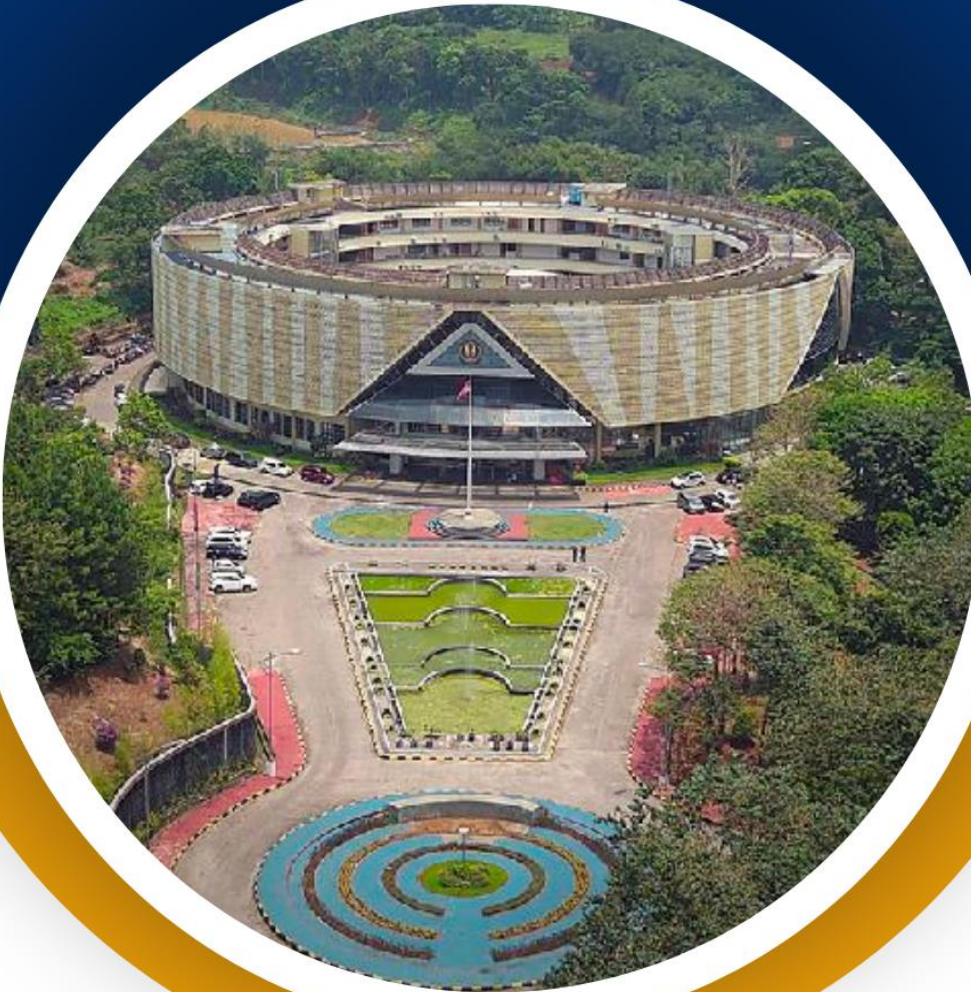




UNIVERSITAS PADJADJARAN

# SUSTAINABILITY REPORT



2023

[www.unpad.ac.id](http://www.unpad.ac.id)





# SUSTAINABILITY REPORT

## Universitas Padjadjaran

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## Rector's Foreword

The Sustainable Development Goals (SDGs) were declared at the UN General Assembly in September 2015. Universitas Padjadjaran has committed to actively play a role in the implementation of the SDGs from 2016 to 2030. This is realized through the establishment of the UNIVERSITAS PADJADJARAN SDGs Center in April 2016, which is expected to become a leading thought center for the implementation of SDGs in Indonesia.

The SDGs Center aims to support the implementation of SDGs in Indonesia by contributing in the form of thinking, research, and playing a role as a facilitator in the implementation of SDGs. To strengthen this commitment, the preparation of a basic study regarding the SDGs in Indonesia was carried out, which then became the basis for the Indonesian government's policy in achieving the SDGs in accordance with Presidential Regulation no. 59 of 2017 concerning the Implementation of Sustainable Development Goals. This reflects the participatory spirit in implementing the SDGs which involve all parties.

Universitas Padjadjaran plays an important role as the first university in Indonesia to implement SDGs courses in the curriculum for first year students. This is also integrated into university governance, so that the implementation of SDGs has become an integral part of the activities of the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*). In addition, the university establishes strategic partnerships with the government and other stakeholders to support the implementation of SDGs at the local, national, and international levels.

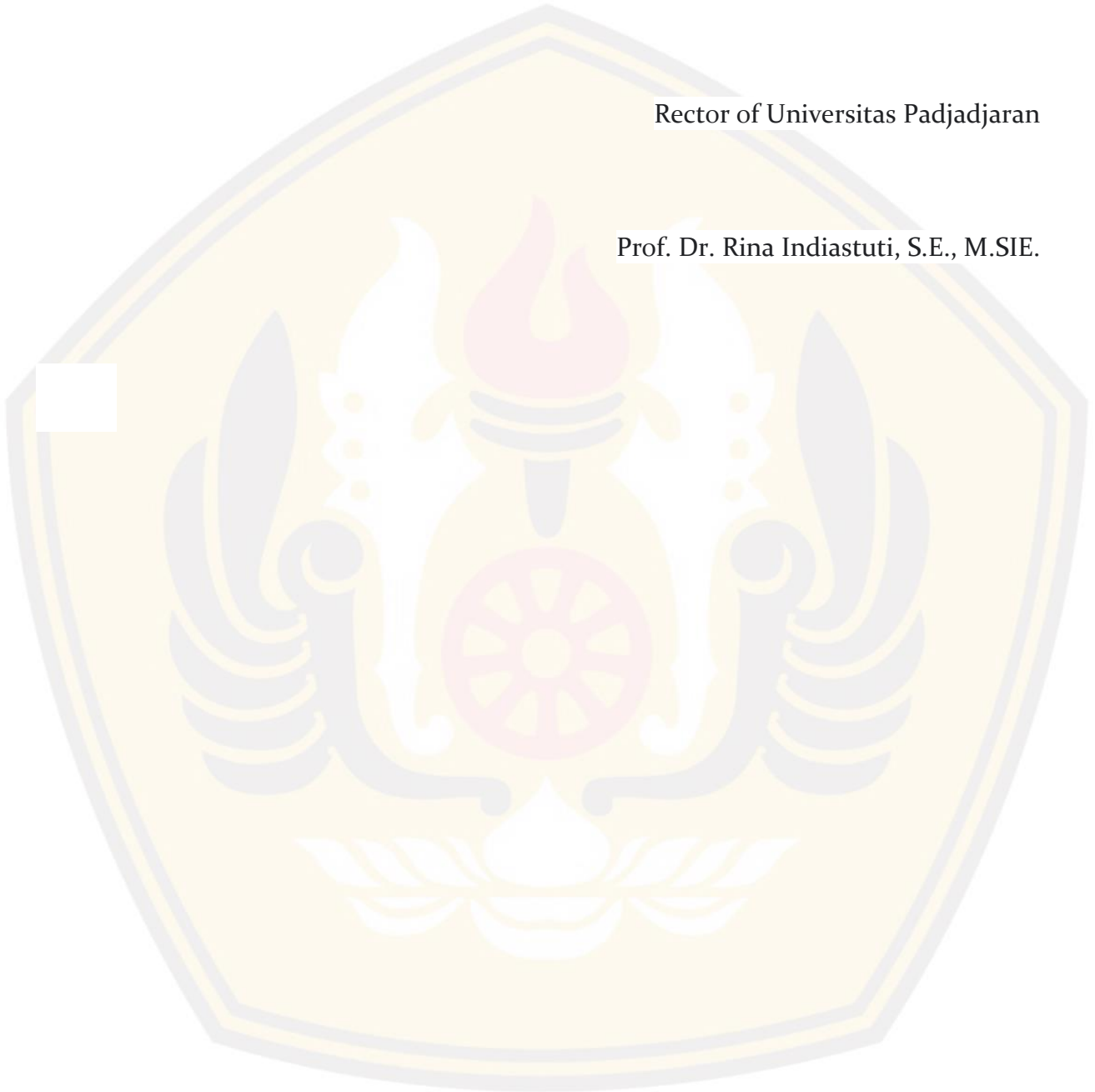
As concrete evidence of its commitment to sustainable development, Universitas Padjadjaran has prepared a Sustainability Report that follows recognized global standards, namely the Global Reporting Initiative (GRI) with Core Option. It is hoped that this report will not only be used as a tool to improve organizational governance, but also as a form of transparency regarding the risks and opportunities faced.



We would like to thank all parties that have played a role in preparing this report, and we hope that stakeholders and the public will benefit from this Sustainability Report. In addition, we hope that this report will become part of the culture of improving organizational governance at Universitas Padjadjaran.

Rector of Universitas Padjadjaran

Prof. Dr. Rina Indrastuti, S.E., M.SIE.



## Board of Trustees' Foreword

We are grateful and thankful for the creation of the 2023 Universitas Padjadjaran (UNIVERSITAS PADJADJARAN) Sustainability Report. This report reveals various pieces of information regarding various aspects, including organizational governance, economics, environment, and social impacts of UNIVERSITAS PADJADJARAN activities in 2023. We are proud to state that this Sustainability Report was prepared strictly following the international standards set by the Global Reporting Initiatives (GRI) by selecting the Core Option. The process of preparing this Sustainability Report has followed GRI guidelines and standards, ensuring that the information contained in it is reliable and relevant.

PADJADJARAN UNIVERSITY is the first higher education institution in Indonesia to have integrated the Sustainable Development Goals (SDGs) into the first year curriculum for all students in all faculties. Apart from that, UNIVERSITAS PADJADJARAN has become a pioneer by establishing the SDGs Center in 2016, which acts as a center for formulating ideas, advocacy, and establishing strategic networks to support the achievement of the 17 SDGs agenda in Indonesia since the SDGs were inaugurated by the United Nations in 2016.

The publication of the 2023 UNIVERSITAS PADJADJARAN Sustainability Report is a manifestation of our commitment to transparency and accountability to all interested parties. We hope that by publishing Sustainability Reports periodically every year, the quality of governance of UNIVERSITAS PADJADJARAN will continue to improve. We invite all stakeholders to utilize the information presented in the 2023 UNIVERSITAS PADJADJARAN Sustainability Report in their decision-making processes.

