related to sustainability: **396**

Total number of modules: **7,576**

Proportion of sustainability-related courses: **5.23%**

Number of degree programmes relating to sustainability: **46**

Total number of degree programmes: **163**

Proportion of sustainable programmes: **28.22%**

Data for the 2025/2026 academic year

6 Workshops for students with special educational needs

Number of educational events held for students with special needs: **3**

Number of participants: **33**

These workshops are as follows:

- How to learn effectively
- How blind people perceive the world
- How to learn (with) ADHD



2

Creative activities

Sub-objective 1.B. To support scientific research and creative activities focused on sustainable development, environmental sciences, social responsibility (inclusion, diversity) and innovation in the field of sustainability

1

Funding for international sustainability research

Funding for international research in the field of sustainability: **CZK 19,269,000**

56%

Environmental pillar and circular economy

10%

Social pillar and equal opportunities

34%

Sustainable innovation, technology and materials

Source: Total revenue from international projects

No standardised methodology for keywords or university-wide reporting has been issued to determine the total amount of resources allocated to research in all areas of sustainability (ESG).

2

Publications on sustainability

Number of publications: **886**

The publications were retrieved from the OBD system. It has not yet been possible to establish a clearly defined database of sustainability outputs or to implement sustainability labelling within the OBD system. During the preparatory phase, it became apparent that the recording of research activities and their links to sustainability themes and the SDGs is not yet sufficiently standardised across the university. It would be necessary to develop an internal methodology for recording research results, including the labelling of outputs linked to sustainability.



3

Number of outputs in the analysed disciplines

The numbers of outputs in the analysed fields and their quality are based on the Internal Quality Assessment Report. Module 2: Research Performance was used to assess fields relating to sustainability.

Sector (according to the OECD)	Results	Decile	Q1	Q2	Q3	Q4
1.5 Earth and related environmental sciences	95	4.20%	22.10%	28.40%	40%	5.30%
1.6 Biological sciences	112	0%	42.90%	44.60%	8%	4.50%
1.7 Other natural sciences	22	0%	13.60%	72.70%	13.60%	0%
2.7 Environmental engineering	123	9.80%	21.10%	22.80%	42.30%	4.10%
2.9 Industrial biotechnology	16	6.30%	6.30%	56.30%	12.50%	18.80%
3.3 Health sciences	35	0%	34.30%	51.40%	8.60%	5.70%
4.1 Agriculture, forestry, and fisheries	20	5%	5%	65%	0%	25%
4.5 Other agricultural sciences	83	7.20%	19.30%	59%	6%	8.40%
5.7 Social and economic geography	58	8.60%	19%	5.20%	27.60%	39.70%
5.9 Other social sciences	21	28.60%	42.90%	4.80%	14.30%	9.50%

4

R&D results in the field of sustainability

The most significant research unit at UTB, the CPS, reported R&D results in the field of energy and climate change in 2025, comprising registered cases of industrial property protection and results not subject to the registration procedure at the Industrial Property Office.

Number of registered cases of industrial property protection: **2**
Number of prototypes: **2**
Number of verified technologies: **2**
Number of working prototypes: **6**

2 Creative activities

5

Significant projects and results in the field of sustainability

Faculty of Technology

TAČR: Extending the shelf life and stability of natural cosmetic products

The project will result in an environmentally friendly and innovative method for the preservation and stabilisation of essential oils for natural cosmetic products, which can be put into practice by Nobilis Tilia. This technology utilises Pickering emulsions with natural microcrystalline cellulose particles, which replace conventional irritating surfactants, thereby ensuring greater shelf life and product stability whilst offering gentler care for the skin and the environment.



Other significant FT projects:

- Sustainable solutions for the processing of natural waste materials and polymers
- Sustainability in practice: Using innovative technologies to protect the environment and ensure food sustainability
- The use of microalgae to reduce the levels of antibiotics, antibiotic-resistant bacteria and resistance genes in digestate from agricultural biogas plants



Faculty of Management and Economics

TAČR: Behavioural approaches to evidencebased decision-making in the Smart Cities Concept

The project will result in a comprehensive mapping of the current state of evidencebased decision-making in Czech local authorities and the creation of practical tools to reduce the impact of cognitive biases among key stakeholders. These tools will enable municipalities, towns and regions to apply the principles of Smart Cities more effectively and inclusively, in line with the Ministry of Regional Development's concept.

Interreg Slovakia-Czech Republic, ERDF: Creation of a joint educational platform with a focus on enhancing soft and professional skills in the fields of human resources and crisis management – KRIZSKIL

The project's output is the creation of a joint educational platform and two specialised centres – the Centre for Human Resources Education at UTB in Zlín and the Centre for Crisis Management at TnUAD in Trenčín. This infrastructure will strengthen the soft and professional skills of students and academics and employers in cross-border regions in responding to security threats and migration.



Ministry of Culture of the Czech Republic, NAKI III – Mapping, management and funding of local culture in the context of public support and the preservation of intangible cultural heritage

The project will produce a comprehensive analysis of the systems for managing and funding local culture in the regions of the Czech Republic, along with proposals for specific measures to sustain it and support community life. The project will provide methodological tools for the preservation of intangible cultural heritage, the strengthening of local identity amongst residents, and the development of civic volunteering.

Other significant projects of faculty:

- European Universities designing the horizons of sustainability
- Regional development and public policy under the creative economy: Mapping, knowledge sharing and management of New Working Spaces in the Czech Republic
- New joint training in the tourism sector with a focus on the skills required by the spa industry labour market in selected cross-border regions



Faculty of Multimedia Communications

In 2025, the Faculty of Multimedia Communications focused its sustainability activities primarily on students' creative projects, regional workshops and design challenges that linked environmental themes with practical application.

Student by students are available at showcase.fmk.utb.cz

TAČR: Barrier-Free Museums

The project will result in academic articles, workshops, conferences and a working prototype of an innovative solution for museums, focusing on making art and cultural heritage accessible to people with specific learning difficulties through inclusive communication and new approaches in museum practice. The project brings together insights from museology, social pedagogy, art therapy and psychology, and also utilises modern technologies such as eye-tracking.

Fashion Revolution Week 2025

In April 2025, Galerie G18 hosted the third edition of a programme focusing on sustainable fashion, ethical design and innovation in the clothing industry. The event combined a presentation of work from fashion and footwear design studios with awareness-raising about more sustainable approaches to design.



Graduate and term projects (Diploma Projects 25)

In June and June 2025, students presented their final and finalyear projects, which often reflected the principles of the circular economy, the visual communication of social issues and sustainable product design.

Other projects of faculty:

- Reborn Design 2025: Designs made from waste and recycled materials
- Strengthening the mechanisms necessary for self-evaluation processes at art faculties within non-art universities



2 Creative activities

Faculty of Applied Informatics

TACR: Research and development of advanced algorithms for the management of renewable energy sources and microgrids (Smart Grids)

The output is a software solution and predictive algorithms designed to optimise the flow of electrical energy in local microgrids. Based on real-time data and weather forecasts, the system effectively manages the charging and discharging of battery storage systems and stabilises consumption from photovoltaic sources, thereby reducing energy losses and dependence on the external distribution grid.

Applied research: Sensor networks and data collection systems for sustainable urban planning and Smart Cities

The outcome is an integrated IoT system comprising sensor hardware and an analytical platform for local authorities. The devices provide real-time data on air quality, the fill levels of waste bins and traffic density, which enables local authorities to automate the management of urban infrastructure, optimise waste collection and reduce emissions as well as overall operating costs.

Security and Technology Research: Cyber Security and the Reliability of Critical Energy Infrastructure

The outcomes include methodologies, detection tools and software architecture for real-time monitoring of cyber threats. The resulting solution, which protects supervisory control and data acquisition (SCADA) systems, enhances the resilience of modern distributed energy networks against external attacks and ensures the smooth and secure operation of sustainable energy sources without the risk of widespread outages.

Other projects of faculty:

- In 2025, FAI focused on international and applied projects in the field of sustainability and modern technologies. Key activities included the continuation of European networks focused on safe and sustainable materials (e.g. the PARASOL project under the MSCA), research into environmentally friendly applications of materials (including nontraditional bio-sources) and the integration of artificial intelligence elements into process optimisation and energy or industrial sustainability (supported by specialist symposia).



Faculty of Humanities

GAČR: Self-regulation of children's digital behaviour

The project's outputs comprise extensive empirical studies, methodological guides and diagnostic tools designed for teachers, school psychologists and parents. These materials provide specific procedures for measuring and strengthening children's self-regulatory abilities when using digital technologies. The outputs also include proposals for preventative programmes for primary schools.

MŠMKT, OP JAK: Implementation of the Zlín Region's Long-Term Plan

The outcome is a comprehensive methodological and educational system designed to improve the effectiveness of teaching and support inclusion throughout the Zlín Region. The project will establish networks for the mutual sharing of good practice between the Faculty of Humanities at Tomas Bata University and regional schools, offer accredited professional development courses for teachers and introduce new procedures in the field of career guidance.

The Vlček Family Foundation: Development of Paediatric Palliative and Hospice Care

The outcome will be the creation of specialised training modules for the academic preparation of future healthcare and social care professionals at TBU, supplemented by methodological standards for communitybased paediatric palliative care. The project will also provide a practical framework for linking hospital and hospice care with families, which will significantly enhance the professional preparedness of staff and the availability of sustainable health and social services for seriously ill children in the region.



Other projects of faculty:

- In 2025, the faculty carried out creative and project-based activities in the areas of social sustainability, regional development, quality of education and social issues.
- Key project areas – Support for education and teachers, social sustainability and the region



Faculty of Logistics and Crisis Management

HORIZON Europe: European Partnership Accelerating Farming Systems Transition: Agroecology Living Labs and Research Infrastructures (Agroecology Partnership / AE Partnership)

The outcome is the creation and operation of a network of living labs (Agroecology Living Labs) and research infrastructures that link the academic world with farmers' practices and policy makers. The project provides methodologies, testing protocols and data-driven recommendations for the practical implementation of agroecological practices. The resulting solutions contribute to increasing biodiversity, restoring soil fertility and strengthening the climate resilience of European agriculture.



SFŽP ČR: Laboratory of Change: Developing climate education and citizen science in secondary schools

The project provides teachers with teaching methodologies and practical tools for measuring the impacts (dendrochronology, ecoacoustics, GIS data collection) and involves pupils in long-term environmental monitoring. The resulting data and practical experience raise the younger generation's awareness of environmental challenges and provide concrete evidence for proposing local adaptation measures against extreme weather fluctuations in the regions.



2 Creative activities

Interreg Slovakia-Czech Republic: Satellite monitoring of the region to support public administration in climate change adaptation strategies (SatKlima)

The project provides practical tools and training for interpreting satellite data (e.g. from the Copernicus programme) and their subsequent use in developing local and regional adaptation strategies. The resulting methodologies and data sets enable towns and cities to effectively identify heat islands, monitor drought risks and the condition of green spaces, and propose targeted, naturebased measures to manage climate change.

