

SUSTAINABILITY STRATEGY

NEAPOLIS UNIVERSITY PAFOS

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1. Introduction

Neapolis University Pafos is one of the leading private universities in Cyprus. Established in 2010, it is a top-tier academic institution delivering high-quality higher education, with a strong focus on the creation of cutting-edge applied knowledge. At the same time, it aims to offer excellent academic services to both its academic community and the broader society, at national and international levels.

The strategic vision of its late founder, Michalakakis Leptos, now realized daily under the leadership of its President, Mr. George M. Leptos, is the development of a human-centered educational institution with international standards, high social responsibility, and outstanding academic practices. Neapolis University Pafos strives to contribute to social cohesion and development, and to the advancement of science through interactive and innovative teaching methods and the promotion of research activity.

Through the structure and content of its new and updated study programmes, Neapolis University Pafos fosters the production of cutting-edge knowledge and research, creating momentum and opportunities in modern market sectors for its student community. The University is firmly committed to promoting academic excellence and research in areas directly related to the current challenges faced by society and the environment.

2. Scope

The global challenges of climate change, the depletion of natural resources, and social inequality demand immediate action from all sectors of society. The first two decades of the third millennium have shown that our world is changing faster than we had realized, and that no social, economic, or political progress can be considered secure, guaranteed, or sustained unless it is actively nurtured.

Universities, as hubs of knowledge and research, carry the responsibility to promote sustainable development and to prepare students to face contemporary challenges. Their guiding role—alongside their efforts to reduce their own environmental footprint—is both a duty and a challenge. It contributes not only to solving problems, but also to fostering a model of sustainable development essential for the future of the country.

Neapolis University acknowledges its crucial role in shaping future leaders who will work toward sustainability and resilience. By integrating the Sustainable Development Goals (SDGs) into both academic and administrative activities, the University aims to serve as a model of a responsible and environmentally conscious academic institution. The development of a comprehensive Sustainability Strategy is not merely a matter of compliance with international guidelines, but a genuine commitment to sustainable development. The goal is to cultivate a culture that embeds sustainability in every aspect of university life—from teaching and research to governance and community engagement.

3. Terms and Definitions

- **N.U.P:** Neapolis University Pafos
- **Q.M.S.:** Quality Management System
- **Q.A.C.:** Quality Assurance Coordinator
- **D.A.F.:** Director of Administration and Finance
- **C.F.O.:** Chief Financial Officer

- **C.I.O.:** Chief Information Officer
 - **D.P.O.:** Data Protection Officer
 - **S.D.G.:** Sustainable Development Goals
 - **E.S.G.:** Environmental, Social, Governance
 - **E.M.E.R.G.E.:** Empowering the Margins of Europe through Regional and Global Engagement
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- **Integrated Management System (IMS)** – Combines multiple policies and procedures of the University into one cohesive framework

4. Description of Policy

4.1. Participation in the Hellenic and Cypriot Universities' Sustainability Charter

The signing of the Sustainability Charter by Neapolis University Pafos represents a substantial and official commitment to adopting the principles and practices that promote sustainable development. The Charter, developed by the network of Greek Higher Education Institutions and internationally recognized, focuses on implementing policies aligned with the United Nations Sustainable Development Goals (SDGs).

Adopting the Sustainability Charter marks a significant step towards creating an environment that integrates education, research, and governance with sustainable development. It serves as the foundation upon which we will build our future and bring about the necessary transition toward a greener, fairer, and more sustainable society. Through collaboration, open exchange of ideas, and collective action, we can achieve the transformation required for true sustainable progress.

4.1.1. Objectives of the Sustainability Charter

The signing of the Charter aims to:

- Formally, the University commits to promoting sustainability through education, research, and the management of its campus infrastructure.
- Integrate the Sustainable Development Goals (SDGs) across all university activities.
- Implement sustainable practices in all areas of university life — from reducing energy consumption and managing waste, to utilizing renewable energy sources and developing eco-friendly buildings.
- Continuously monitor and assess the University's progress in sustainability, with the publication of an annual performance report.