Chair of the Board of Trustees of  
Universitas Padjadjaran

Dr. Ir. Arief Yahya, M.Sc.

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# CHAPTER I

## INTRODUCTION

Environmental issues are one of the serious challenges faced by the world today, including in Indonesia. The increasing number of environmental problems that occur require in-depth solutions. Attention to environmental issues continues to grow among society along with awareness of the importance of preserving nature to ensure human survival. Factors such as ever-increasing population growth, exploitation of natural resources, environmental pollution through waste disposal without treatment, deforestation, and over-exploitation of groundwater have all contributed to these problems.

Awareness of the importance of maintaining natural sustainability is not only limited to public spaces, but has also grown in every organization. The GRI standards guide reveals that every organization has the determination to ensure the continuity of their operations with the hope of obtaining long-term benefits through improvements in social justice and environmental protection. This awareness continues to grow because all parties realize the importance of maintaining natural sustainability to support economic continuity. Sustainability Reporting (SR) is implemented in various organizations, including universities, with the aim of providing information about their operational activities to stakeholders.

Globally, the guidelines used to design Sustainability Reports are the GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI) and also ISO standards. The process of preparing sustainability reports is carried out with the main reference being the GRI Sustainability Reporting Standards which have been adapted to the characteristics of the organization as standard guidelines for preparing Sustainability Reports.

GRI has developed a reporting framework that serves as a universally accepted framework for reporting an organization's economic, environmental, and social performance. This framework is designed to be used by a wide range of organizations,

regardless of their size, sector, or location. It also considers the practical considerations faced by various types of organizations, from small companies to large companies with extensive operations in multiple locations. The GRI Reporting Framework includes general content and sector-specific content that has been endorsed by various stakeholders around the world and can be widely applied in reporting an organization's sustainability performance.

Based on information from Ernst & Young published in CSR.ID magazine in 2016, only 30% of the 100 companies listed on the Indonesia Stock Exchange (IDX) have designed and published Sustainability Reports. Since 2000, the number of companies that have prepared Sustainability Reports in accordance with GRI standards has reached a total of 97. The trend of preparing Sustainability Reports continues to increase due to demands from investors who are increasingly paying attention to companies that have sustainability programs. This point was expressed by Bob Eko Kurniawan, who serves as Country Program Manager for GRI in Indonesia in an interview with CSR.ID magazine.

Based on GRI (2000-2011 GRI version 3,1,7) an SR must contain:

1. All matters related to organizational/entity activities that can produce important sustainability impacts (current or potential) and/or all important organizational activities that influence the organization's financial and operational policies.
2. All indicators used by the entity such as operational performance indicators.
3. Management performance indicators, either in narrative or descriptive form or in quantitative form that describe the expenditures that have been made by the entity for environmental conservation or for social interests.
4. Organizational reports which must at least contain operational performance indicators and reporting on operational activities disclosed using a management approach.

Through this sustainability report, interested parties can gain a more comprehensive and open understanding of all sustainability development efforts that have been carried out by universities. Sustainability reports specifically contain information regarding implementation and performance in economic, social, and

environmental aspects. Thus, this can increase the responsibility, openness, and governance of the university management conveyed to stakeholders.

Sustainability means ensuring quality business growth of an organization in the long term, where this business growth also provides optimal benefits to stakeholders according to available resources and contributes to efforts to preserve the environment with the world's population. Sustainability also means contributing optimally to global scale sustainable development initiatives as formulated in the Sustainable Development Goals (SDGs) which have also been ratified by the Indonesian government.

Sustainability means ensuring quality long-term growth for the organization, where this growth also provides maximum benefits to stakeholders in accordance with available resources and plays a role in preserving the environment together with the world's population. Sustainability also includes optimal contributions to global sustainable development initiatives, as described in the Sustainable Development Goals (SDGs) which have been recognized by the Indonesian government.

Universitas Padjadjaran (Unpad) is one of the state universities under the supervision of the Indonesian government. Universitas Padjadjaran has been established since 1957. Currently, Unpad has the status of a Legal Entity State University (PTN-BH), after previously having the status of a Public Service Agency (BLU). PTN-BH is a university founded by the government and has the status of a public legal entity that exists autonomously.

A university is also a public entity that has a moral responsibility to society and the government in terms of its operations. In the context of sustainability reports, universities can describe the extent to which they have implemented sustainable development. Sustainability reports are an effective tool for reporting various activities related to sustainable development and the social impacts they produce. By implementing a sustainability report, it is hoped that Universitas Padjadjaran can meet the information needs of all its stakeholders regarding activities related to sustainable development.

# CHAPTER II

## GENERAL DISCLOSURES OF UNIVERSITAS PADJADJARAN ORGANIZATION

### GRI 102-1 Organization Name

The name of the organization, namely is Universitas Padjadjaran, is a Legal Entity State University (UNIVERSITAS PADJADJARAN LAKIP 2023).

### GRI 102-2 Activities, Brands, Products, and Services

The main activity carried out by Universitas Padjadjaran is implementing the Three Pillars of Higher Education (*Tridharma Perguruan Tinggi*). Universitas Padjadjaran carries out the Basic Scientific Principles of "Noble Development of Law and the Environment in National Development" as the basis for multi-disciplinary and interdisciplinary work. This includes activities related to education, study or research, and community service.

The Universitas Padjadjaran logo as a brand image known to the wider community has the shape and meaning of the Universitas Padjadjaran symbol which was determined based on Rector Decree No. 903/H6.1/KEP/HK/2010 and registered with the Ministry of Law and Human Rights No. 045978 on February 10, 2010. The coat of arms consists of 6 parts, namely:

- a. Torch, which symbolizes knowledge as a beacon of life that brings happy light to eternal glory.
- b. Kujang, which is a Sundanese heirloom weapon, is a symbol of strength and courage to protect rights and truth, which is the task of science.
- c. Wings (painted with fern (*paku*) leaves), which are an allusion to the city of Pakuan which contains the word "Paku" as the Center of Existence and the Kingdom of "Padjadjaran" and these fern leaves are wings which mean always trying to reach a higher level or quality.

- d. Wheel, is society, which, like a wheel, is always moving in the process of change and which is the hallmark of Universitas Padjadjaran.
- e. Blooming lotus flower, which means eternal glory, purity for all time, and a symbol of culture and education.
- f. Pentagon, a pentagon-shaped shield, which is Pancasila, the state principle which is the guideline for all university efforts and activities in the interests of the state and nation.



Figure 1. Universitas Padjadjaran Logo

Source: [www.Universitas Padjadjaran.ac.id](http://www.Universitas Padjadjaran.ac.id)

### **GRI 102-3 Head Office Location**

Universitas Padjadjaran has several campuses spread across various regions in West Java. The head office of Universitas Padjadjaran is located on Jl. Ir. Soekarno KM. 21, Hegarmanah, Jatinangor District, Sumedang Regency, West Java (UNIVERSITAS PADJADJARAN LAKIP 2022).

### **GRI 102-5 Ownership and Legal Form**

Universitas Padjadjaran is a higher education institution owned by the government and under the supervision of the Ministry of Education, Culture, Research, and Technology. Since 2014, Universitas Padjadjaran has officially had the status of a Legal Entity State University (PTN-BH), which was previously in the Public Service Agency (BLU) category, in accordance with Government Regulation Number 80 of 2014 concerning the Designation of Universitas Padjadjaran as a Legal Entity State University (UNIVERSITAS PADJADJARAN

LAKIP 2022).

With status as a PTN-BH, Universitas Padjadjaran is given the authority to operate independently without direct interference from the government. In the academic sector, this university has the authority to develop study programs that can respond to market and government strategic needs. In the non-academic sector, this autonomy includes the development of productive assets that support the implementation of the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*), such as opening strategic business units. Universitas Padjadjaran fully managed itself as a PTN-BH in 2017 after going through a transition period during 2015 and 2016. (UNIVERSITAS PADJADJARAN LAKIP 2022). However, this autonomy does not mean that Universitas Padjadjaran has unlimited freedom in all matters. There are still a number of obstacles that Universitas Padjadjaran must overcome because, unlike State-owned Enterprises (BUMN), state universities are still government-owned assets, especially in terms of ownership of their assets.

#### **GRI 102-6 Markets Served**

Universitas Padjadjaran accommodates various groups of people including high school (SMA) graduates or equivalent, both from within the country and abroad, regardless of differences in gender, age, economic status, or the presence of disabilities. Apart from that, Universitas Padjadjaran also opens opportunities for anyone who wants to continue his/her education to a higher level, such as Master's, Doctoral, and professional school programs. Even though its center of operations is in West Java, Universitas Padjadjaran serves prospective students from all regions of Indonesia and even several other foreign countries.

#### **GRI 102-7 Organizational Scale**

The organizational scale of Universitas Padjadjaran can be analyzed from several perspectives, including the total number of employees, operational turnover, net income, and various types of services provided. In 2022,

Universitas Padjadjaran had staff consisting of civil servants (PNS) and non-civil servants, including 2,867 civil servant employees and 1,183 non-civil servant employees. Regarding operational turnover, in general, this university focuses on educational services in accordance with the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*) principles, with support from various strategic business units. In 2022, Universitas Padjadjaran's activity report noted that there were three sources of income, namely revenue without restrictions, revenue with restrictions, and other comprehensive income. Revenue without restrictions for that year reached IDR1,404,884,580,644, which consisted of income from the APBN, BPPTN-BH, services, and other income. Meanwhile, revenue with restrictions originating from grants or donations was recorded at IDR87,617,422,479, and the total comprehensive income for that year was IDR43,021,641,505 (Universitas Padjadjaran Consolidated Financial Report 2022).

#### **GRI 102-8 Information regarding Employees and Other Workers**

Universitas Padjadjaran has two different categories of employees: Civil Servants (PNS) and Non-civil Servant Employees. Apart from that, there are also outsourced workers, such as cleaning service officers, who work at the university. The total number of lecturers at Universitas Padjadjaran is around 1,763 people, consisting of permanent civil servant lecturers and permanent non-civil servant lecturers. There are 300 lecturers with NIDK status who often come from other ministries who are assigned to teach at the university, for example lecturers at the Faculty of Medicine. Apart from that, there are 1886 Education Staff who play a role in running the operations of Universitas Padjadjaran. Other staff are 326 security officers with a shift work system.