Other projects of faculty:

- High School Citizen Science for a Sustainable Future
- Development technology and new trends in the protection of the population and the environment
- Design and implementation of an early warning and risk management system for extreme weather events



University Institute

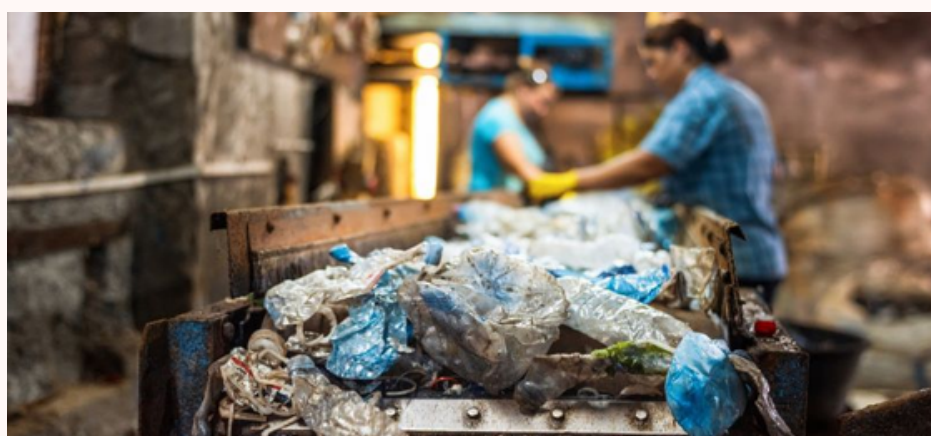
GAČR: Research and development of piezoelectric and triboelectric nanogenerators from recycled polymer waste for wearable electronics

The outcome is a new, energy- and costefficient method for processing common plastic waste (PET bottles, yoghurt pots, trays) into piezoelectric and triboelectric polymer films. This material is capable of converting mechanical motion (e.g. walking, pressure or human gestures) into electrical energy on a nanoscale without the need for incineration or chemical dissolution. The resulting product serves as an environmentally friendly and inexpensive energy source for powering wearable electronics, medical sensors or IoT devices.



TACR: Advanced technologies for the sustainable life cycle of polymer materials and environmentally friendly waste management (PolyEnvi21)

The outcome is a new technology and functional prototypes of equipment for processing contaminated, multi-layered plastic waste and contaminated sewage sludge, where conventional mechanical recycling fails. The resulting solution enables this challenging waste to be returned to the production cycle through the principles of the circular economy, thereby significantly reducing the volume of waste sent to landfill, conserving primary raw materials and minimising the overall environmental footprint of the processing industry.



HORIZON Europe: Sustainable Bio-Based Surfactants for Green Products and Industrial Applications (SurfToGreen)

In early 2025, UTB became one of the key partners in the prestigious European SurfToGreen project.

The aim is to develop new sustainable processes for the production of biosurfactants (surface-active agents) from fully renewable raw materials and biological waste. The resulting biosurfactants represent an environmentally friendly and non-toxic alternative to synthetic substances produced from crude oil. They are intended for direct use in the cosmetics industry, cleaning products and industrial applications. They offer 100 per cent biodegradability and a significantly lower carbon footprint throughout the entire product life cycle.



Other significant CPS projects:

- Development of next-generation pathways leading to a just energy transition and deep industrial decarbonisation
- RISEnergy – Research Infrastructure Services for Renewable Energy
- Fair, healthy and environmentally-friendly food systems from primary production to consumption
- Advanced filtration system based on natural materials for the removal of emerging pollutants from water
- Safe, sustainable and modular hybrid systems for long-duration energy storage and grid services
- Reducing the carbon footprint of nonwoven textiles, particularly for single-use hygiene and medical applications
- Technological production waste as an innovative source of material in the nonwoven textile manufacturing process



3 Infrastructure

Sub-objective 2.A. To implement sustainability principles into the management, construction and modernisation of existing buildings, including their certification; Sub-objective 2.B. To manage the use of building space and technology effectively; Sub-objective 2.C. To maximise green spaces to support biodiversity; Sub-objective 2.D. Create areas for rest and relaxation

1 Construction of U1 in accordance with SBToolCZ certification

In 2025, the U1 building construction project was assessed using the national building quality certification tool, the SBToolCZ methodology for tertiary education buildings, and recommendations were drawn up in accordance with the methodology.

At its current stage of development, the project shows great potential to meet the highest standards for the overall quality of the building in terms of operation, energy savings, the quality of the indoor and outdoor environments, and user experience, as well as great potential for the application of sustainable construction principles.

The project shows the greatest scope for improvement in terms of overall building quality in the area of soft criteria, particularly in the areas of user experience, support for sustainable individual transport, and biodiversity. On the other hand, meeting these criteria is technically feasible even at the current stage of the project, and the measures involved are not extremely costly.

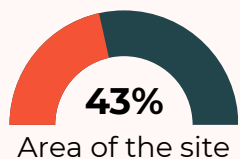
Based on the assessment, the possibility of achieving Silver certification will be examined, including an assessment of the technical and financial implications.

Source: Analysis of the construction design in accordance with the methodology of SBToolCZ, KUBUS atelier s.r.o.



Green spaces

23 020 m²



Area of the site



Leased area

2 Study of the green space in front of the U11 building

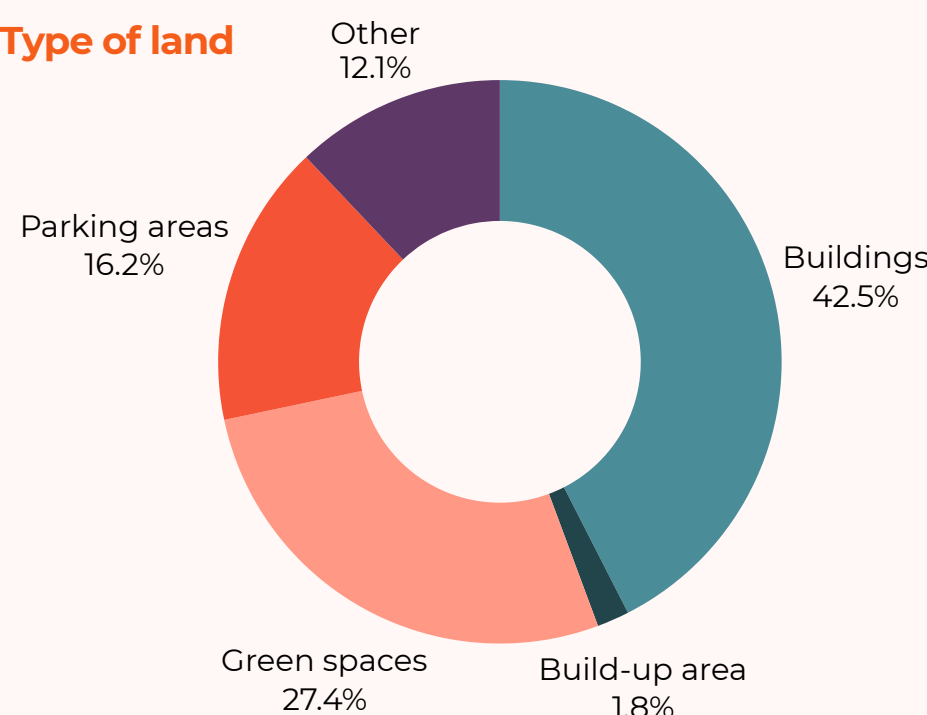
TBU has a green space covering an area of 2,306 m² in front of the U11 building, for which the proposal was to combine public park landscaping with elements of a community garden, thereby revitalising the public space and promoting sustainability and community life.

Recommendations arising from the study:

- allows pedestrians to walk through the area away from the road
- a multifunctional central area for socialising and smaller rest areas
- part of the green space will be used as a community public garden
- the selection of high-quality materials for walkways and appropriate street furniture will lend the space a sense of refinement and dignity
- improves the area's biodiversity and enhances rainwater infiltration on site
- it would be advisable to install street lighting columns along the main footpaths
- Install an information board setting out the rules for using the planting areas, along with information signs providing descriptions and the names of individual useful plants to aid orientation
- determine who will carry out year-round maintenance of the area and how



Type of land



3 Infrastructure development

Building area: 128,197 m²
Land area: 84,154 m²
Built-up area: 35,757 m²
Green space: 23,020 m²
Number of students: 10,007
Number of staff: 1,023 FTE

Building area per person: 11.62 m²/person
Green space per person: 2.09 m²/person

It was not possible to draw up the approved Master Plan for Construction and Development or the Renovation Plan incorporating sustainability elements. However, work has begun on the Biodiversity Conservation Programme. One of its first steps is an analysis of perceptions of biodiversity in the vicinity of UTB's buildings.

4 Perceptions of biodiversity in the vicinity of TBU buildings

Students from the Faculty of Logistics and Crisis Management conducted a survey amongst the residents of Zlín. According to the recorded responses, the survey accurately reflects the views of students and local residents.

What works and is perceived relatively well:

- People generally feel comfortable in the vicinity of UTB (rating 3.7 out of 5).
- Nature in the vicinity of the buildings is very important to people (rating 4.3 out of 5).
- Respondents are open to awareness-raising and education – UTB has the legitimacy to raise this issue (rating 3.75 out of 5).

What is missing and where the greatest potential lies:

- The area surrounding UTB's buildings lags behind the image "Green Zlín" – is perceived as less green and less close to nature.
- There is a clear desire for:
 - flowering beds and flower-filled areas,
 - water features (drinking fountains, small water features),
 - shade and microclimates (trees, shaded areas),
 - features for wildlife (bird boxes, insect hotels),
 - on-site education (information boards, explanations of what we do and why).
- The issue of birds colliding with glass is not a minor one – a fifth of respondents have experienced such an incident, which is a strong argument for design measures on the most problematic buildings.

4 Energy and climate change

Sub-objective 2.E. Reduce energy intensity and increase energy efficiency, transition to sustainable energy sources, transform the energy mix and reduce the carbon footprint

1 Energy consumption

Electricity consumption:

total: **6,481.63 MWh**

year-on-year change: +3 MWh

per person: 0,59 MWh/person

per m² of building: 0,5 MWh/m²

of which from solar panels:

total: 156.424 MWh

percentage of total consumption: **2.44%**

area 779 m² and 594 panels;

buildings U6, U7, U11 and U12

Gas consumption:

total: 15,309 m³

year-on-year difference: + 472 m³

per person: 1.39 m³/person

per m² of building: 0.12 m³/m²

Heat consumption::