4.1.2. Commitment of the University

By signing the Charter, Neapolis University Pafos commits to:

- Develop and annually review its Sustainability Strategy, ensuring continuous improvement in environmental performance, social responsibility, and institutional governance.

- Promote educational and research activities that support sustainable development at the local, national, and international levels.
- Invest in green technologies and adopt practices aimed at reducing the University's environmental footprint.
- Educate and train staff and students through awareness programmes on sustainability, environmental responsibility, accessibility, and resilience.
- Engage with the local community by initiating joint actions related to the Sustainable Development Goals, in cooperation with municipalities, schools, and public services.

4.2. EMERGE European University Alliance

The [EMERGE](#) Universities Alliance is a partnership of European universities committed to promoting sustainability, inclusion, and resilience.

4.2.1. Objectives of EMERGE

Promoting Sustainability: The alliance focuses on actions for environmental protection and social sustainability through educational and research programmes.

Multiculturalism and Inclusion: It supports the preservation and enhancement of Europe's cultural and linguistic diversity while fostering the inclusion of minorities.

International Mobility: It provides mobility opportunities for students and staff, giving access to resources and expertise from different universities and countries.

4.2.2. Innovative Actions

Sustainability Hub: Under the EMERGE initiative, universities establish Sustainability Hubs hosting activities such as seminars, collaborations, and workshops to disseminate sustainability principles.

Inter-University Cooperation: The alliance promotes long-term strategic partnerships that enhance the internationalization of education.

4.2.3. Participating Universities

The alliance includes nine universities from various European countries, representing over 125,000 students. These are:

- University of Limerick – Ireland
- Universidade da Coruña – Spain
- Université Rennes 2 & Université Bretagne Sud – France
- Inland Norway University of Applied Sciences – Norway
- Matej Bel University in Banská Bystrica – Slovakia
- Europa-Universität Flensburg – Germany
- Neapolis University Pafos – Cyprus
- Democritus University of Thrace – Greece

The member universities work together to:

- Develop innovative educational approaches
- Share best practices in management and sustainability
- Enhance the resilience of academic communities

4.2.4. Key Advantages

Needs-Based Education: Designing new study programmes that address contemporary social and environmental challenges.

Community Engagement: The alliance emphasizes the involvement of local communities, promoting initiatives that benefit both universities and their surrounding societies.

4.3. Sustainability Policy and General Action Framework

4.3.1. Education and Research Programming for Promoting Sustainable Development

Objective: To embed sustainability as a core pillar in both education and research.

Actions:

- Integrate the Sustainable Development Goals (SDGs) across all academic programmes, with emphasis on **SDG 4** (Quality Education), **SDG 9** (Industry, Innovation and Infrastructure), and **SDG 13** (Climate Action).
- Develop new programmes promoting sustainability in areas such as sustainable architecture, green energy, and environmental engineering, especially under **SDG 4**.
- Encourage research activities focusing on sustainable development, renewable energy, and carbon footprint reduction (**SDG 7** – Affordable and Clean Energy, **SDG 11** – Sustainable Cities and Communities).

Relevant study programmes include:

- MSc in Environmental Impact Assessment and Sustainability Management
Focuses on environmental impact strategies and sustainability management.
- MSc in International Sustainability Management (Distance Learning)
Offers an international perspective on sustainability management.
- BSc in Architecture and Integrated Master in Architecture
Promotes sustainable infrastructure and green architectural design.
- MSc in Real Estate
Emphasizes sustainable property development and resource management.

4.3.2. Implementation of Sustainability Principles, Methods, and Practices in University Operations

Objective: To adopt sustainable practices in university operations and administration.