Universitas Padjadjaran has implemented various programs with the aim of improving the quality of its workforce, with the hope that through these programs, human resources at Universitas Padjadjaran can improve their quality. One of these programs is the 1,000 Doctors Program, which aims to

encourage lecturers to pursue doctoral degrees. Another program is an educational program for education staff, with a focus on developing competence and expertise in certain functional areas, as well as achieving a minimum of a Bachelor's degree. Universitas Padjadjaran's future goal is to have 80% of its lecturers having Doctoral degrees, while all education staff have at least a Bachelor's degree.

### **GRI 102-12 External Initiatives**

Universitas Padjadjaran has basically integrated the concept of sustainability into its operational implementation. This is proven by the number of awards received by this university for its efforts in improving economic, social and environmental welfare around its operational areas. One of them is Universitas Padjadjaran's achievement in UI Greenmetrics. In 2022, this university ranked 11th among all universities in Indonesia in terms of environmental sustainability. Another noteworthy achievement is the construction of the SDG's Center, which aims to help Indonesia achieve the Sustainable Development Goals (SDG) by 2030. This shows that Universitas Padjadjaran not only tries to maintain its sustainability as an organization, but is also committed to making a meaningful contribution in achieving sustainability for Indonesia as a whole. This is not only an effort from Universitas Padjadjaran, but also an effort made by Universitas Padjadjaran for Indonesia.

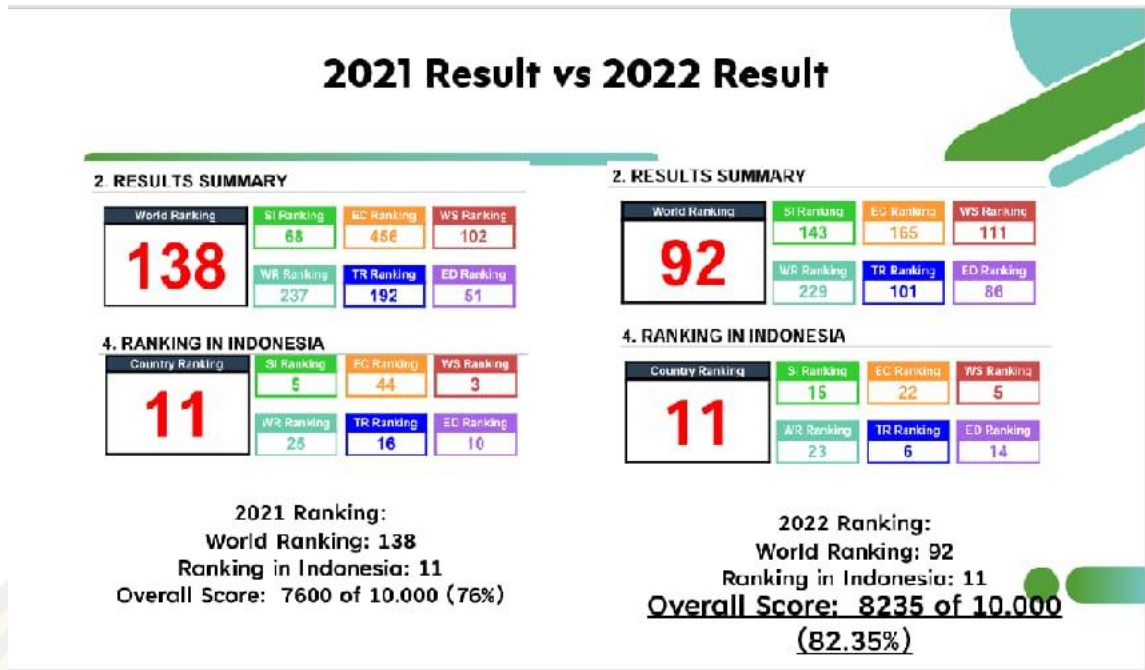


Figure 2. Universitas Padjadjaran UI Greenmetrics Ranking Achievement in 2022

#### GRI 102-14 Statements from Senior Decision Makers

Universitas Padjadjaran has adopted the concept of sustainability as the basis for implementing its activities. Even though this concept is not explicitly mentioned in its vision, missions, or objectives, if analyzed more deeply, each of these elements contains implications regarding Universitas Padjadjaran's efforts to maintain its sustainability as an organization and to support the sustainability of all parties involved. This concept is reflected in the Strategic Plan (renstra), which on further research shows the long-term planning of Universitas Padjadjaran and the efforts that will be made to maintain relationships with stakeholders and improve the quality of the university.

#### GRI 102-15 Significant Impacts, Risks, and Opportunities

As an organization that involves various elements and parties, Universitas Padjadjaran in carrying out its activities cannot avoid the risk that these activities will have varying impacts on various parties, including economic, social, and environmental impacts. For example, with the existence of Universitas Padjadjaran in the Jatinangor area, this university directly or

indirectly has a significant influence on economic, social, and environmental aspects. One example of the impact arising from the existence of Universitas Padjadjaran is the change in the focus of the community's economy which is currently more focused on meeting the needs of students who live around the campus area, including housing rentals, various places to eat, cafes, laundry services, public transportation, and so on.

Meanwhile, the social impact that arises is related to the interaction between the society of academicians of Universitas Padjadjaran, including students, lecturers, and education staff, and the community around the campus area. These impacts need to be assessed and considered by Universitas Padjadjaran in order to provide an appropriate response to the best way to avoid the possibility of negative impacts that could be detrimental not only to Universitas Padjadjaran, but also to all stakeholders involved. One example of a risk that may arise is the increase in energy use required to support educational activities at Universitas Padjadjaran, which could result in an increase in university operational costs, especially because currently, Universitas Padjadjaran does not have an alternative energy source that can overcome energy needs on campus yet. However, as a preventive measure, Universitas Padjadjaran is building a solar panel installation and has adopted the smart building concept to reduce unnecessary energy waste and reduce the risk of environmental damage due to inefficient energy use.

#### **GRI 102-17 Mechanisms for Advice and Concerns about Ethics**

In implementing organizational ethics and integrity, Universitas Padjadjaran carries out the process in accordance with established provisions. The Board of Trustees has the responsibility to determine general policies, provide considerations for policy implementation, and carry out supervision in non-academic field. The Academic Senate, which is an organ of Universitas Padjadjaran, sets policies, provides considerations, and carries out supervision in the academic field. Audit Committee has the task of carrying out non-academic supervision of the administration of Universitas Padjadjaran. With

the existence of these bodies, Universitas Padjadjaran strives to ensure that ethics and integrity are well maintained in all aspects of its operations, both those related to academic and non-academic fields.

Currently, Universitas Padjadjaran opens two public information services, namely through PPID of Universitas Padjadjaran (mandate of Law 2 Number 8 of 2014 concerning Openness of Public Publications) which is already available on the mobile application and through LAPOR (not a mandate of the Law, but a mandate handed down from the Ministry of Research and Technology) with the top authority being the KSP (Presidential Secretariat Office).

There are tiered steps that have been established to handle ethical issues at Universitas Padjadjaran. These steps are at the study program level and are managed by the Academic Senate (SA). In the SA, there are four commissions, namely commissions 1, 2, 3, and 4, with commission 4 having special responsibility in dealing with ethical issues. If there are ethical violations or abuse at Universitas Padjadjaran that require SA level handling, the issue will be discussed in commission 4. Complaints related to the code of ethics are usually received both from external sources and from parties that feel more comfortable using the services that have been provided to submit the complaints.

Meanwhile, violations committed by the management are resolved in stages. For example, if a student cheats in an exam, it will be resolved at the study program level, if not, it can be submitted to the faculty dean. Finally, if it still cannot be resolved, then the problem will be submitted to the director of education and student affairs (PP No. 51 of 2015).

### **GRI 102-18 Structure and Governance**

The governance structure at Universitas Padjadjaran consists of the Board of Trustees as the supreme governing committee, the Rector as operational executor, and the Academic Senate as the supervisor. The Board of Trustees (MWA) as the supreme governing committee at Universitas Padjadjaran

consists of representatives from various stakeholders, including the government, students, the Rector, and the community. In this way, it can be seen that stakeholders have been reflected in the membership structure of the MWA. Meanwhile, the MWA's role as the supreme governing committee when it comes to sustainability is contained in the Strategic Plan owned by Universitas Padjadjaran. This is because the Strategic Plan is a derivative of the vision and missions of the Ministry of Research, Technology, and Higher Education, which in its implementation must obtain approval from the MWA. In this way, it can be concluded that before Universitas Padjadjaran can carry out its vision and missions, the vision and missions must first be reviewed by the supreme governing committee as a representative of the stakeholders' interests before it can then be ratified.

The MWA's performance needs to be evaluated periodically to ensure there are no deviations from its goals and roles, and to ensure that representation of all stakeholders is maintained. This evaluation is usually carried out through a plenary meeting of the MWA which is responsible to the Ministry of Research, Technology, and Higher Education. In addition, Universitas Padjadjaran has taken steps related to sustainability since 2016, such as establishing the first Center for Sustainable Goals Studies (SDGs Center) in Indonesia and incorporating the SDGs curriculum into TPB courses. This aims to increase awareness about sustainability issues not only among students, but also among all stakeholders involved in running educational organizations such as Universitas Padjadjaran.

On the operational side, Universitas Padjadjaran has a Directorate of Governance, Legal, and Communication which is under the Vice Rector for Organization and Planning (WR4). During the 2015-2019 period, Universitas Padjadjaran also formed a HUKOR (Legal and Organizational) team consisting of a group of experts tasked with supporting WR4 functions in legal and organizational matters.