total: **25,764 GJ**

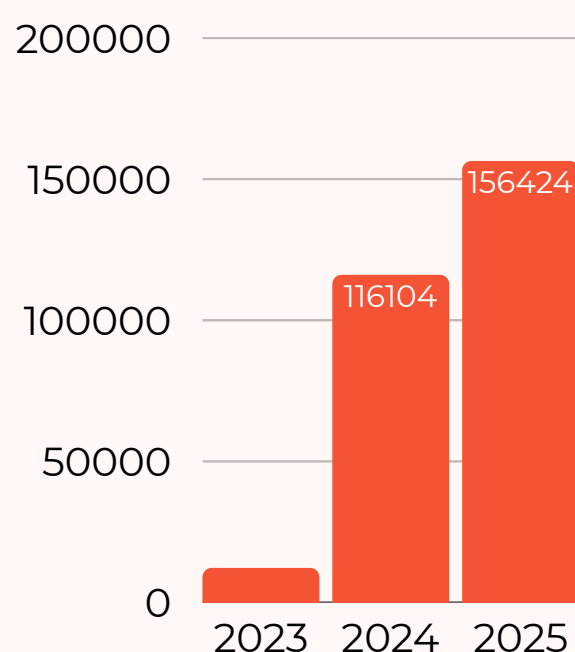
year-on-year difference: + 2 941 GJ

per person: 2.34 GJ/person

per m² of building: 0.20 GJ/m²

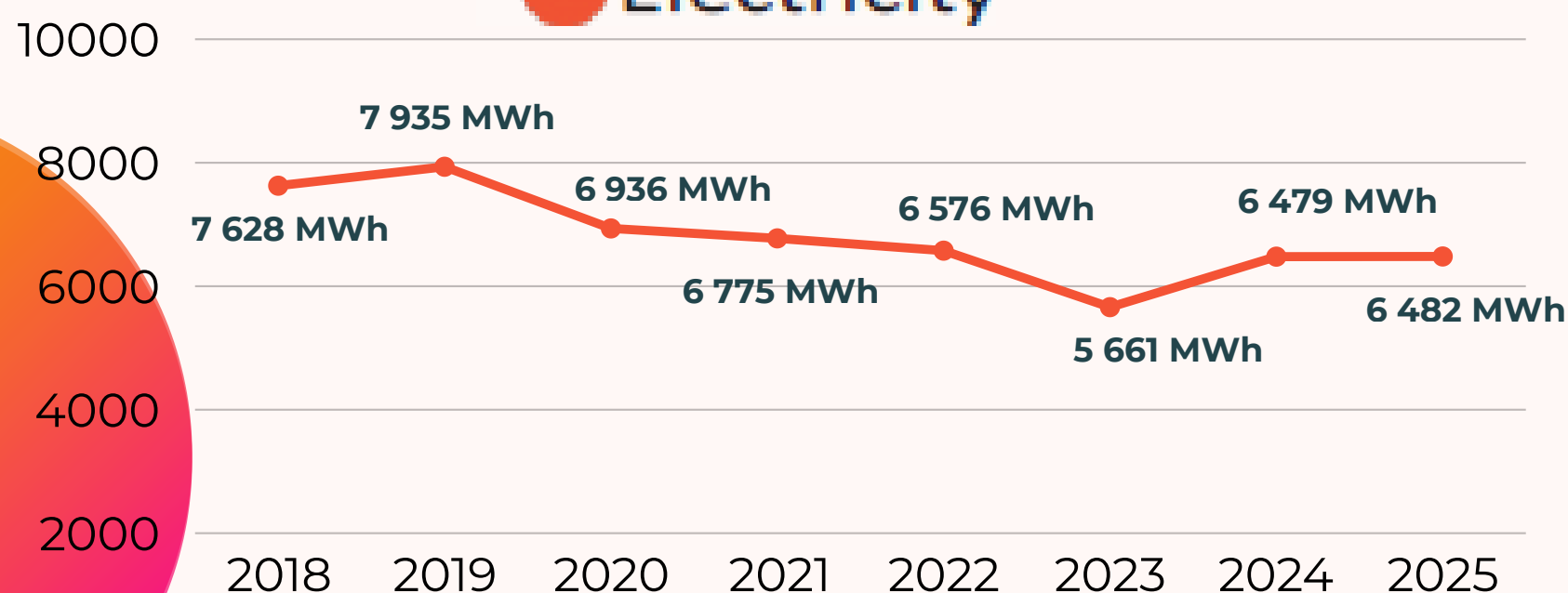
In line with the Strategy's objectives, there is therefore a gradual increase in the amount of energy generated from photovoltaic sources. In 2025, total electricity consumption is virtually the same as last year.

Solar PV energy (kWh)



Trends in electricity consumption (MWh)

Electricity



2 Carbon footprint

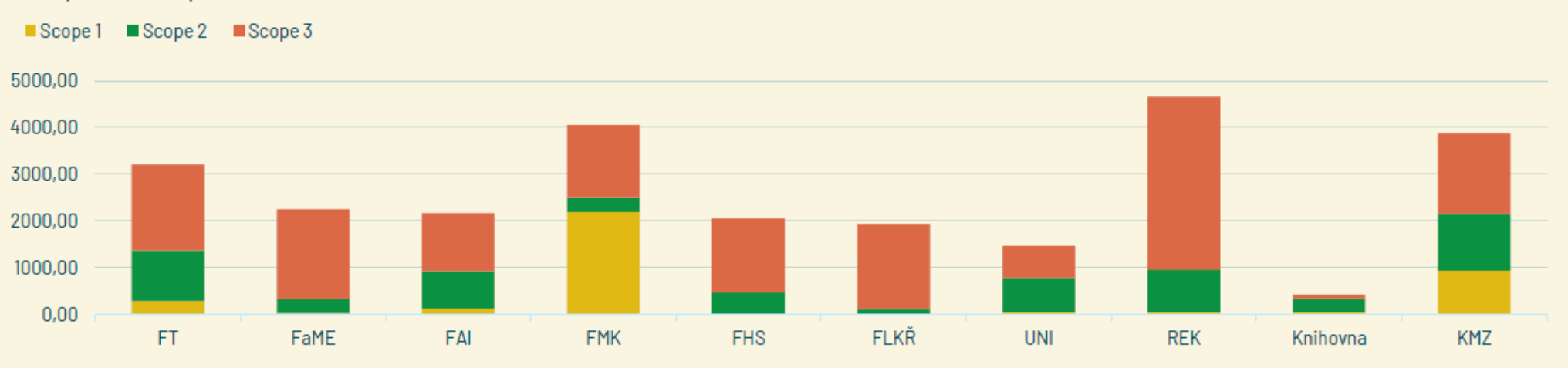
The calculation of the carbon footprint for 2025 was commissioned to the company Fair Venture and carried out in accordance with the GHS Protocol Corporate Accounting and Reporting Standard and The Corporate Value Chain Standard, as currently in force.

The vast majority of emissions arise in the supply chain and related activities. The largest share here is accounted for by students' commutes and the acquisition of fixed assets.

The highest direct and energy emission intensities are reported by FMK due to gas consumption and by KMZ due to accommodation and catering operations. The Rector's Office generates a high Scope 3 footprint due to the centralised recording of purchases of assets and services for other units.

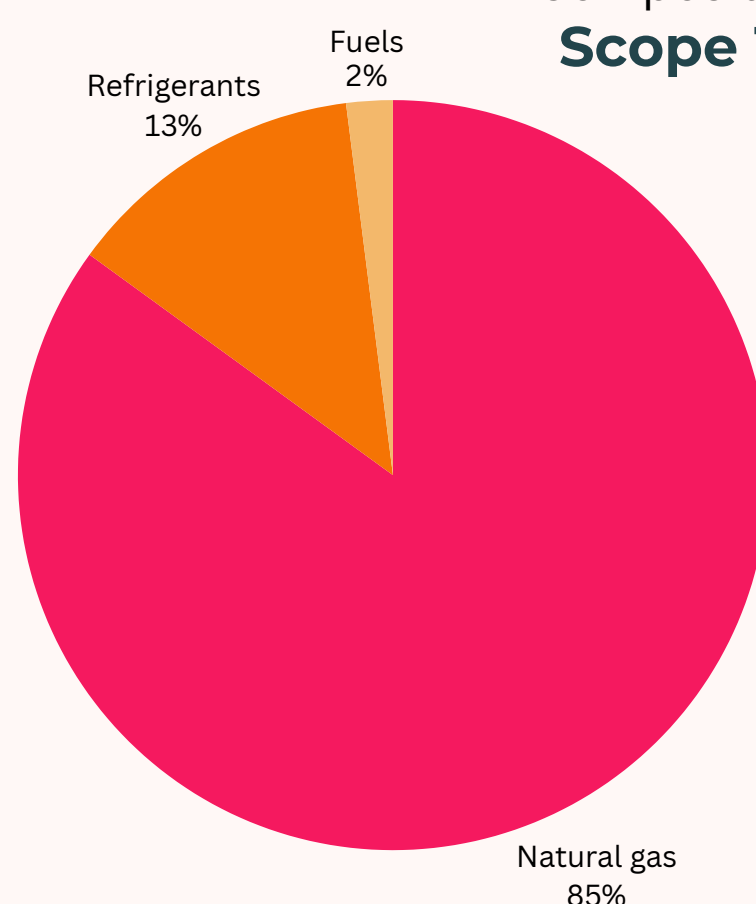
Scope	tCO2e
Scope 1	3 662,44
Scope 2 market	6 228,86
Scope 3	16 138,43
Scope 1 + 2 + 3	26 029,72

Scope 1, 2 a 3 podle fakult a součástí

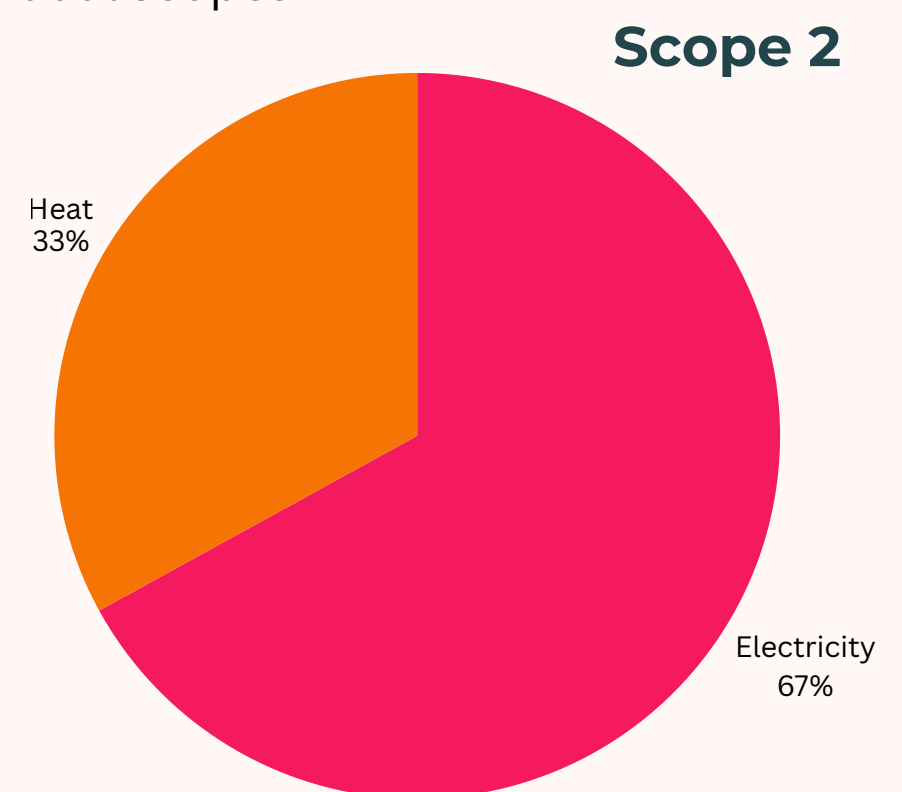


Composition of individual scopes:

Scope 1



Scope 2



Scope 3 - by percentage share:

- Student commuting – 34.28%
- Fixed assets – 25.06%
- Purchased goods and services – 22.23%
- Fuel and energy-related activities not included in Scope 1 & 2 – 11.51%
- Staff commuting – 4.32%
- Business travel – 1.60%
- Waste generated – 0.84%
- Transport to the company and distribution – 0.14%
- Investments – 0.02%

5/6 Water and Waste Management

Sub-objective 2.F. Manage water sustainably
Sub-objective 2.G. Reduce waste generation and apply the principles of the circular economy