Actions:

- Energy & Water Efficiency: Install efficient heating/cooling systems and LED lighting **(SDG 7)**. Use low-flow faucets and monitor electricity and water usage **(SDG 6, SDG 11)**.
- Buildings: Energy certification for campus buildings and exploration of solar panel installations to reduce energy use and upgrade lighting **(SDG 7, SDG 11)**.
- Waste and Recycling: Move toward a “Paperless University” and place recycling bins throughout all facilities **(SDG 12)**.
- Green Cleaning: Adopt cleaning methods that reduce the use of toxic chemicals **(SDG 12)**.
- Certification: Implement ISO 14001 Environmental Management and support it with the EMAS system.

4.3.3. University Relations with Society – Local and International

Objective: To cultivate sustainability and resilience through collaboration with local and global communities.

Actions:

- Local Community: Organize information sessions and outreach events about the university’s environmental policies **(SDG 11)**.
- International Partnerships: Collaborate with international universities and organizations to exchange best practices in sustainability and participate in relevant EU and global funding programmes **(SDG 17)**.

4.3.4. University Governance

Objective: To develop governance mechanisms that support sustainability and resilience across all university levels. The Sustainability Policy aligns with ESG (Environmental, Social, Governance) principles and incorporates the ESG 2015 Standards and Guidelines for Quality Assurance in the European Higher Education Area.

Actions:

- Sustainability Committee: Establish a committee with members from all departments and the administration to oversee initiatives and suggest improvements.
- ESG Report: Produce an annual Environmental, Social, and Governance report to monitor sustainability performance and ensure accountability **(SDG 12)**.
- Sustainability & Equality Office: Create a dedicated office to inform and support students and staff on sustainability and equality policies **(SDG 5, SDG 11)**.

4.4. Sustainability Strategy and Sustainable Development Goals (SDGs)

The Sustainability Policy and actions of Neapolis University Pafos are directly aligned with the following Sustainable Development Goals:

- **SDG 4: Quality Education**
Incorporating sustainability into teaching and research across all academic disciplines.

- **SDG 5: Gender Equality**
Promoting gender equality at all university levels, ensuring equal access to education, opportunities, and representation for both staff and students.
- **SDG 6: Clean Water and Sanitation**
Ensuring the sustainable management of water and sanitation facilities throughout the campus.
- **SDG 7: Affordable and Clean Energy**
Improving energy efficiency and expanding the use of renewable energy sources.
- **SDG 9: Industry, Innovation and Infrastructure**
Developing green infrastructure and supporting sustainable technologies.
- **SDG 11: Sustainable Cities and Communities**
Contributing to sustainable development locally and internationally through community partnerships and campus practices.
- **SDG 12: Responsible Consumption and Production**
Reducing waste, promoting recycling, and adopting responsible resource management.
- **SDG 13: Climate Action**
Addressing climate change through sustainable building design and operational practices.
- **SDG 17: Partnerships for the Goals**
Fostering strategic partnerships with universities, research centers, and organizations on both local and international levels to advance the SDGs.

5. Responsibilities and Accountabilities

- **Senate & University Council** approve and review institutional policies and ensure their proper implementation.
- The **QAC** in cooperation with the **DPO** prepares new versions of the Management System documents and is responsible for their distribution. She/he is also responsible for maintaining a historical record of modifications to the QMS documents.
- The **QAC** monitors academic quality, identifies non-conformities and ensures the implementation of corrective actions for continual improvement.
- All other staff members are responsible for receiving, implementing, and submitting new or revised documents relevant to their area of responsibility, in cooperation with their department heads and the **QAC**.

6. Supporting Documents

- All documents related to this procedure are listed in the Document Catalogue (**GEN.F.2.1**), including their current version and revision history, as well as in the Document Index / Repository.
- The Quality Assurance Coordinator (**QAC**) maintains a digital archive of all documentation associated with this procedure. The storage location and retention duration are defined in the File Catalogue (**GEN.F.3.1**).