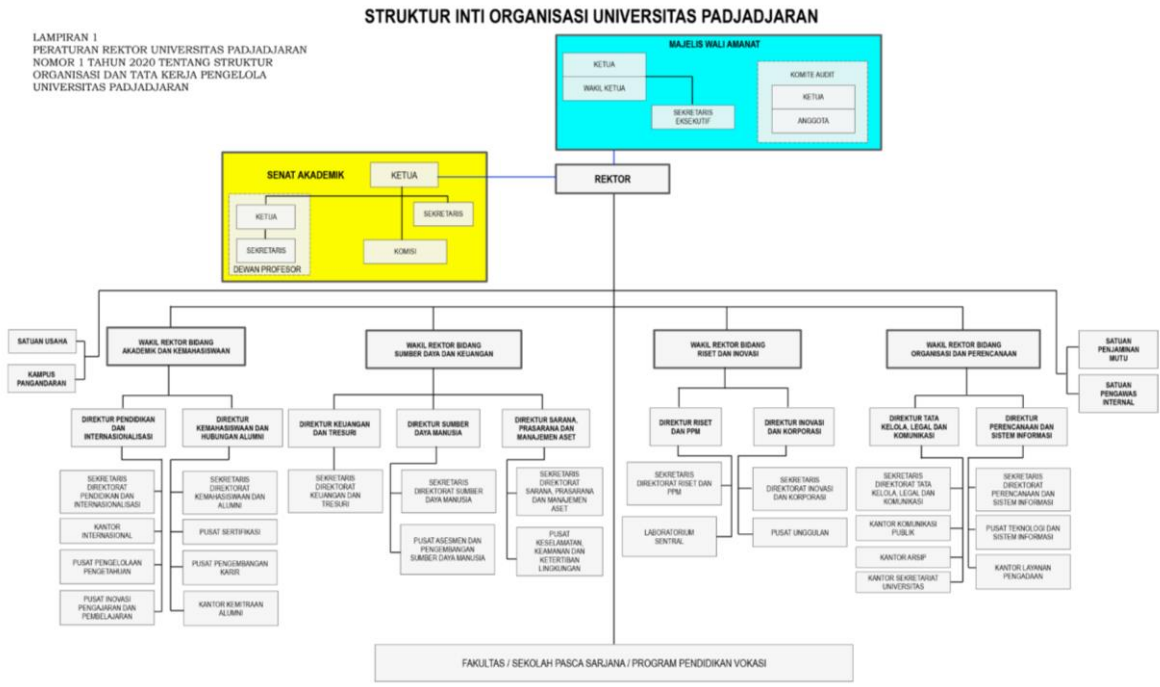


Figure 3. Universitas Padjadjaran Organizational Structure

Source: Rector Regulation No. 1 of 2020

### GRI 102-19 Delegating Authorities

Universitas Padjadjaran has several directorates which have been grouped based on their respective roles. Every year, each directorate has a number of targets that must be achieved in accordance with the contract agreed between the Rector and the Ministry of Education and Culture.

### GRI 102-20 Executive Level Responsibilities for Economic, Environmental, and Social Topics

Economic, social and environmental topics are divided into sections overseen by several different directorates. The Finance Directorate is responsible for economic aspects, the Governance, Legal, and Communication Directorate oversees social aspects, while the Facilities and Infrastructure Directorate manages environmental aspects. This supervision is carried out with guidance from the Board of Trustees of Universitas Padjadjaran (Rector Regulation No. 1 of 2020).



## **GRI 102- 21 Consulting with Stakeholders on Economic, Environmental, and Social Topics**

The stakeholders of Universitas Padjadjaran can be identified through the university's highest institution, namely the Board of Trustees. The Board of Trustees consists of 17 members representing various interest groups, including elements of the community, ex-officio leaders, government representatives, and students. Therefore, each stakeholder has the opportunity to submit their reports directly in meetings held every quarter.

In this meeting, each stakeholder representative discusses various aspects, including the performance and finances of Universitas Padjadjaran, which includes the economic, environmental, and social aspects, as well as various interests that have the potential to influence stakeholders. The results of this meeting are then reported to the ministry as a form of accountability and as suggestions and input which will become the basis for improving the performance of Universitas Padjadjaran in the future.

## **GRI 102-22 Composition of the Supreme Governing Body and Its Committees and GRI 102-24 Nominating and Selecting the Supreme Governing Body**

The Board of Trustees (MWA) at Universitas Padjadjaran as a governance body consists of 17 members who represent various stakeholders at this university. MWA members include the minister, rector, student representatives, community representatives, alumni, and the academic senate. The process of selecting representatives from the community element involves a selection where Universitas Padjadjaran asks the candidates to submit their portfolios, which will then be assessed to determine four people who will become community representatives in the MWA members.

## **GRI 102-23 Chair of the Supreme Governing Body**

Currently, Dr. Ir. Arief Yahya, M.Sc, former Minister of Tourism and Creative Economy of the Republic of Indonesia, serves as Chair of the Board of Trustees (MWA) of Universitas Padjadjaran. He currently does not have an executive

position at Universitas Padjadjaran.

#### **GRI 102-25 Conflicts of Interest**

Issues related to possible conflicts of interest and potential problems that may arise are discussed at regular MWA meetings held every three months. The aim is to achieve resolution of conflicts of interest by involving all parties involved, so that these conflicts can be resolved and avoided in the future. This is because MWA membership itself includes representatives from various stakeholders, so that with joint discussions, all parties can provide inputs and find solutions regarding these problems and how to avoid similar problems in the future.

#### **GRI 102-26 The Role of the Supreme Governance Body in Setting Goals, Values, and Strategies**

In running the organization, the Rector plays a role as the leader of the implementation and management of Universitas Padjadjaran. Meanwhile, the Board of Trustees is tasked with determining, providing consideration for the implementation of general policies, and carrying out supervision in non-academic fields. Then, the Academic Senate (SA) is an organ of Universitas Padjadjaran which sets policies, provides considerations, and carries out supervision in the academic field. Meanwhile, the Audit Committee (KA) carries out supervision in the non-academic field of the organizers of Universitas Padjadjaran (PP No. 51 of 2015). So, in the process of developing and updating the goals, values or mission statements, strategies, policies, and targets of Universitas Padjadjaran, it is determined by the Rector and supervised by MWA, SA, and KA.

#### **GRI 102-27 Collective Knowledge of the Supreme Governing Body**

Universitas Padjadjaran has demonstrated a strong commitment to sustainability since 2016. This is reflected in the establishment of the SDGs Center of Universitas Padjadjaran, which functions as a research and study institution that focuses on various aspects of sustainability. Apart from that,

Universitas Padjadjaran also has a Center for Environment and Sustainability Science (CESS), which shows its commitment to understanding sustainability issues. This reflects that both the Board of Trustees (MWA) as the supreme governing body and the Rector and his/her team as operational implementers have a strong understanding of sustainability, and they integrate it in every step and strategy of Universitas Padjadjaran to achieve its goals.

#### **GRI 102-28 Evaluating the Performance of the Supreme Governing Body**

The Board of Trustees (MWA) is the supreme supervisory body of Universitas Padjadjaran and is responsible to the Ministry of Education, Culture, Research, and Technology, similar to the role of the MPR at the national level. MWA performance evaluation is carried out regularly through annual plenary meetings, and the results of this evaluation are reported to the relevant Ministry. This relates to Universitas Padjadjaran's status as a legal entity state university (PTNBH).

#### **GRI 102-29 Identifying and Managing Economic, Environmental, and Social Impacts**

The role of the supreme governing body in identifying economic, environmental, and social impacts on Universitas Padjadjaran can be seen in how the Board of Trustees (MWA) discusses and approves strategic plans that will be implemented by the university in a certain period. As previously explained, Universitas Padjadjaran's concern for sustainability is reflected in its strategic plan which is then translated into vision, missions, goals, and policies. Therefore, when the MWA evaluates the strategic plan, it is actually a process of identifying the economic, social, and environmental impacts that may arise as a result of implementing the strategy. In addition, issues related to these impacts are also routinely controlled and discussed in MWA meetings held every quarter.

#### **GRI 102-30 Effectiveness of Risk Management**

The Supreme Governing Body or Board of Trustees has a very important role in identifying and managing issues related to the economic, environmental, and

social topics, as well as related impacts, risks, and opportunities. After the Annual Work Plan and Strategic Plan have been created, it is necessary to obtain approval from the MWA. In this case, the MWA is also tasked with evaluating the risk management that has been adopted by Universitas Padjadjaran. This can be seen from the extent to which all potential risks have been considered in the strategic plan and whether responsive actions have been well planned or prepared by Universitas Padjadjaran. Effective risk management at Universitas Padjadjaran should have considered this and integrated it into the strategic planning process for the future (PP No. 51 of 2015).

#### **GRI 102-31 Study of Economic, Environmental, and Social Topics**

The evaluation process carried out by MWA is carried out periodically every quarter in accordance with the obligations of reporting to the ministry in the form of Performance and Financial Reports (PP No. 51 of 2015).

#### **GRI 102-33 Communicating Critical Matters**

In dealing with critical problems, Universitas Padjadjaran has a mechanism that is divided into two stages. The first stage involves resolution efforts by the Rector and the Academic Senate. However, if the problem cannot be resolved by the Rector and SA within the three month period, then the final decision regarding the problem will be given by the Minister (PP No. 51 of 2015).

#### **GRI 102-35 Remuneration Policy**

Remuneration is a form of compensation for work which can be in the form of salary, honorarium, fixed allowances, incentives, bonuses for performance achievements, and/or pension funds. Providing remuneration to Lecturers, Education Staff, and Managers at Universitas Padjadjaran is based on the positions, roles, responsibilities, and performance targets given to them. Remuneration funding sources come from Pure Rupiah and Community Funds (Rector Regulation of Universitas Padjadjaran No. 14 of 2022).

The remuneration system for Lecturers at Universitas Padjadjaran is based on established regulations, including Government Regulation Number 37 of 2009 concerning Lecturers, Regulation of the Minister for the Empowerment of State Apparatus and Bureaucratic Reform of the Republic of Indonesia Number 46 of 2013 which amends Regulation of the Minister for the Empowerment of State Apparatus and Bureaucratic Reform Number 17 of 2013 concerning Lecturer Functional Positions and Credit Scores, as well as Decree of the Director General of Higher Education of the Ministry of Education, Culture, Research, and Technology Number 12/E/KP/2021 concerning Guidelines for Implementing Lecturer Workloads which have been aligned with the achievement of the Vision, Missions, Development Master Plan (Renip), Strategic Plan (Renstra), and Performance Indicators for Universitas Padjadjaran.