1 Water consumption

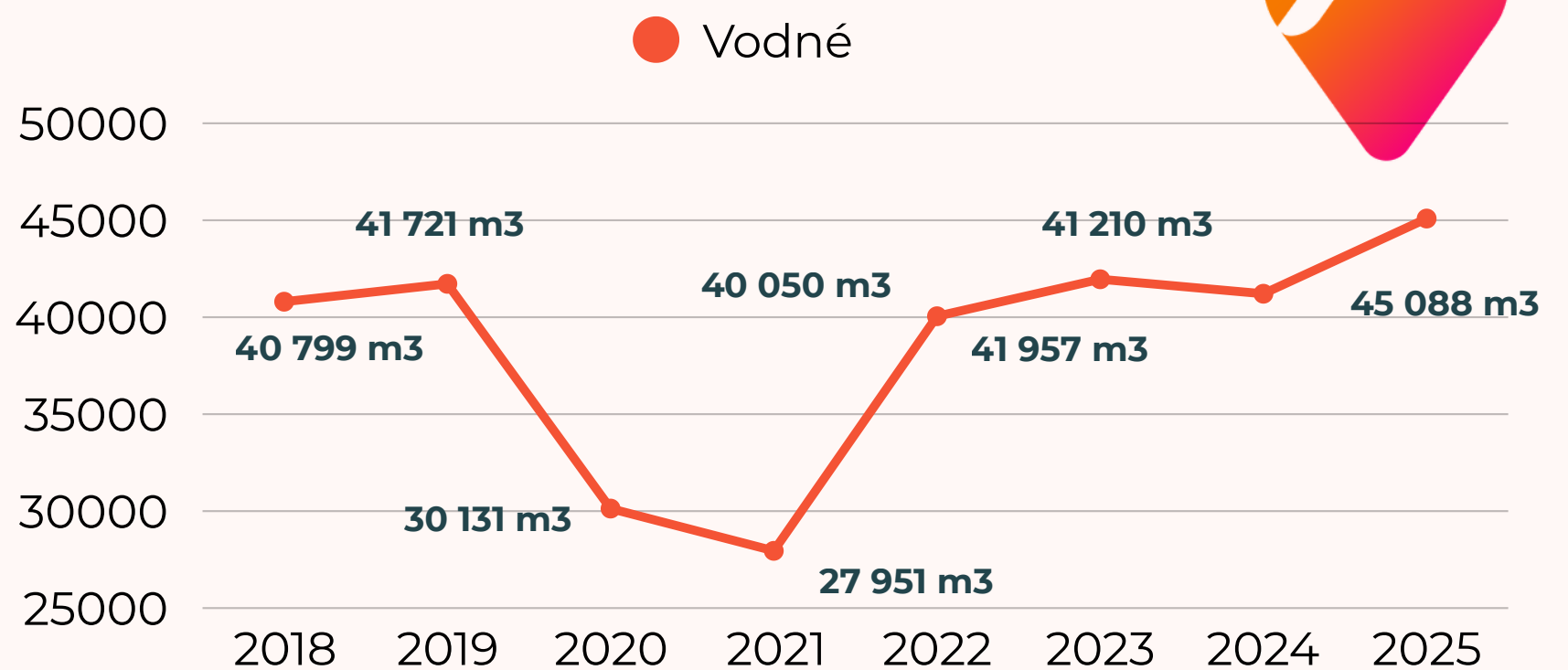
Total consumption: **45,088 m³**
Year-on-year difference: **+3,878 m³**
Per person: **4.09 m³/person**
per m² of building: **0.35 m³/m²**

The increase in total consumption was primarily due to the inclusion of the U1 construction project and the addition of the U19 building, KMZ flats and FLKŘ buildings.

Year-on-year comparison

Budova	U1	U2	U3	U4	U5	U56	U6	U7	U10	U11	U12	U13	U15	U16	U17	U18	U19	Byty	UH1	UH2
2024 Water (m3)		2 577	140	4 535	2 860	642	7 094	2 289	1 446	926	9 711	1 902	2 135	405	2 913	1 635				
2025 Water (m3)	341	2 220	198	4 432	2 884	672	6 374	2 592	1 339	917	10 004	1 914	1 959	435	2 616	1 891	2 933	430	822	115
Year-on-year difference	341	-357	58	-103	24	30	-720	303	-107	-9	293	12	-176	30	-297	256	2933	430	822	115

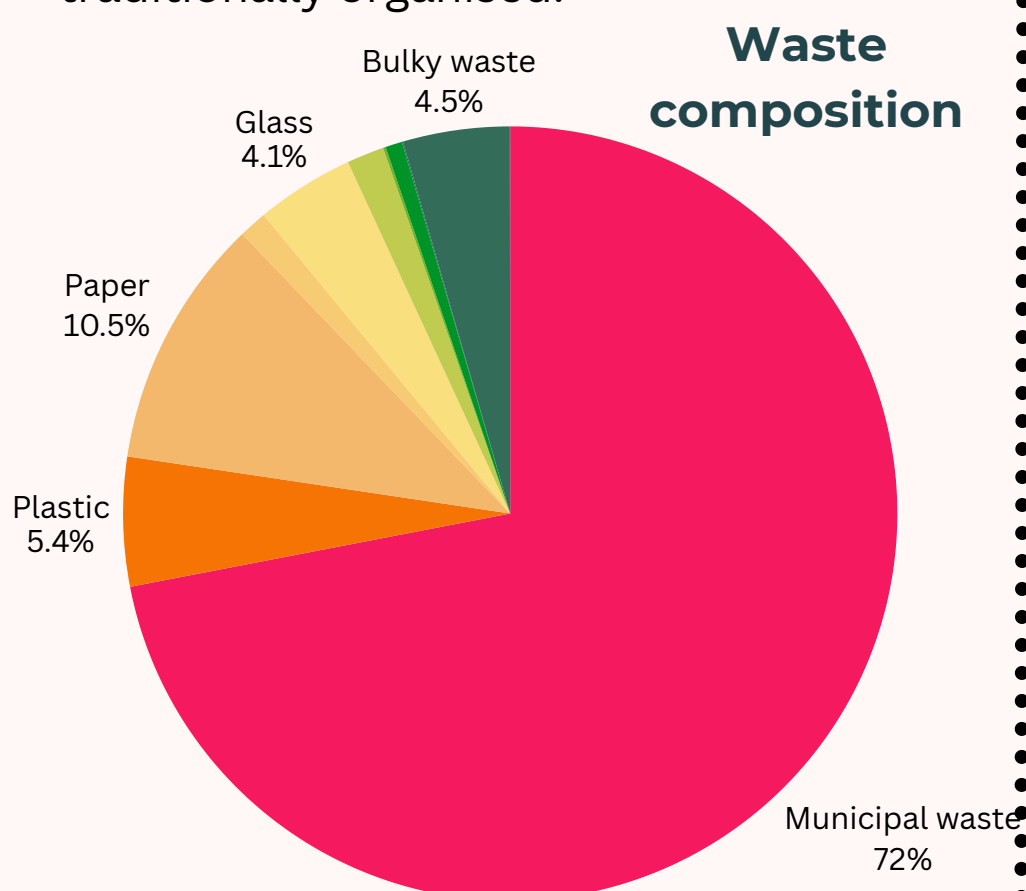
Trends in water consumption (m³)



4 Waste

Total amount of waste: **233.4 t**
of which sent for recycling: **53.7 t**
of which waste for reuse: **0.5 t**
of which sent to landfill: **178.6 t**

In 2025, it was not possible to analyse waste streams and systematically identify key areas for optimisation of flows. In the field of the circular economy, free SWAP events for clothing – and, more recently, plants – are traditionally organised.



Categories without a description represent the smallest volumes and include bio-waste (excluding the canteen), electronic waste, metals, hazardous waste, clothing and toner cartridges. Source: ISPOP report

2 Water audit

A bachelor's thesis has been commissioned on the topic of 'Water Management at TBU from a Sustainability Perspective', supervised by experts from the Faculty of Technology. The necessary materials will be provided by services department.

3 Study of water features

FMK students designed water features around the U18 building.



5 Hydration programme – filtered water dispensers

Thanks to a partnership with LOKNI, students and staff can fill their bottles with filtered water free of charge in five UTB buildings – U2, U4, U5, U11 and U18.

Users reached: **7,800** (= 2024)
Plastic saved: **3,253 kg** (-188 kg)
Saved PET bottles: **130 115 pcs** (- 7,523 pcs)
Saved kg CO₂ produced by transport PET bottles: **7 482 kg CO₂** (- 432 kg CO₂)
Highest water consumption: **U2**

7 Transport

1 Fuel consumption

Total number of vehicles: **29** (+ 2)
of which universitywide: 9 vehicles
of which managed by TBU: 2
vehicles of which managed by constituent
units: 18 vehicles
of which electric: 1 vehicle

Average age of vehicles: **2017**
Total mileage: **437,575 km** (+ 14,151 km)

Diesel consumption: **21,383 l** (+ 1,590 l)
Petrol consumption: **10,472 l** (- 1,158 l)
CNG consumption: **994 kg** (+ 80 kg)

Average fuel consumption: 7.91 l/100 km
(- 0.27 l/100 km)

The plan to renew the vehicle fleet with a focus on environmentally friendly fuels has not been implemented. However, a VW Multivan electric vehicle was purchased for the FMK.

We are unable to determine one of the indicators – fuel consumption per kilometre per passenger – from the existing recorded data. The carbon footprint in the transport sector is included in the calculation in the chapter on Energy and Climate Change.

2 Cycle, walk or jog to work

TBU has officially taken part in the May 'Cycle to Work' challenge for the second time. A total of 94 university staff members took part, covering a total **35 teams** across workplaces and together they covered an impressive **13,666 kilometres**.

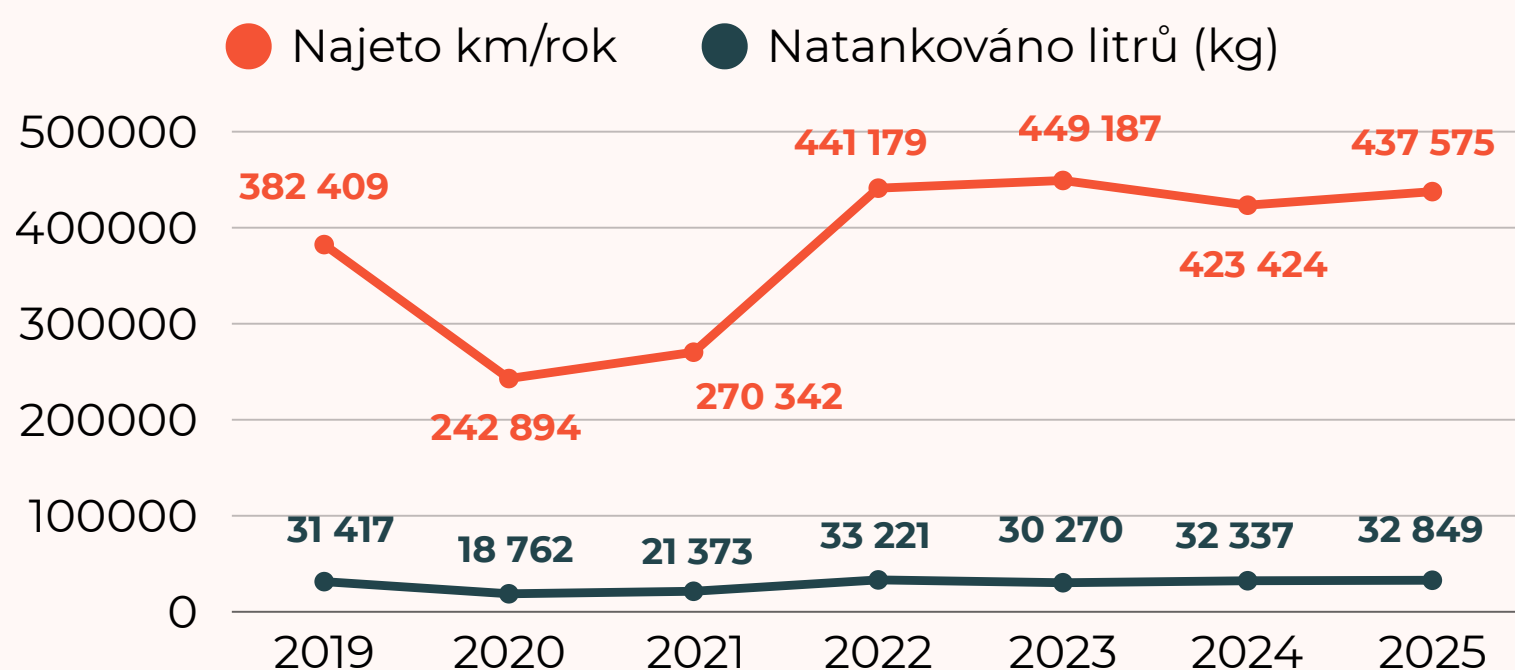
The results achieved by UTB staff were truly inspiring: 27 individuals did not miss a single day, and a further 63 had a participation rate of over 60 per cent. The top female participant cycled 602 km, whilst the top male participant covered as much as 1,085 km. The team with the highest number of kilometres clocked up a total of 1,797.7 km in a month.