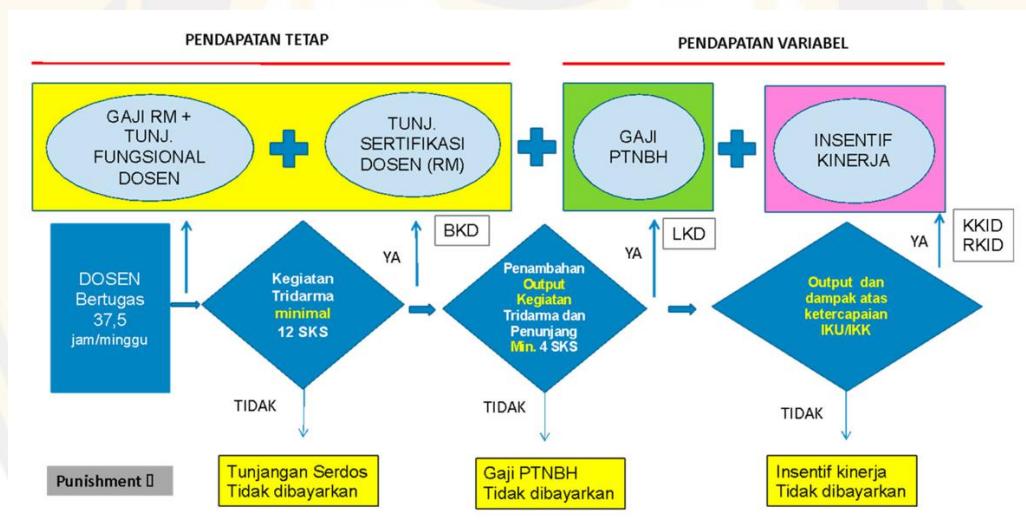


Figure 4. Calculation of Remuneration for Lecturers

Fixed Income consists of basic salary, Lecturer Functional Allowance (Pure Rupiah or Community Funds), Lecturer Certification Allowance, and Professor Honorary Allowance (Pure Rupiah). Variable Income consists of PTNBH Salaries and variable work incentives (Community Funds). The lecturer's workload includes the main activities, namely planning learning, carrying out the learning process, conducting learning evaluations, guiding and training, conducting research, carrying out additional tasks, and providing community service. The workload is at least equivalent to 12 (twelve) semester credit units

(Rector Regulation of Universitas Padjadjaran No. 14 of 2022).

Individual work contracts are divided into 2 (two), namely: (1) work contracts as lecturers in carrying out the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*) outside of their 12 credit unit obligations as lecturers, and (2) work contracts for lecturers as managers. Therefore, lecturers who have additional duties as managers must make 2 (two) types of contacts, namely a lecturer work contract and a manager work contract. This is because the lecturers still have to carry out the *tridharma* activities as lecturers in addition to their duties as managers.

The calculation of performance achievements is carried out separately for each contract, where the manager's contract/performance achievements are calculated with a multiplier factor based on the Rector Decree for the manager, while the contract/performance achievements as a Lecturer are calculated with a multiplier factor according to his/her functional position as a Lecturer.

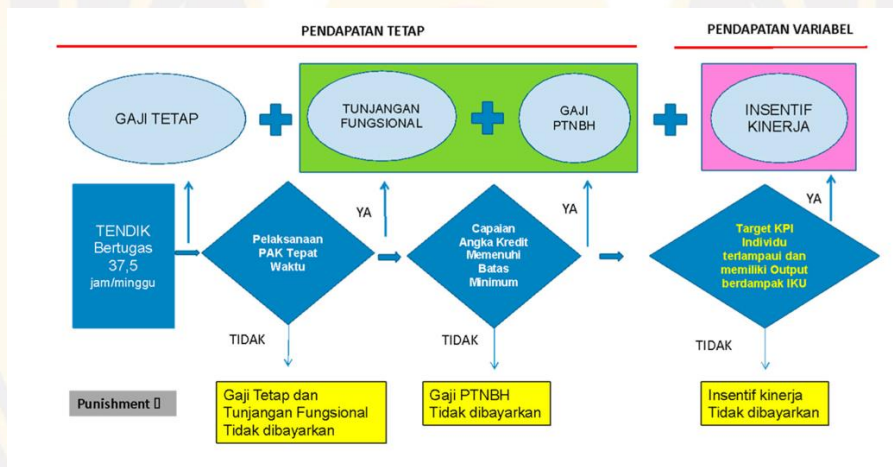


Figure 5. Calculation of Remuneration for Education Staff with Functional Positions

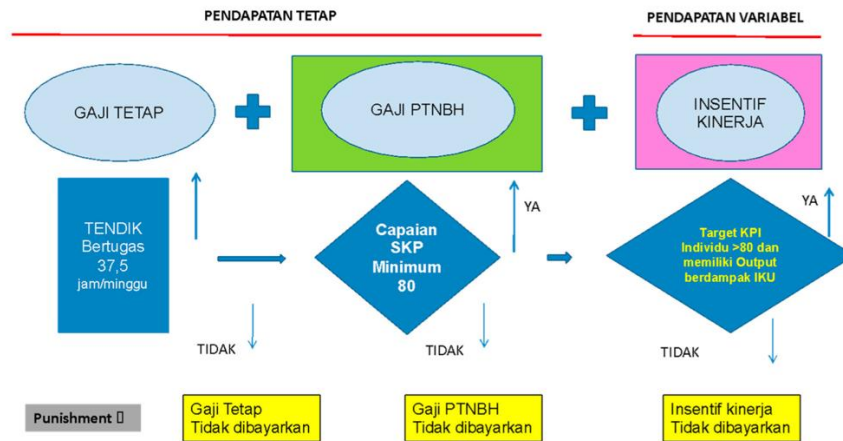


Figure 6. Calculation of Remuneration for Education Staff with Executive Positions

Education Staff (Tendik), whether they have the status of Civil Servants (PNS) or non-Civil Servants, including Education Staff with Functional Positions and/or Executive Positions, have the right to receive a fixed salary with the requirement of working 37.5 hours per week.

Educational Staff who have Functional Positions are required to carry out activities in accordance with the minimum Credit Score targets set in the Credit Score reporting regulations. If the reporting of the specified Credit Score is not achieved, then the Functional Allowances originating either from Community Funds or from the APBN/RM will be temporarily stopped. Apart from that, they will also not have the opportunity to receive PTNBH Salaries and Performance Incentives.

Education Staff who occupy Executive Positions must achieve a minimum Employee Performance Target (SKP) score of 80 according to their level and class of position in order to be eligible to receive PTNBH salaries. If the SKP reporting score does not reach 80, then they are not entitled to receive PTNBH salaries.

**GRI 102-40 List of Stakeholder Groups**

Universitas Padjadjaran has various stakeholder groups consisting of students, lecturers, education staff, management, local communities, alumni,



government, and collaboration partners.

### **GRI 102-42 Identifying and Selecting Stakeholders**

The determination of Universitas Padjadjaran's stakeholders can be seen through the composition of the members who form the Board of Trustees of Universitas Padjadjaran. Members of the Board of Trustees represent various parties that have interests related to Universitas Padjadjaran. In principle, stakeholders for Universitas Padjadjaran are parties that have an impact, either directly or indirectly, on Universitas Padjadjaran as well as parties that can be impacted by Universitas Padjadjaran's activities as an educational institution (PP No. 51 No. 2015).

### **GRI 102-46 Determining the Report Content and Topic Boundaries**

In determining the content and scope of Universitas Padjadjaran's sustainability report, this process involves several steps. First, information is collected through direct interviews and document analysis to collect all the data needed to prepare a sustainability report. Next, these data are evaluated to determine the extent to which the information can be included in the sustainability report. This decision depends on whether the information can be disclosed to the public or must remain confidential. If the information can be disclosed, then the next consideration is the extent to which the information can be disclosed in detail. Interviews with responsible directors at Universitas Padjadjaran are the main source of information.

Each directorate has a different level of confidentiality regarding the information it holds. Therefore, the information disclosed in the sustainability report must comply with GRI (Global Reporting Initiative) standards and must be relevant to Universitas Padjadjaran. In other words, the content of the sustainability report is determined based on ethical considerations, data availability, and relevance of information in accordance with GRI standards and the confidentiality policies of each directorate at Universitas Padjadjaran.

### **GRI 102-47 List of Material Topics**

The determination of the material topics in the context of sustainability at Universitas Padjadjaran is based on an assessment of economic, environmental, and social impacts which have significant potential to influence decision making by stakeholders. Currently, Universitas Padjadjaran does not have a definite list of material topics, and this is due to the fact that the concept of sustainability has been fully integrated in every strategy, policy, and goal that has been set by Universitas Padjadjaran over the last few years. In this context, sustainability is no longer seen as a separate entity that requires special handling, but has become an integral part of every strategy implemented by Universitas Padjadjaran.

In accordance with the previous explanation, Universitas Padjadjaran does not have an executive position that is exclusively responsible for sustainability issues at the university. However, this role can be represented by various other directorates. As a result, it can be concluded that economic, environmental, and social topics are indirectly managed by almost every directorate, depend on sustainability issues that arise, and have a significant impact on Universitas Padjadjaran.

### **GRI 102-50 Reporting Period**

The reporting period for this Universitas Padjadjaran's sustainability report is 2023.

### **GRI 102-54 Claiming the Reporting to be in Accordance with the GRI Standards**

This report has been prepared in accordance with the GRI Standards: Core Options.

# CHAPTER III

## ECONOMY-SPECIFIC DISCLOSURE

### GRI 201-1: Direct Economic Value Generated and Distributed

Universitas Padjadjaran is a non-profit educational organization or non-profit institution. The surplus income generated by Universitas Padjadjaran is used to cover operational costs. According to the GRI (Global Reporting Initiative) standard, the income in question is explained as the economic value received directly, while operational expenses are defined as the economic value spent. Information regarding operating income and expenses is presented in the activity report and is different from the income statements usually used in business organizations.

Income activity reports grouped into restricted income and unrestricted income. Unrestricted income is managed by management policies that allow its use without special restrictions. Restricted income comes from sources such as donations or projects initiated by the university. Unrestricted income is funds received as donations whose purpose and time of use have been determined by the funders. Permanently restricted income is funds that have clear limitations on their use and are valid for an unlimited time. The same thing applies to operational expenses, which are also grouped into unrestricted and restricted expenses.

I. Unrestricted Income	IDR
A APBN	320,062,971,412
B BPPTN BH	127,523,414,087
C Income from Services Provided:	
Education and Teaching Services	640,377,201,621
Educational Collaboration and PPM Services	212,088,994,276
Others	19,593,409,981
	1,319,645,991,377
D Income from Grants/Donations	-
E Other Income:	

Business Unit Management	57,696,312,229
Rent	4,359,799,288
Deposit Interests and Current Account Services	6,239,661,193
Reimbursement of Electricity and Water Costs	423,458,347
Others	15,868,045,408
	<hr/>
	85,238,589,267
Total Unrestricted Income	1,404,884,580,644
II. Restricted Income	
A Services	-
B Grants/Donations	87,617,422,479
C Others	-
	<hr/>
Total Restricted Income	87,617,422,479
TOTAL INCOME	1.492.502.003.123

Figure 7. Universitas Padjadjaran Income Report

Source: Universitas Padjadjaran Financial Report 2022

Based on the diagram above, restricted income comes from various sources, including APBN, PTNBH, and income from services. Income included in the services category is obtained from operational activities carried out. In addition, there is also restricted income obtained through donations and grants. The difference between total income and operating expenses is reflected as net assets, which can be a surplus or deficit, according to the difference between income received and expenses incurred. The Universitas Padjadjaran activity report 2022 shows that the university has positive net assets or a surplus of IDR1,492,502,003,123.

### GRI 201-2: Financial Implications and Other Risks and Opportunities Resulting from Climate Changes

The impact of climate changes on Universitas Padjadjaran can be divided into negative and positive impacts. The negative impact is reflected in an increase in operational expenses, especially those related to the use, maintenance, and procurement of air conditioning (AC) systems. On the other hand, there is a positive impact resulting in various programs that increase awareness of the

importance of environmental conservation and management. Universitas Padjadjaran has implemented a program to increase energy efficiency as a concrete step in protecting and managing the environment. These steps include replacing equipment with more energy-efficient ones, optimizing smart buildings, reducing paper use, tree replanting activities, providing transportation facilities for academic members, and waste management programs.



Figure 8. The Use of Energy-saving Lights



Figure 9. The Use of Natural Light and Natural Air Circulation Systems in Smart Buildings



Figure 10. The Use of E-Office to Reduce Paper Use



Figure 11. Replanting Activities in Campus Green Spaces



Figure 12. Free Transportation Facilities for the Campus Society



Figure 13. Management of Biogas Technology and Compost Houses in Waste Management

**GRI 201-3: Obligations of Defined Benefit Pension Plans and Other Pension Plans**

The pension plans provided by Universitas Padjadjaran have differences in treatment between civil servant permanent employees and non-civil servant permanent employees. For civil servant permanent employees, all pension costs are borne by the government. Meanwhile, non-civil servant permanent employees receive different treatment, with Universitas Padjadjaran directly funding their pension plans. To ensure equality in treatment between civil servant and non-civil

servant permanent employees, Universitas Padjadjaran has provided the funding for pension funds through Employee BPJS.

Universitas Padjadjaran strives to provide welfare guarantees for its employees until retirement. This is reflected in the training programs also provided to employees who will soon retire. The programs aim to provide new skills and insights as preparation for when they no longer work at Universitas Padjadjaran.

LIABILITY	IDR
Short-Term Liability	
Business Debt	14,592,604,306
Tax Debt	3,110,482,879
Accrued Expenses	44,527,063,870
Deferred Revenue	50,082,646,452
Portion of Long-Term Debt Due within One Year	247,500,000
Other Short-Term Liabilities	82,871,925,919
Total Short-Term Liabilities	195,432,223,426
Long-Term Liability	
Long-Term Debt	5,214,291,023
Post-Employment Benefits Liability	5,183,213,754
Total Long-Term Liabilities	10,397,504,777
Total Liabilities	205,829,728,203

Figure 14. Universitas Padjadjaran Liability Value

Source: Universitas Padjadjaran Financial Report 2022

#### GRI 201-4: Financial Assistance Received from the Government

Universitas Padjadjaran is one of the universities that has had PTNBH status since 2014, so Universitas Padjadjaran has funding sources that are supported by the government.

Unrestricted Income	IDR
A APBN	320,062,971,412
B BPPTN BH	127,523,414,087
C Income from Services Provided:	
Education and Teaching Services	640,377,201,621
Educational Collaboration and PPM Services	212,088,994,276
Others	19,593,409,981
	1,319,645,991,377

Figure 15. Universitas Padjadjaran Total Unrestricted Income

Source: Directorate of Finance 2021

The figure above shows that Universitas Padjadjaran's funding sourced from the government is 33.91% which is expressed in unrestricted income originating from the APBN and BPPTNBH. Apart from that, because Universitas Padjadjaran has the PTNBH status, there is additional funding of around 127 billion rupiahs coming from the government.

#### Market Existence

##### **GRI 202-2: Proportion of Senior Management Coming from the Local Community**

Universitas Padjadjaran is a university in West Java which is located in Jatinangor, Sumedang Regency. Currently, there are local people who are senior management at Universitas Padjadjaran. Senior management is people involved in management activities at Universitas Padjadjaran who are in strategic positions. Currently, senior management consists of lecturers or education staff who have served at Universitas Padjadjaran for a long time.

#### Indirect Economic Impacts

##### **GRI 203-1: Infrastructure Investment and Service Support**

Universitas Padjadjaran has built infrastructure with the main aim of supporting the implementation of three pillars of higher education (*tri dharma perguruan tinggi*) activities. Some of these buildings were built in recent years with a focus on improving educational and research activities. A concrete example is the PSDKU Dormitory Building and Campus Building in Pangandaran, where two buildings have currently been built. Not only that, Universitas Padjadjaran also has plans to build other facilities which include health facilities that can be used by the general public and will function as a practice place for medical students. Apart from that, the plan also includes the construction of a centralized canteen which will be available to all Universitas Padjadjaran students.

### **GRI 203-2: Significant Indirect Economic Impacts**

The presence of the Universitas Padjadjaran scampus indirectly has an economic impact on the surrounding community. This impact can be observed through changes in activities and development around the campus. These changes include the increase in the number of providers of housing services (boarding houses), restaurants, shops, transportation services, as well as various other products and services that support students. The increasing demand for products and services is related to the large number of students from various regions of Indonesia who come to pursue education at Universitas Padjadjaran. Apart from that, Universitas Padjadjaran also plays a role in creating new job opportunities in the environment around the campus, which helps in absorbing local workers.

#### Procurement Practices

### **GRI 204-1: Proportion of Expenditures on Local Suppliers**

The main location of the Universitas Padjadjaran campus is in Jatinangor, Sumedang Regency as the central area of Universitas Padjadjaran activities. Universitas Padjadjaran generally operates a procurement system that is based on the principles of transparency, openness, and impartiality towards any party. Procurement of various types of logistics goods and office stationery (ATK) involves several systems. However, there is one system that allows the involvement of local suppliers, namely the direct appointment system. Direct appointment is usually applied in the procurement of goods of small values, especially when suppliers are needed from around the Universitas Padjadjaran campus. For example, direct appointment can be used to procure consumption needs for certain meetings or events.

Universitas Padjadjaran still prioritizes local suppliers in a number of procurements that meet certain cost limits. Meanwhile, other procurement follows an auction and e-catalog system. The auction system is used when the university has a list of goods or logistics needed and the procurement process is carried out through auctions to interested suppliers. Universitas Padjadjaran then chooses suppliers who can meet needs with high quality goods but at appropriate

prices. On the other hand, the e-catalog scheme allows the university to select the required items from the available electronic catalogues.



## CHAPTER IV

# ENVIRONMENT-SPECIFIC DISCLOSURE

### GRI 301-1: Materials Used Based on Weight or Volume

Data not available

### GRI 301-2: Recycled Input Materials Used

Universitas Padjadjaran implements recycling practices by using various types of materials or the results of their activities to reprocess them, so that these materials can be reused for the benefit of the environment. These materials include single-use plastic waste from beverage packaging, cardboards, mixed residual waste, as well as organic waste such as leaves, twigs, and animal waste. The sources of these waste materials come from solid waste on the Universitas Padjadjaran Jatinangor campus and also from livestock pens in Ciparanje. The total volume of waste that has been served reaches around 60%. Meanwhile, the other 40% is organic waste from leaves and twigs which are scattered throughout the Unpad area. The waste management service system is divided into office waste, waste from academic buildings used for learning/teaching activities, canteen waste, leaf waste, and laboratory waste.

Waste management at Universitas Padjadjaran runs an integrated solid waste management (ISWM) system, which combines technique, technology, and management. Compliant with the standards of the U.S. Environmental Protection Agency (EPA), integrated waste management is carried out using 4 methods, namely: (1) reduction in waste sources, (2) recycling and composting. In line with the integrated waste management system, waste on the Unpad campus is divided into two large categories, namely organic and inorganic waste.

The volume of both organic and inorganic waste increases every year along with the increasing number of students at Universitas Padjadjaran. The volume of solid

waste produced is 5 tons/day. It is calculated that each student at Universitas Padjadjaran produces an average of 105.458 kg of waste per day.

The waste processing is carried out in several stages, including sorting, then composting the waste based on its type for organic waste, burning residue for solid waste, and incinerator for chemicals left over from laboratory activities. Organic waste is processed by composting to produce compost and liquid fertilizer, while inorganic waste is processed into usable goods, including plastic containers, trash cans, bricks/blocks from incineration. The volume of recycling produces products equal to 20-50% of the raw materials. Liquid fertilizer and compost are used for research and fertilizing gardens in the campus area. Plastic pellets are used to be sold to plastic processing factories and bricks are tested for building needs.



Figure 16. Compost House for Organic Waste Compost and Non-Organic Residues

**GRI 301-3: Reclaimed Products and Their Packaging Materials**

Data not available

**GRI 302-1: Energy Consumption in Organization**

Universitas Padjadjaran still relies on energy supplies from PLN, however further development and testing efforts continue to be carried out to find alternative energy sources. Energy consumption at Universitas Padjadjaran's main campus in Jatinangor varies throughout the year, with peak energy use occurring in April to June and October to January, which corresponds to student lecture schedules during these periods.

The total use of electrical energy in the 2022-2023 period reached 2,699,152,257 kWh with an average energy consumption/average number of community

members active on campus of 63.73 kWh/individual. The total population is 42,352. Below is the energy use on the Universitas Padjadjaran campus.