The awards ceremony took place 4 June 2025 and was combined with a presentation on activities focused on sustainable consumption and a **workshop on Fairtrade products**. Participants were able to sample Fairtrade coffee and refreshments prepared by the Líska, z. s. association.

The aim of the campaign is to encourage participants to use non-motorised modes of transport, whether walking, cycling or riding a scooter.

Sub-objective 2.H. To create a sustainable transport infrastructure

Trends in car use



3 Bike-sharing

NEXTBIKE shared bikes at stations – U2, U4, U5, U6, U12, U16 and U18

- **Number of rentals:** 13,578 starting or ending at a TBU station (+13% compared to 2024)
- **Number of users in total:** 2 145 users (+22% compared to 2024)
- **Number of UTB users:** 151 users with the @utb.cz domain (-4% compared to 2024)
- **Total distance:** 15,452 km (+9% compared to 2024)
- **Number of TBU journeys:** 2,959 journeys by users with the @utb.cz domain (-15% compared to 2024)
- **Average journey:** 1.14 km, 9 mins 33 s
- **CO2 saved:** 2,420 kg of CO2 compared to car trips, which is equivalent to the work of 111 trees (+ 204 kg of CO2 and + 9 trees compared to 2024)
- **Most frequently used bike-share station:** U18

4 Sustainable Mobility Survey

Together with nine other universities, UTB took part in a survey on sustainable mobility among students and staff.

Number of respondents at TBU: **707**
Total number of respondents: 8,207

At TBU, we most commonly travel by car (32 per cent), by bus and train (29 per cent), or walk around town (18 per cent), take the trolleybus (15 per cent) and cycle (6 per cent).

The responses clearly show that **when choosing a mode of transport**, people place the greatest emphasis on speed, accessibility and reliability, whilst environmental considerations and health benefits tend to take a back seat. Impact on transport behaviour also also distance commuting or the number of children to be looked after in the household.

What would encourage us **to choose more sustainable transport**? Users cited faster journeys as the strongest motivation, followed by lower transport costs. In third place was improved infrastructure, which means both more cycle paths and safe pavements in the city, as well as facilities at TBU.



8 Catering

Sub-objective 2.I. To ensure high-quality, healthy and balanced meals in line with healthy lifestyle trends

1 Biowaste processing

Biowaste generated in the canteen operation is collected by the RST waste company, which then passes it on to the Rekovera company, where it is further processed in the form of composting.

In 2024, the acquisition of a new centrifuge led to a significant reduction in the volume of bio-waste, particularly through the separation of the liquid fraction. Even so, the remaining bio-waste does not end up in landfill but is reused as feedstock for composting.

In 2025, organic waste accounted for **25.308 tonnes** out of a total food purchase volume of 18 million CZK. By way of comparison, this is 21.084 tonnes less than in the previous year, despite a higher volume of food purchases (46.392 tonnes out of a total food purchase volume of 15 million CZK).

4 Zdravější produkty v jídelních automatech

Rozšířili jsme nabídku našich jídelních automatů Delikomat o nové produkty, které potěší všechny milovníky zdravějších snacků.

Nově v nich najdete Crunchy Protein, Luskeeto a Raw Energy – ideální svačinky pro doplnění energie během dne.

2 Sustainable measures in the TBU canteen

The TBU canteen's long-term aim is to promote sustainable and healthy eating, supported by measures to reduce waste and food wastage through the principles of the circular economy.

Specific measures in this area:

- **Returnable meal boxes**
 - 0.7 l box – **19 sold**
 - 1.1-litre box – **155 sold**
 - Returnable glasses – **3,522** (+ 847 compared to 2024)
- **Healthy breakfasts at the U13 restaurant**
 - in total – **1,158 breakfasts**
 - from that of the healthy – **615 breakfasts** (+ 304 breakfasts)
- **50% discount on lunches after 2 pm** – **3,351 lunches** (+ 3,091 compared to 2024)
- **Sales of sterilised meals** without preservatives or other additives – **12,196 portions**
- **Meal ordering system**
 - Number of meals ordered: **52,111**
 - of which by students: 26,395 (+ 8,207 compared to 2024)
 - of of which staff: 25,113 people (+ 5,373 compared with 2024)
 - of which external: 603

Regional suppliers account for **50 per cent** of total food purchases.

3 The canteen won gold for sustainable cooking

For the fourth time, chefs from university canteens showcased their culinary skills at the 2025 Canteen Championships, held at the Czech University of Life Sciences (ČZU) in České Budějovice. This gastronomic competition was held under the motto 'Think globally, eat locally'. The winner of the competition was the ČZU canteen run by Delirest Services, s. r. o. **The TBU canteen took a fine third place. It also won gold in the Sustainability category.**

All participants were **tasked with preparing a main course and a dessert, with potatoes, chicken, quark and apples as compulsory ingredients.** "We assessed criteria such as the taste and appearance of the competition dishes, their appeal, trendy culinary presentation, the complexity of preparation, compliance with HACCP standards, and energy intake accounting for 25 to 35 per cent of a student's total daily energy intake. We also looked at the ratio of proteins, fats and carbohydrates; the content of selected micronutrients; the type of fat used based on its composition; fibre content; the type of ingredients used; the origin of the ingredients; processing; the efficiency of ingredient utilisation; and energy intensity," says Jiří Macoun, Director of the CULS Halls of Residence and Canteens, who sat on the judging panel alongside experts, professional chefs and the students for whom the canteens are intended.

"We prepared a roast chicken roulade stuffed with a filling of young nettles, buckwheat, apples, bacon and wild garlic, which we served with mashed potatoes with apples and spring onions, along with 'klusky' (Silesian potato gnocchi), straws and crackling drippings with apple cider," says head chef Petr Sedlář, describing the menu. For dessert, the chefs baked a Wallachian strudel with a quark filling, served with apple and dried pear jam, along with a nettle crumble and a rum-infused egg yolk cream. Thanks to the **ingredients chosen (nettles, wild garlic, buckwheat, kluski, cracklings),** the UTB team managed not only to secure third place overall but also to win gold for their sustainable menu, with **the main ingredients literally picked from their own back garden.**

Photo from the 2025 Canteen Championship



9 Management based on the principles sustainability

Sub-objective 3.A. To manage the university effectively and responsibly on the basis of the principles of sustainability

1 DMA analysis and carbon footprint calculation

In 2025, TBU concluded a contract with Fair Venture s.r.o. to process a dual significance analysis (DMA) and calculate the carbon footprint for 2025.

As a part of the DMA, presentations were prepared for the components, which included specific questions regarding the mapping of their own activities, business model, value chain, including an analysis of impacts, risks and opportunities. Unfortunately, it was not possible to clearly identify specific material topics according to the European ESRS standards.

4 Funding for sustainability

A total of **83,292,000 CZK** was invested in individual areas relating to sustainability.

Education and research are the university's primary activities, and this figure includes funding for research, international projects and the Green Deal project.

In the area of **infrastructure**, this involved automatic door openers, automatic access systems to buildings and the replacement of EKV systems. Furthermore, investments were directed towards the construction of advisory centres and flats for people with reduced mobility, as well as other investment projects.

The **energy** sector includes, for example, the construction of a photovoltaic power plant and the replacement of lighting with LED fixtures.

Administration includes PPSŘ funds directly related to sustainability, whilst **transport** relates to the construction of a bicycle storage facility at U56.

5 Newly issued guidelines in the areas of sustainability

Overview of guidelines relating to sustainability:

- SR 9/2025 Rules of Procedure of the UTB Ethics Committee
- SR 20/2025 Social Scholarship for the 2025/2026 academic year
- SR 25/2025 Addendum – Rules for the Application of HO
- SR 29/2025 Counselling at UTB
- SR 36/2025 Personal protective equipment, workwear
- SK 4/2025 Social Fund
- SK 5/2025 Setting meal prices in UTB canteens

2 International rankings

For the eighth time, UTB has taken part in the **UI GreenMetric World University Rankings**, where it was ranked 679th out of 1,745 universities worldwide.

In this ranking, UTB performed best in the areas of water management, energy and climate change, whilst it scored the lowest percentages in the areas of infrastructure and waste management.



Funding for sustainability

Oblast	thousand CZK
Education and research	41,577
Infrastructure	28,327
Energy	12,029
Administration and digitisation	809
Transport	550
Water	0
Total	83,292

3 UNILEAD membership



TBU is an active member of UNILEAD, an inter-university collaboration between Czech universities in the field of sustainability, and also of its working group tasked with developing a reporting framework across universities in the Czech Republic.

UNILEAD meeting in Zlín – we were delighted to organise a hybrid meeting on 9 and 10 June 2025, bringing together 19 representatives from 9 universities at our university. In a friendly atmosphere, the guests discussed highly topical issues such as ESG reporting, the voluntary ESG standard for universities and support from the Czech Research Council (ČKR). The afternoon focused on sustainability in catering, including a presentation of the activities of the TBU canteen.

Another UNILEAD meeting took place in Olomouc in the autumn. Both meetings confirmed the importance of sharing experiences between higher education institutions and the need for a coordinated approach to sustainability.



6 Evaluation of indicators

The indicators set out in the Sustainable Development Strategy were met to the following extent in 2025:

- met: **7**
- not met: **27**
- number values: **54**
- not recorded: **19**

A total of 107 indicators are assessed; details are set out in the annex.

The year 2025 marked the initial phase of the implementation of the Sustainability Strategy. Given the strategy's long-term horizon, this first phase focused on preparatory and organisational aspects, specifically on the development of methodological procedures and the creation of records for measurement.

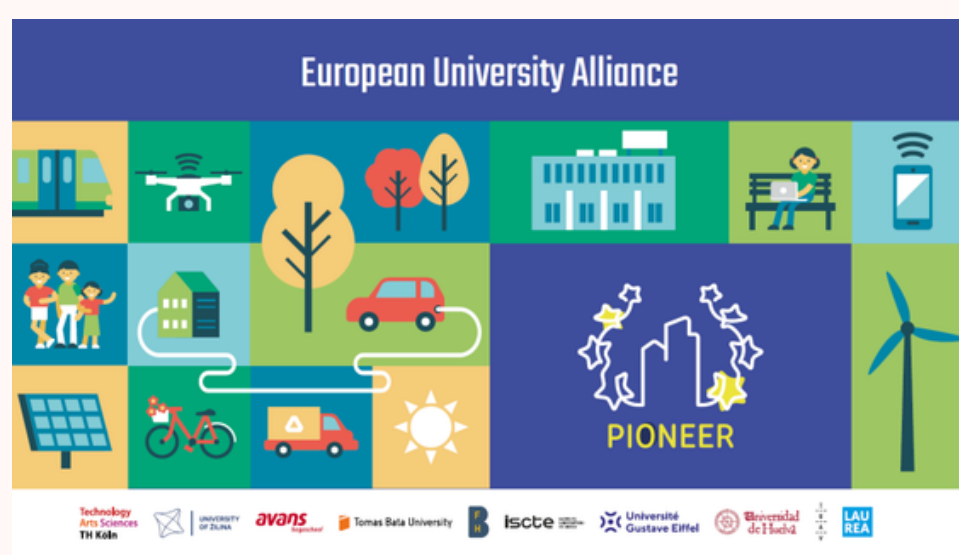
10 Partnerships and the third role

Sub-objective 3.B Actively involve students in the sustainable development of TBU

Sub-objective 3.C. Strengthen links with local communities of companies and organizations through educational programs, corporate social responsibility (CSR) and volunteering

1 PIONEER Alliance Partnership

TBU is a proud member of the prestigious PIONEER Alliance, which brings together ten European universities. The Alliance aims to shape the future of inclusive, sustainable and resilient cities, providing students with specialised skills within a European context.