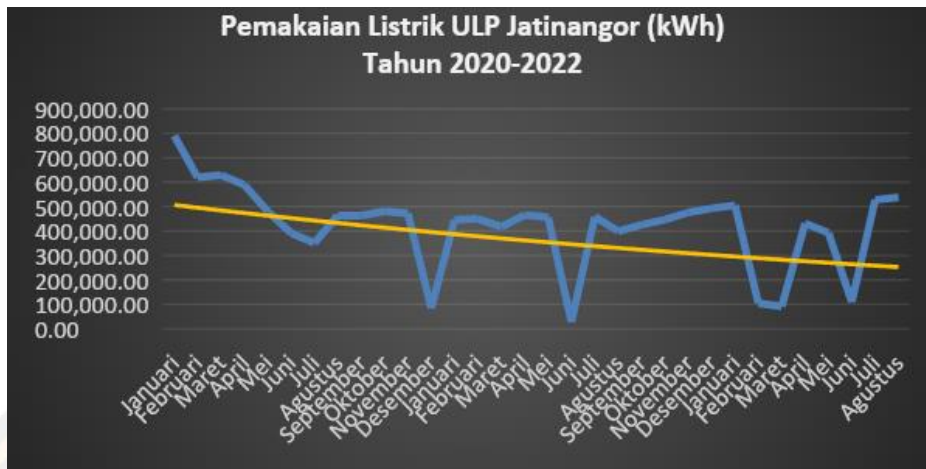


Figure 17. Jatinangor ULP Electricity Usage (kWh) in 2020-2022

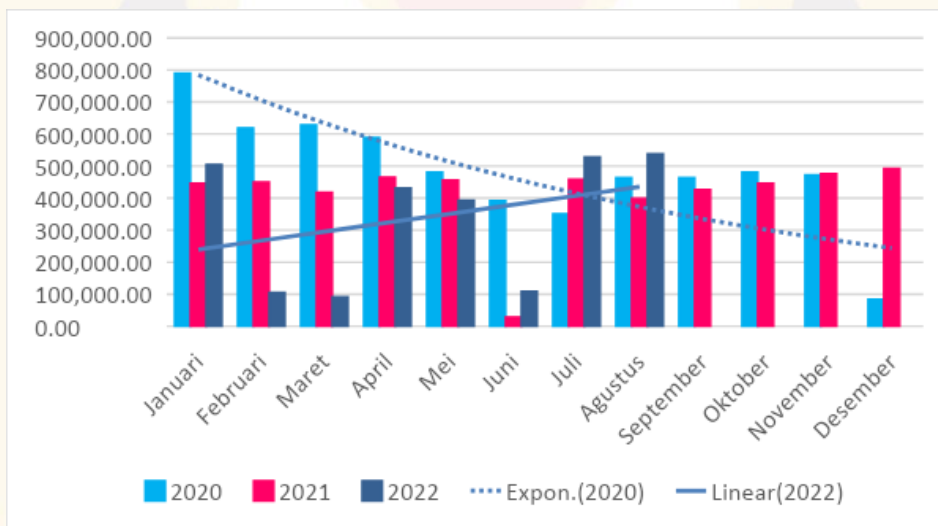


Figure 18. Energy Consumption of the Universitas Padjadjaran Campus (2020-2022)

**GRI 302-2 Energy Consumption outside the Organization**

Data not available

**GRI 302-3 Energy Intensity**

Data not available

**GRI 302-4: Energy Consumption Reduction**

Universits Padjadjaran has shown its determination to achieve status as a sustainable campus, and one of the concrete steps taken is implementing energy efficiency efforts. In order to achieve this goal, the university has adopted a strategy of replacing equipment that consumes large amounts of energy with more energy-efficient equipment. Universitas Padjadjaran is committed to becoming a green campus through concrete programs and actions, including energy conservation and efficiency. The action taken is the use of energy efficiency tools.

Table 1. List of the Use of Energy-Saving Equipment

Appliance	Total Number	Total Number of Energy-Efficient Appliances	Percentage
LED Lamp	19,771	1,720	8.70%
Fan	427	323	75.64%
AC-AC inverter	2,912	455	15.63%
Energy Star-certified electronic			
Monitoring energy tools for lighting and AC [Monics system]			
Shifting Projector to LCD TV			
		Average Percentage	33.32%

Based on the table above, it is known that efforts are being made by Universitas Padjadjaran to implement the use of energy-saving equipment. In 2022, Universitas Padjadjaran succeeded in implementing up to 33.32 percent of energy-saving equipment and it is still higher.

Currently, Universitas Padjadjaran has implemented the use of smart buildings with a total area of 350,946.48 m<sup>2</sup> which has been implemented with a total building area of 383,648.31 m<sup>2</sup> or around 91% of the area has been implemented as smart building locations by implementing the Internet of Things (IoT) system. These smart buildings greatly influence energy consumption at Universitas Padjadjaran to become more efficient by implementing water level monitoring, air

quality monitoring, water quality monitoring, and air temperature and humidity monitoring.

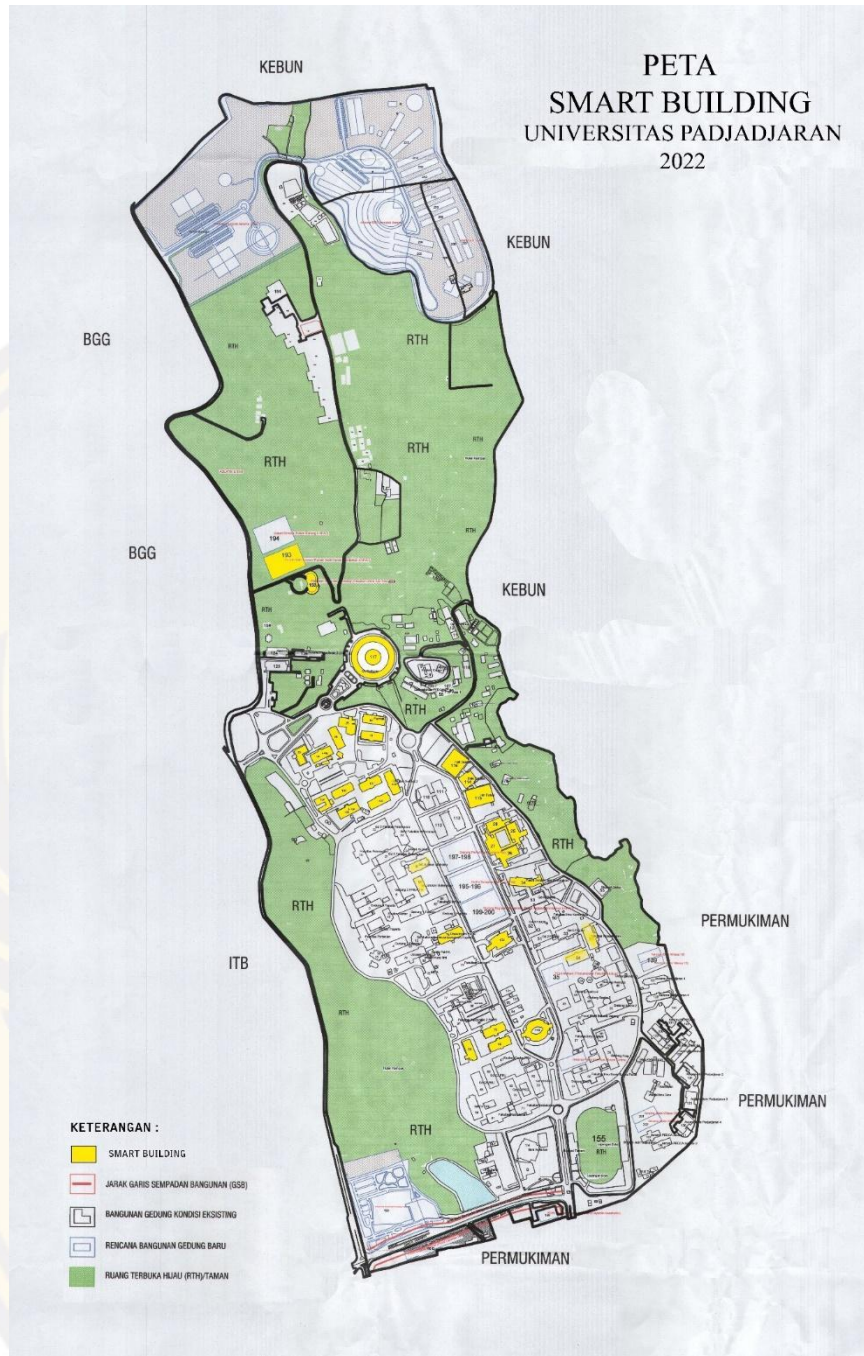


Figure 19. Map of Smart Buildings at Universitas Padjadjaran

Smart buildings have several systems that greatly save energy use, including a passive cooling system which is able to cool the room naturally, light efficiency,

combining the use of CCTV and light in the same object, and the application of natural daily light.



Figure 20. Rooms with *Passive Cooling*



Figure 21. The Use of Light Efficiency and Natural Daily Light



Figure 22. Integrated CCTV, Alarm, and Loudspeaker System

Universitas Padjadjaran continues to implement a transformation in the use of equipment that is more energy-efficient in all its facilities. In addition to prioritizing energy-efficient equipment, the university has also adopted greater

amounts of renewable energy, including the use of solar panels. These solar panels are used to operate various pieces of equipment, such as water pumps, street lighting, ebikes, and biogas systems.



Figure 23. The Use of Solar Panels for Street Lighting and Water Pumps



Figure 24. The Use of Ebike and Biogas as Renewable Energy Producer



Figure 25. The Use of Clean Biomass as a Form of Energy Cycle

Universitas Padjadjaran is currently trying to switch to using renewable energy. There are two alternative energy sources used at Universitas Padjadjaran, namely solar panels and biogas. The amount of energy produced from these technologies is still small, so the ratio of renewable energy use is very small. However, Universitas Padjadjaran is committed to carrying out development and research on aspects of renewable energy.

Production from renewable energy producing technology reached 1,226.86 kWh from total energy consumption of 2,699,152.25 kWh and a renewable energy ratio value of 0.00045. This value has increased from the previous year which was able to produce 226.86 kWh. This is because Universitas Padjadjaran has implemented a new concept of Rectorate electricity which produces 1,000 kWh as renewable energy. Total renewable energy production at Universitas Padjadjaran can be seen in Table 2.