3 Regional EVVO Conference

On 15 October 2025, the 24th Regional Conference on Environmental Education, Training and Awareness (EVVO) took place at TBU. The event, organised by Líska, z. s., in collaboration with and hosted by TBU and its partners, welcomed a record 150 participants – teachers, lecturers, representatives of non-profit organisations, local authorities, public administration, local producers and students.

In the main session, Ing. Martina Juříková, Ph.D., Vice-Rector, took the floor to present the university's contribution to sustainability and its impact on regional development. "Sustainability must permeate all areas of education and life," she said. "Our partnership with Líska is an opportunity for us to bridge the gap between the academic world and real-world practice, to inspire schools in the region and to work together to develop a sustainable society."

Our experts from the Faculty of Technology (FT), the Faculty of Management and Economic (FaME) and the Faculty of Multimedia Communication (FMK) also led specialist workshops at the conference, including the ROBOTA creative workshop.



2 Cooperation in the region

In 2025, an agreement was signed with the **Zlín Region**, representing a key step towards strengthening regional partnerships. This agreement focuses primarily on regional development and education, as well as a financial and grant framework for long-term funding under the auspices of the region.

Furthermore, partnership agreements were concluded with **BENNON Group and Prabos plus**, as co-developers of the accreditation for the new FMK study programme.

The partnership with the non-profit association **Líska** – a network of organisations and prominent figures in the Zlín Region and a certified provider of environmental education – is another partner of TBU.

4 Student societies

There are two societies at UTB whose focus is on activities in the field of sustainability.

The first is **UTB for the Climate**, which organised the following events in 2025:

- UTB Faculties' Waste Sorting Challenge – won by the Faculty of Humanities (FHS) with 49 per cent of unsorted waste in the mixed waste stream
- 'Zašívárna' upcycling workshop – once a month
- 'Klub(ko)' crochet and knitting club – once every two weeks
- Statistical waste sorting for the city of Zlín (four times a year)
- Christmas pub quiz

Another new society is **'Adopt a Plant'**, which was founded by students at FaME. In 2025, this society organised the following activities:

- 'Hands in the Soil' event – repotting plants and education on plant care
- Plant SWAP (flea market) an environmental quiz and a series of online quizzes
- zero-waste workshops: natural scrubs

The 'Adopt a Plant' association also received media coverage in the online edition of Zlínský deník and on ČT24.

A total of **36 students** are involved in these societies.

5 Socially responsible projects

As part of the **'Fundamentals of Project Management'** module at FaME, student projects are carried out every year. In 2025, 64 socially responsible projects were carried out, involving 340 students.

Students visited care homes, nurseries, primary schools and refugee centres, where they organised a varied programme for residents and children. Some teams headed to the zoo, whilst others organised sports tournaments or cleaned up public spaces as part of the 'Let's Clean Up the Czech Republic' initiative.

A practical project was also set up to meet students' everyday needs – the **'Lost and Found'** Facebook page, where students can find items they have lost in classrooms. Others focused on mental health issues or arranged meetings with inspiring figures from the business world.

Developing financial literacy among disadvantaged children and young people

In 2025, FaME implemented a project aimed at developing the financial literacy of children and young people from children's homes, vocational schools and special schools in the Zlín Region.

As part of the project, two rounds of the experiential educational game **'Financial Fortress'** took place, attended by 22 children from four children's homes. At the same time, 10 follow-up educational visits to three institutions. The workshops covered topics such as managing a personal budget, wages and taxes, housing, loans, investing, safe shopping, recognising fraud and responsible consumer decision-making.

6 The events part of the university

Overview of selected key events, through which and have contributed to sustainable development, community and regional education, and thereby fulfilled the university's third role.

10 Partnerships and the third role

Faculty of Technology

- **'Experience Science 2025'** public engagement event – a science festival; the morning is dedicated to secondary schools, whilst the afternoon workshops are aimed at the general public. In 2025, 22 workshops on a variety of topics, focusing, for example, on environmental contaminants, waste utilisation and polymer materials.
- **Transfera Technology Day** competition
- **Plastics Mindset** Summer School: Sustainability in Polymers
- Lectures on **'Recycling the Landscape', 'Queer Geography in the Czech Context' and 'The Age of Nanotechnology'**
- **Science Café and podcasts** – Gender Division of Labour in Smart Homes, Earthworms: Recycling Superheroes, Recycling the Landscape, Queer Geography
- **Science on Demand** and Themed Excursions
- Conference: **Novel Trends in Rheology**

Faculty of Management and Economics

- **ESG and non-financial reporting:** What can we manage ourselves within the company, and how can we prepare for the new obligations?
- FaME has joined the **Horizon Europe**
- **Easy2reUse** project
- **Amazon and FaME:** technology, sustainability and education go hand in hand
- **Marketing Day 2025** – a lecture on sustainable agriculture
- **HR Award Workshop** – ethics, gender, open science and research sustainability
- **Finance Day:** Sustainability in the world of finance
- **Non-profit Organisations Day at FaME** Volunteering in organising a charity ball for the Naděje branch
- **Decorating gingerbread biscuits** for the EDUCO Zlín Early Care Centre, z.s.
- **Christmas carolling at the Oncology Department** of KNTB, singing and playing the clarinet, handing out presents and handmade cards

Faculty of Applied Informatics

- **CIPRE 2025** International Conference – critical infrastructure protection
- **My First Million** (Sustainable Project)
- **STOČ FAI 2025** (Sustainability Section)
- Volunteer **clean-up of the FAI atrium**
- **'Get to Know UTB!'** event

Faculty of Multimedia Communications

- **Reborn Design 2025** – students succeeded with designs made from waste materials
- **Christmas market FMK** – support for local and original creativity
- **'BE WHERE YOU WANT'** course – wellbeing, remote work and AI skills
- **The "Robota" project:** Intergenerational workshops and SWAPs
- **Coffee with seniors** at ROBOTA
- **Zlín Design Week 2025** with the theme 'DIALOGUE'
- **FOCUS 2.0 Exhibition:** Design for Mental Wellbeing
- **International Biennale of Fine Art, Zlín**
- **Fashion Event Dotek 2025**
- **The Silent Face** – Spring at the Shelter
- The **Skrz Prsty Festival** will open a discussion on death as part of life
- **Fashion Revolution Week 2025** at Gallery G18: Sustainability as the new norm
- **The Less is More** project was showcased at an international exhibition in Portugal and in Gliwice, Poland
- **Barrier-Free Museums:** How can we make culture accessible to those facing barriers due to specific learning difficulties?

Faculty of Humanities

- **Christmas Star 2025** – charity collection
- **Advent Café** – supporting the charity collection
- Exhibition **'UNIQUE, or One World, an Infinity of Perspectives'**
- **Life on 21st century:** The (in)visible aspects of health
- Team-based **educational projects for children and the public**
- **Charity fundraising to support a blind student**

University Institute

- Networking platform **ZLINNOVATION**
- Seminars **'Patents and sustainability in industry'**
- **Project CIT** (Creativity, Intelligence & Talent for the Zlín Region)
- **Neuron 2025 Award Final**

Faculty of Logistics and Crisis Management

- Sustainability as a path: Faculty at **the Summer Film School**
- The Faculty is helping to shape the future of **sustainable agriculture in Europe** Young people are seeking solutions to climate challenges
- Together for those who are invisible – **Mapathon with Médecins Sans Frontières**
- Night-time **charity run** for Šimon Let's clear up the Uherské Hradiště barracks!
- **Agroecology Living Labs** – the future of sustainable agriculture
- Expert workshops on **'Sustainable Logistics and Environmental Safety'**
- The Rainforest of Tomorrow
- **Fire Brigade Camp + Rescue Camp**
- **CrisCon** Conference Exhibition – The Fragile Landscape of
- **TFA**
- **Education for schoolchildren** in the field of crisis management and protection
- **Volunteer preparedness** for the region

University-wide events

- **SWAP** clothing and plants
- **Fundraising for Kapka naděje** as part of the Majáles festival
- **Night of Scientists TBU** with the theme "WEALTH" – a nationwide event for the public aimed at popularising science. The theme of Researchers' Night 2025 was WEALTH. Through scientific workshops, experiments, lectures and creative workshops, introduced visitors to, amongst other things, the importance of the sustainable use of resources, environmental protection and the circular economy. More than 3,000 people attended Researchers' Night.
- **Christmas collection** for the crisis centre in Zlín under the patronage of the Rector
- **UTB Ideathon:** Students for Zlín and the Region
- Active participation in **the 65th Zlín Film Festival** - The Faculty of Technology offered a popular science programme for children, which used experiments to introduce them to the world of science, space and sustainable technologies. Visitors tried their hand at experiments such as growing plants in space or utilising waste collagen. The exhibition was visited by more than 2,500 potential future scientists. Other faculties were also involved.



Sub-objective 3.D. To develop and implement the TBU Responsible Procurement Strategy for the period 2025–2030

Sub-objective 3.E. To effectively manage the digitisation and digitalisation of internal and external processes

Sub-objective 3.F. Systematically digitise study materials across the university

1 Responsible Procurement

Responsible purchasing and public procurement was reflected in the technical conditions, contractual conditions, qualifications and evaluation criteria. The new rules for TBU purchases are based on SK 3/2024 (Public Procurement) and PK 6/2024 (On the Award of Small-Scale Public Procurement).

A total of **254 public procurements** were announced centrally, with approximately **6%** of cases including the sustainability criterion among the evaluation criteria. Environmental aspects were also taken into account through requirements to demonstrate the ecological nature of the offered performance. Suppliers submitted relevant certificates or similar attestations in approximately **22%** of all announced public procurements. Of these cases, **59%** concerned the supply of IT equipment meeting defined environmental standards, while the remaining **41%** were related to demonstrating the ecological properties of other products, careful handling of materials, their recycling or ecological disposal.

The results confirm the gradual integration of the principles of responsible and sustainable purchasing into the organization's purchasing processes and the support of environmentally responsible solutions in the procurement of goods and services.

2 Electronisation and digitisation of processes

TBU's aim is to systematically digitise and computerise internal and external processes, including the digitisation of study materials.

Activities in 2025 within the IS relating to computerisation and digitisation:

- **Electronic approval of purchase order requests**, in accordance with legislation (including the attachment of digital documents), was implemented in the SAP production system, and online user training
- A solution for **the electronic recordkeeping of personal protective equipment (PPE)** was implemented in the SAP production system in accordance with legislation, and user training was provided
- Functionality within the SAP system has been extended to enable **the electronic approval of supplier invoices**
- Creation of a **payslip archive** tested and verified in the SAP IS, prepared for physical data storage
- **Electronic supplier verification** for purchase order requests against EU sanctions lists has been implemented in the SAP IS
- Manual **records of Saturday shifts worked for teaching purposes** were transferred to the SAP system; user training was carried out
- Regular **training sessions** were held for **senior staff** on the use of digital systems
- **Positive decisions issued in the STAG system** were electronically signed and delivered via the system
- Since 1 January 2025, electronic **contract approval** has been in operation within the e-file system by internal approvers prior to the final signing of the contract

SK 6/2025 Electronic payslips

SR/23/2025 Rules for the submission and processing of bachelor's, master's and doctoral theses, their storage, public access and verification of authenticity – support for digitisation and digitalisation

3 Digitised accounting and administrative processes

Number of accounting and administrative processes digitised in the SAP financial information system: **6**

These processes are as follows:

- Working with purchase order requests (the entire process – creation, individual approval steps, placing the order)
- Digital verification of suppliers against EU sanctions lists in purchase order requests
- Automatic submission of purchase orders to the Register of Contracts
- Electronic approval process for supplier invoices
- Electronic record-keeping of personal protective equipment (PPE)
- Electronic approval of contracts in the efile

4 Digitisation of study materials

In 2025, systematic support for the digitalization of education at TBU continued.

In cooperation with individual faculties, **18 separate digital educational outputs** were created, mainly educational videos, lecture recordings and podcasts.

A significant part of the activities was also the preparation of the **POKROK** project, within which **50 intro/outro audiovisual outputs** intended for the prepared educational videos were filmed and processed during the year. These outputs represented an important preparatory phase for the subsequent extensive production of digital study supports.

In addition to the content creation itself, methodological and organizational support for the digitalization of education and cooperation with individual TBU faculties were also developed in 2025.



Sub-objective 3.G. To improve staff satisfaction and health, train staff in sustainability, ensure equal opportunities, prevent discrimination and support disadvantaged groups

Sub-objective 3.H. To develop programmes focused on students' mental and physical health and work-life balance, and to support activities aimed at preventing discrimination and supporting disadvantaged groups

Sub-objective 3.I. To develop and actively implement a communication strategy for sustainability at TBU

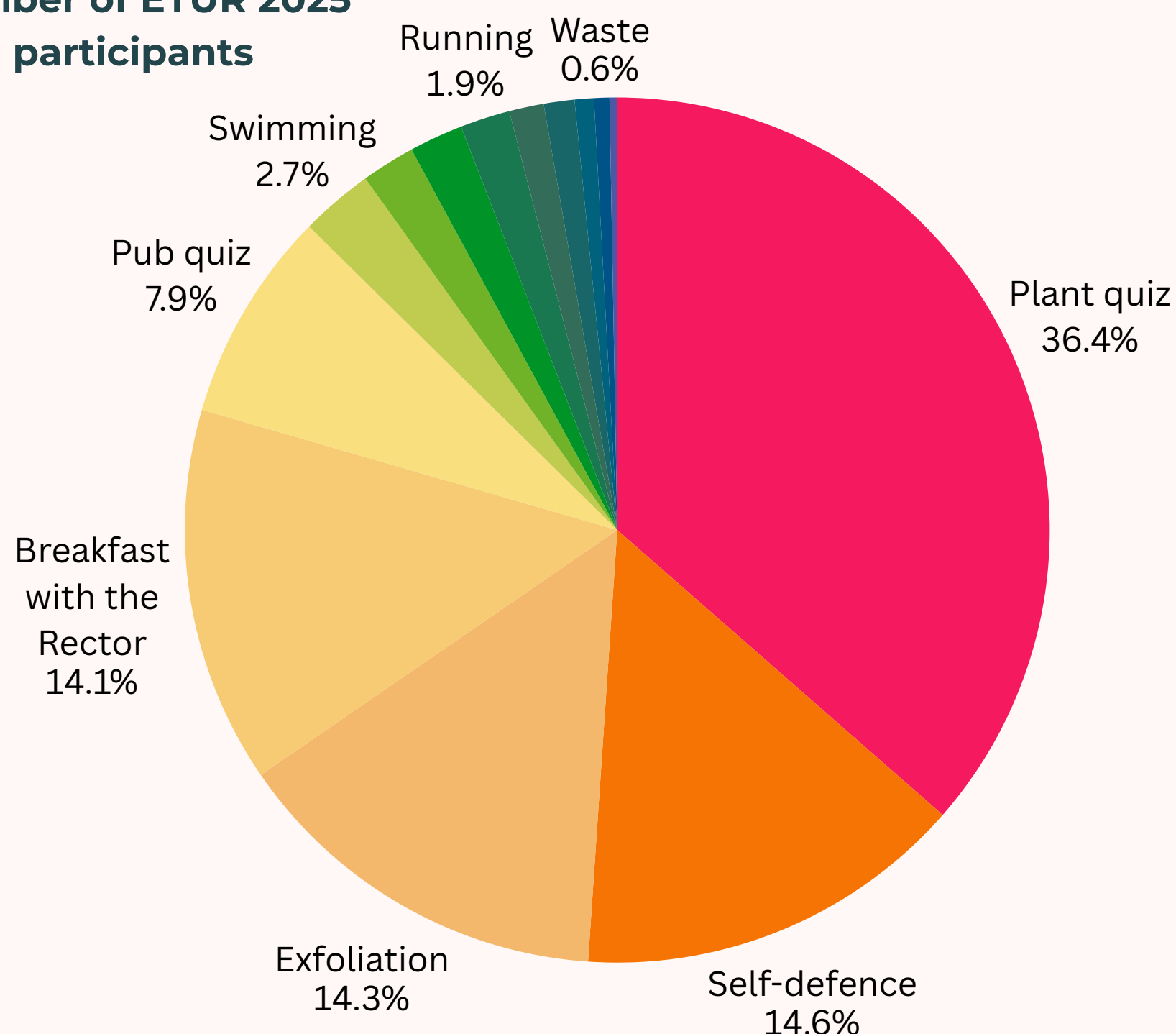
1 European Sustainable Development Week (ETUR)

The largest annual sustainability event is European Sustainable Development Week (ETUR), which brings together education, community life and the principles of sustainability. In September 2025, dozens of workshops, discussions, swap events, collection campaigns, as well as sporting and educational activities for students, staff and the public took place at universities across the country.

The theme for the 2025 edition was **'Resilience and Balance'** – that is, the ability to find a sustainable approach to oneself, to society and to the environment.

A total of **31 events** took place, organised by ORLZ and PC, KMZ, departments of UTB and student societies. Participation in the workshops is illustrated in the following graph.

Number of ETUR 2025 participants



2 List of guidelines in the field of wellbeing

Rector's guidelines relating to social matters and staff wellbeing:

- SR 25/2025 (working from home) – a direct tool for flexible working
- SR 29/2025 (Counselling at TBU) – psychological and social support
- SR 2/2025 (Occupational Health Services) – staff wellbeing and health
- SR 10/2025 (Staff Assessment and Development) – career support and returning to work after a career break
- SR 7/2025 (Organisational Regulations) – Responsibilities of the relevant departments
- SR 9/2025 (Ethics Committee) – social security and equal opportunities

3 Small projects for big causes

As part of efforts to promote sustainability across all TBU faculties, a call for proposals entitled 'Small Projects for Big Things' was launched. Faculties were able to carry out any sustainability-related project within a budget of 100,000 CZK.

At individual faculties, the following projects were carried out:

FT – company **visits**, with the aim of finding out how companies incorporate ESG factors into their day-to-day operations

FaME – making **the faculty environment** more pleasant, **excursions** and support for **the student association**

FMK – support the student project **Less is more**

FAI – revitalisation of the faculty's **outdoor atrium** into an oasis of calm

FHS – **relaxation areas** for students

FLKŘ – **Enviro II** relaxation area, recycling bins

UNI – outdoor **relaxation area**

Rectorate – **water carafes** for meeting rooms and offices



4 Wellbeing and social affairs

At UTB, wellbeing and social affairs fall under two organisational units: **the Human Resources Development Department** (ORLZ) and **the Counselling Centre** (PC).

Both ORLZ and PC organise regular courses for staff and students in the areas of sustainability throughout the year. In 2025, training events and workshops were held for staff and students, focusing on supporting mental health, developing mental resilience, improving communication and selfdevelopment skills, coping with stressful situations, and enhancing personal wellbeing in both academic and personal contexts.

Selection of ORLZ and PC courses

Courses and workshops for students	Training events for staff
How to study with ADHD and beyond – strategies that respect your way of functioning	Mental health conditions in real life
Self-development group	How to communicate with challenging students
Movement therapy	How to handle conflicts calmly and with composure
Time management	Modern self-defence
How to set healthy boundaries	Methods and techniques for crisis intervention in an academic setting
How to overcome stress and anxiety	Life satisfaction: practical aspects of working with inner energy
Psychosomatics: Body and Mind in Balance	Mental resilience or inner peace?
How blind people perceive the world	Psychological first aid for yourself and your loved ones
How to concentrate in the digital age	Meditation, mindfulness and relaxation

Human Resources Development Department: total number of **training events** held: **106**

Number of **people trained**: **1,244** (an increase of approximately 8 per cent compared with 2024)

Number of teaching hours: **441.5 hours**

Greatest interest in the following training relating to sustainability:

- Characteristics of Generations X, Y and Z
- Working with students
- Training Personal safety and self-defence
- Mental health, wellbeing, stress management, work organisation
- Leadership
- Exercise classes – running, swimming
- Art workshops
- Training on social safety, the courage to take risks, self-confidence
- Crisis communication, critical thinking
- First aid

Equal opportunities and the promotion of gender equality fall under the remit of the ORLZ. To this end, **a Gender Equality Plan (GEP)** has been drawn up.

<https://www.utb.cz/gep/>

Counselling Centre – total completed: **15** new or updated **workshops and training sessions**

Number of participants: **213 people**

The lecture **‘How to Stand Up for Yourself’**, led by Pavel Houdek, focused on the principles of modern self-defence. It was aimed at both students and staff, with approximately 102 people attending. An online broadcast was also provided.

The Counselling Centre also includes **the Centre for Students with Special Needs**. Support measures at individual faculties are coordinated by faculty coordinators and tutors.

In 2025, **217 students with special needs** were studying at TBU. Since 2021, the number has risen steadily, with the exception of 2025 (a decrease of 5 people compared with 2024). TBU is constantly improving the range of support measures it provides, which are based on the practical impact of a student’s disability on their studies.

<https://counselling.utb.cz/>



Assessment of indicators and links to the SDGs

Indicator number	Indicator	Link to the SDGs Progress towards 2025
1	AREA 1 Education and creative activities	
1.A	Education	SDGs - 4, 13, 16 and 17
1.A.1	Approval of the new or updated Strategy of Tomáš Baťa University in Zlín in the field of education, research, development and innovation for the period 2026–2030 (Pillar A of the UTB 21+ Strategy)	yes
1.A.2	Approved methodology for defining study programmes, modules, courses and final student projects in the areas of sustainable development	no
1.A.3	Number of newly accredited and number of updated study programmes in the field of sustainable development	1
1.A.4	Number of students enrolled in the first year of newly accredited and updated study programmes in the field of sustainable development	11
1.A.5	Number of new modules within accredited degree programmes and number of revamped modules whose course descriptions include topics relating to sustainable development	14
1.A.6	Number of students enrolled in a new or updated course that includes sustainable development in its course description	604
1.A.7	Number of continuing education (CŽV) and University of the Third Age (U3V) courses delivered in the field of sustainable development	5
1.A.8	Number of graduates from continuing education and U3V courses in the field of sustainable development	0
1.A.9	Number of courses or other educational events held for students with special needs or from disadvantaged social groups	3
1.A.10	Number of participants in courses or training events relating to students with special needs or from disadvantaged social groups	33
1.A.11	Number of successfully defended final student theses in the field of sustainability	36
1.B	Research and creative activities	SDGs - 4, 9, 13, 16 and 17
1.B.1	Approved new or updated Strategy of Tomáš Baťa University in Zlín in the field of education, research, development and innovation for the period 2026–2030 (Pillar B of the UTB 21+ Strategy)	yes
1.B.2	Approved methodology for defining creative activities, projects and research plans carried out at TBU relating to the comprehensive field of sustainability	no
1.B.3	Proportion of public contracts in which sustainability criteria are applied to ensure the conditions for carrying out creative activities	not recorded
1.B.4	Number of creative outputs included in the RIV and RUV relating to sustainability	76
1.B.5	Number and budget for the relevant year of projects and research programmes relating to sustainability	CZK 19,269,000
2	AREA 2 Investment and operations	
2.A	Infrastructure	SDGs - 6, 7, 9 a 11
2.A.1	Approved document: General Plan for the Construction and Development of Individual Buildings over a 10-year period, including the budget	no
2.A.2	Approved plan for the refurbishment of individual buildings aimed at achieving carbon neutrality by 2050, including a budget plan	no
2.A.3	Achieving SBToolCZ certification for individual building construction or refurbishment projects covering more than 50 per cent of the existing building’s floor area, at the ‘high building quality’ level or higher	no
2.A.4	Number of buildings with SBToolCZ certification achieving a ‘high building quality’ rating or higher	0

Assessment of indicators and links to the SDGs

Indicator number	Indicator	Links to the SDGs Progress towards 2025
2	AREA 2 Investment and operations	
2.B	Efficiency	SDGs - 6, 7, 9 and 11
2.B.1	Approved Methodology for Evaluating the Use of Space and Technology within TBU Buildings	no
2.B.2	Proportion of building space and technology usage according to the approved methodology	not recorded
2.B.3	Approved Methodology for the Sharing of Workspaces	no
2.B.4	Number of shared workspaces	not recorded
2.C	Green spaces	SDGs - 9, 11, 13 and 15
2.C.1	Approved Biodiversity Conservation Programme, including a budget plan	no
2.C.2	Number of habitats created	1
2.C.3	Number of m² of green spaces	23,020 m²
2.D	Areas for rest and relaxation	SDGs - 3 and 15
2.D.1	Approved Development Plan for relaxation zones, including a budget plan	no
2.D.2	Number of indoor and outdoor relaxation zones in individual buildings	not recorded
2.D.3	Capacity of indoor and outdoor relaxation areas in individual premises	not recorded
2.D.4	Area in m² of indoor and outdoor relaxation areas in individual buildings	not recorded
2.E	Energy and climate change	SDGs - 3, 7, 9 and 11
2.E.1	Approved project for the implementation of a comprehensive energy management system	no
2.E.2	Development of the UTB Energy Strategy	no
2.E.3	Energy consumption in kWh for individual buildings	6,481,630 kWh
2.E.4	Area of solar panels installed (m²)	779 m²
2.E.5	Proportion of ventilation units fitted with heat recovery technology	not recorded
2.E.6	Approved Energy Mix Optimisation Plan, including budget	no
2.E.7	Establishment of, or participation in, a platform for cooperation with local communities in the field of energy	no
2.E.8	Share of green energy in the university's total electricity consumption	not recorded
2.E.9	Proportion of energy generated from renewable sources directly on the university campus as a proportion of the university's total electricity consumption	2.44%
2.E.10	Approved methodology for reinvesting financial savings into further energy efficiency projects	no
2.E.11	Proportion of financial savings reinvested in further energy efficiency projects	not recorded
2.E.12	Approved methodology for calculating the carbon footprint in the energy sector	yes
2.E.13	Carbon footprint in the energy sector	9,342 tCO2e
2.F	Water management	SDGs - 6, 9, 11 and 14
2.F.1	Audit report on water management	no
2.F.2	Proportion of supply points where water consumption is monitored, including wastewater and rainwater	not recorded

Assessment of indicators and links to the SDGs

Indicator number	Indicator	Links to the SDGs Progress towards 2025
2	AREA 2 Investment and operations	
2.F	Water management	SDGs - 6, 9, 11 and 14
2.F.3	Drinking water consumption in m ³	45,088 m ³
2.F.4	Number of buildings fitted with water leak detection systems	not recorded
2.F.5	Number of water features	not recorded
2.G	Waste and the circular economy	SDGs - 9, 11 and 12
2.G.1	Analysis of waste streams and identification of key areas in the circular economy	no
2.G.2	Volume of waste generated in tonnes per year in individual categories, groups and sub-groups of waste according to the waste catalogue, including KMZ operations	233.4 t
2.G.3	Proportion of separately collected waste	72.0%
2.G.4	Number of circular economy projects implemented	0
2.H	Transport	SDGs - 3, 9, 11 and 13
2.H.1	Approved TBU Fleet Renewal Plan with an emphasis on environmentally friendly alternatives and their efficient use	no
2.H.2	Proportion of TBU vehicles with alternative propulsion systems compared to those with internal combustion engines	3.4%
2.H.3	Fuel consumption per kilometre of TBU vehicles	0.0767 l (kg)/km
2.H.4	Fuel consumption of a UTB vehicle per kilometre travelled by a passenger	not recorded
2.H.5	Approved methodology for calculating the carbon footprint of our own vehicle fleet	yes
2.H.6	Carbon footprint of our own vehicle fleet	73 tCO ₂ e
2.H.7	Plan for optimising transport at TBU, including a plan to develop facilities for active mobility for staff and students and the setting of a budget	no
2.H.8	Number of mobility projects implemented to support active or alternative mobility for staff and students	3
2.H.9	Approved methodology for calculating the carbon footprint of work and study travel	yes
2.H.10	Carbon footprint of business and study travel	258 tCO ₂ e
2.I	Catering	SDGs - 2, 3, 6 and 12
2.I.1	Proportion of food with organic/eco or similar certification out of the total amount of food	1 %
2.I.2	Proportion of food sourced from regional suppliers out of total food purchases	50 %
2.I.3	Number of measures or programmes to reduce food waste and wastage	2
2.I.4	Volume in tonnes per year of uneaten food leftovers by diners	25.308 t
3	AREA 3 Management and social affairs	
3.A	Management based on the principles of sustainability	SDGs - 8, 11, 16 and 17
3.A.1	Regular annual compliance monitoring at all levels of TBU	no
3.A.2	Approved risk management system at TBU	no
3.A.3	Approved internal control system for anti-corruption measures, including the incorporation of early warning signs and an internal policy setting out whistleblower protection procedures	no
3.A.4	Number of confirmed cases of corruption and whistleblowing, and how they were dealt with	5

Assessment of indicators and links to the SDGs

Indicator number	Indicator	Links to the SDGs Progress towards 2025
3	AREA 3 Governance and social affairs	
3.A	Management based on the principles of sustainability	SDGs - 8, 11, 16 and 17
3.A.5	Average invoice payment period	not recorded
3.A.6	Number of newly issued or updated internal documents relating to the integration of sustainability management and related competencies into the organisational structure of TBU and into internal documents, regulations and standards	1
3.A.7	Allocation in CZK for sustainable development within the TBU budget	CZK 83,292,000
3.B	Partnerships – students	SDGs - 4, 13, 16 and 17
3.B.1	Number of meetings per year with representatives of student organisations	not recorded
3.B.2	Number of joint or supported events relating to sustainability organised by students in accordance with TBU's internal rules	30
3.C	Partnerships and the third role – companies and organisations	SDGs - 11, 13, 16 and 17
3.C.1	Analysis of opportunities for cooperation with local authorities, local businesses, associations and non-profit organisations in the field of sustainability	no
3.C.2	Number of supported collaborations and partnerships based on a contract, memorandum or other document in the field of sustainability	5
3.C.3	Number of working group meetings or joint meetings in the field of sustainability	not recorded
3.C.4	Number of new training courses or training events delivered by practitioners in the field of sustainability	3
3.C.5	Number of events relating to CSR or volunteering	64
3.D	Responsible procurement	SDGs - 8, 10, 12 and 16
3.D.1	TBU's Responsible Procurement Strategy for 2025–2030 and implementation plan for the TBU internal environment	yes
3.D.2	Proportion of public procurement contracts applying sustainability-related criteria	6%
3.D.3	Proportion of suppliers with certificates attesting to the environmental credentials of their products or services, or social enterprises or other organisations that benefit society	22%
3.E	Electronisation and digitisation – processes	SDGs - 4, 9, 11 and 16
3.E.1	Approved Plan for Computerisation and Digitisation at TBU, including the specification of the necessary tangible and intangible equipment and budget	no
3.E.2	Number of accounting and administrative processes in the financial information system that have been digitised	5
3.F	Digitisation and digitalisation – education	SDGs - 4, 9, 11 and 16
3.F.1	Approved Plan for the digitisation of study materials at UTB, including a timetable, processing methodology and designated responsible persons	no
3.F.2	Number of study materials that have been digitised and made available to students via the recommended university platforms	18



Assessment of indicators and links to the SDGs

Indicator number	Indicator	Links to the SDGs Progress towards 2025
3	AREA 3 Governance and social affairs	
3.G	Wellbeing and social issues – staff	SDGs - 1, 3, 4, 5, 8, 10 and 16
3.G.1	Updated Human Resources Development Strategy of Tomas Bata University in Zlín 2026–2030, including an action plan containing tools and measures to promote wellbeing	no
3.G.2	Updated Gender Equality Plan of Tomas Bata University in Zlín, including an action plan for 2026–2030 containing tools and measures to promote wellbeing	no
3.G.3	Ratio of male to female staff	45/55
3.G.4	Breakdown of employees by age group: under 30, 30 to 50, over 50	under 30 - 96 people 31-50 years - 677 people over 50 let - 349 people
3.G.5	Number of newly issued or updated internal documents relating to the reconciliation of personal, family and working life, or promoting equal opportunities, preventing discrimination and supporting disadvantaged groups	1
3.G.6	Number of updated internal regulations and standards incorporating measures to reconcile personal, family and working life	6
3.G.7	Newly created annual training plans containing a requirement for staff training in sustainable behaviour	21
3.G.8	Number of training sessions delivered to staff on sustainability, the prevention of discrimination or harassment, and a gender-equal environment	106
3.G.9	Number of activities, workshops or educational events contributing to employees' wellbeing and a healthy lifestyle	4
3.G.10	Number of creative outputs shared as part of sustainability promotion on the website udrzitelnost.utb.cz	not recorded
3.H	Wellbeing and social issues – students	SDGs - 1, 3, 4, 5, 8, 10 and 16
3.H.1	Number of new or updated activities, training sessions, workshops or events focusing on sustainability, particularly on a healthy lifestyle, wellbeing and the prevention of discrimination against students, carried out at TBU	15
3.H.2	Number of students taking part in activities, courses or training sessions on sustainable behaviour	213
3.H.3	Number of student societies and initiatives focused on sustainability and wellbeing	2
3.H.4	Number of students involved in student societies and initiatives focused on sustainability and wellbeing	36
3.H.5	The number of student projects and creative outputs focusing on sustainability promoted on the website udrzitelnost.utb.cz	not recorded
3.I	Outreach and communication strategy	SDGs - 4, 11, 16 and 17
3.I.1	Publication of the TBU Communication Strategy on Sustainability	yes
3.I.2	Number of modern communication tools and other promotional elements used that incorporate sustainable development themes	8
3.I.3	Proportion of marketing communications containing sustainability messages and bearing the sustainability logo	not recorded
3.I.4	Number of promotional campaigns per year focusing on sustainability	6