Table 2. Total Renewable Energy Production

<i>Renewable Energy</i>	<i>Appliance</i>	<i>Production (kWh)</i>
Solar Panel	Nanobubble/WTP/Lamp	110.5 kWh
	JPU	72 kWh
	Easy Bike	44 kWh
	Rectorate Electricity	1,000 kWh
Biomass	Lamp	0.36 kWh
Total Production		1,226.86 Kwh

**GRI 302-5: Reduction in Energy Required for Products and Services**

Data not available

**GRI 303-1 Water Extraction Based on Sources**

The water used at Universitas Padjadjaran comes three main water sources to meet water consumption needs: PDAM, deep wells, and springs. Apart from that, water reservoirs are also used to store temporary water, which will flow directly to each building. Some buildings use water directly from deep wells and local water reservoirs. Universitas Padjadjaran has 8 wells as water sources based on the Groundwater Utilization Permit (SIPA).



Figure 26. The Main Water Reservoirs at Universitas Padjadjaran



Figure 27. Well Water Installation at Universitas Padjadjaran

**GRI 303-2: Water Sources Significantly Affected by Water Extraction**

Data not available

### GRI 303-3: Water Recycling and Reusing

Universitas Padjadjaran has made a number of efforts to increase the efficiency of water resource use. According to the Universitas Padjadjaran Campus Environment Manager, one of the steps that has been taken is the implementation of more efficient use of water taps and toilet flush in all buildings. Apart from that, the university also has an integrated water channel system that leads to a reservoir downstream of the campus, which is then used periodically to irrigate plants around the campus. Apart from that, a number of water catchment areas are provided to absorb rainwater with an integrated water drainage system and direct the water to water reservoirs.

Universitas Padjadjaran has provided recycling facilities which are specifically used for consumption needs. Some of these facilities include Jalatista, print-G Nanobubble, as well as a print-G greenhouse laboratory complex on a limited scale. Apart from that, the university also has an injection well system which is used to treat waste water before it is discharged into the checkdam which is located at a depth of 50-60 meters and uses a biopore system on the surface.



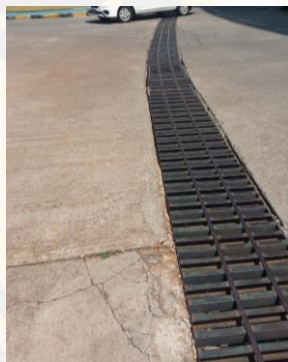
Jalatista drinking water recycling facility



Campus forest as a catchment area



Water reservoirs



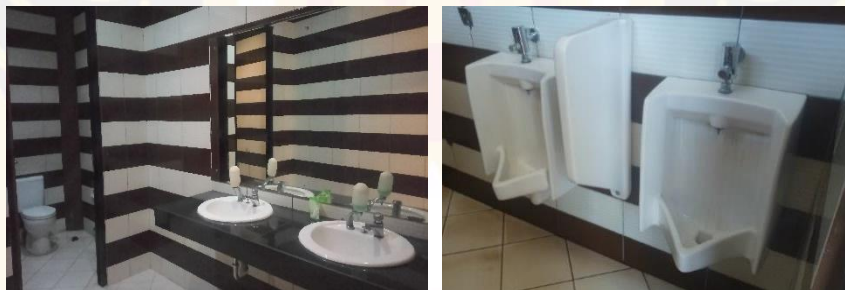
### Integrated drainage system



The drainage system that empties into the checkdam of Universitas Padjadjaran



Water tank truck



Watertap and toilet flush

Figure 28. Several Water Use Installations at Universitas Padjadjaran

### GRI 304-1: Operational Locations Owned, Rented, Managed, or Adjacent to Protected Areas and Areas with High Biodiversity Value Outside Protected Areas

The Universitas Padjadjaran campus in Jatinangor, with an area of 178 hectares, has 45% of the land functioning as a green area, and has biodiversity which is

divided into two clusters. The distribution includes built-up land covering an area of 159,910.92 m<sup>2</sup> (15.9 Ha/10%) of Unpad's area of 1,779,380 m<sup>2</sup> (177 Ha/90%). Of the 90% undeveloped land area, 45% (81.2 Ha) is designated as a campus forest area which includes: Arboretum for a collection of rare plants from West Java (12.5 Ha), candlenut plantation (14 Ha), Arboretum for bamboo which is a collection of 17 species of Indonesian bamboo (10 Ha), Mahagoni forest (15 Ha), and the rest is bush.

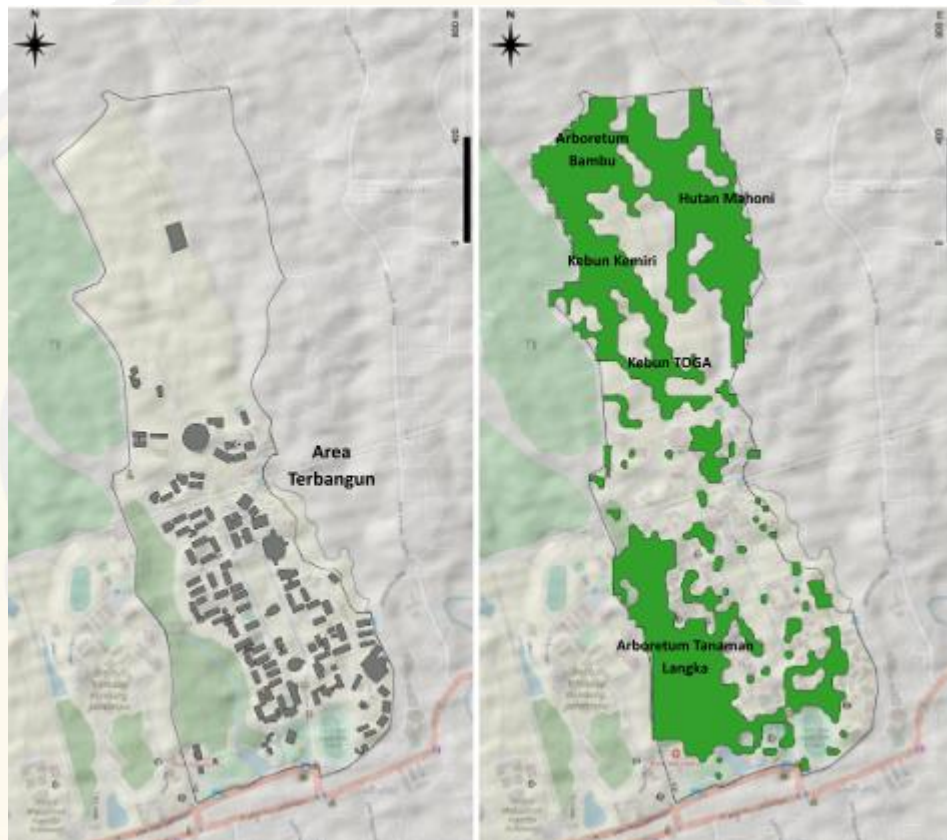


Figure 29. Built-Up Area and Forest Area of Universitas Padjadjaran

The Unpad Arboretum has an area of around 10.5 hectares, divided into several zones: Rare Herb Zone, Rural Ecosystem Zone, Medicinal Plant Zone, Identity Plant Zone, Rare Plant Zone, and Food Plant Zone.

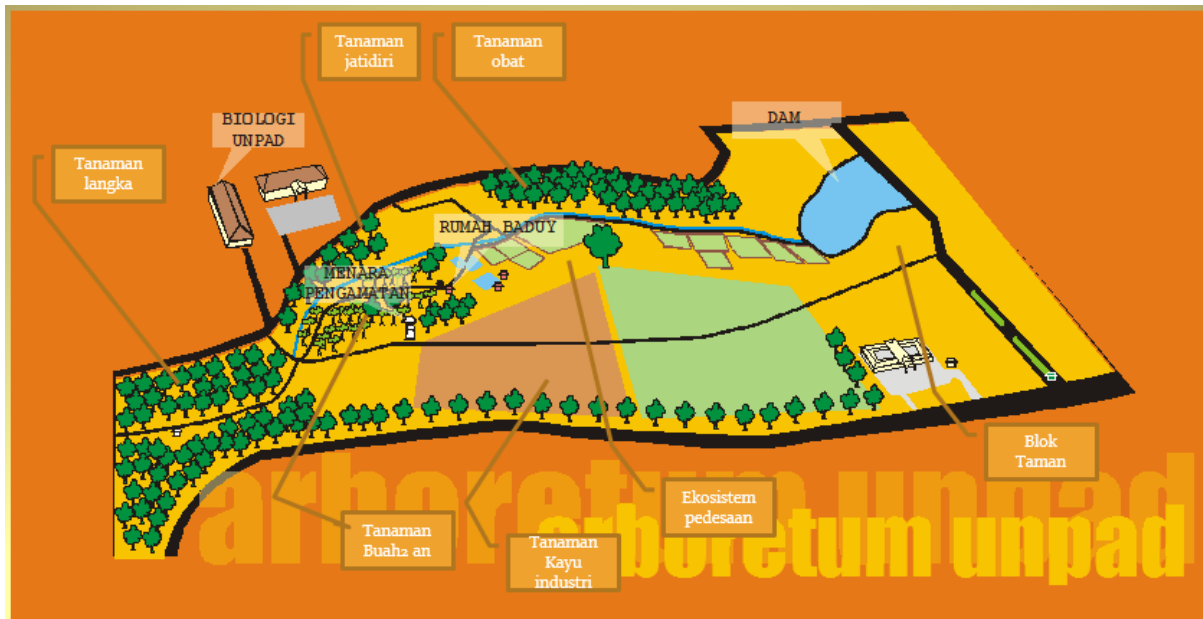


Figure 30. Map of Universitas Padjadjaran Arboretum

**GRI 304-2: Significant Impacts of Activities, Products, and Services on Biodiversity**

Green areas on campus act as natural habitats that support a variety of living creatures such as birds, mammals, herpetofauna, insects, and other species. Apart from functioning as a natural habitat, the campus also plays a role in preserving water sources, which is marked by the emergence of five new springs on campus since reforestation efforts began 30 years ago. More than that, the campus also acts as the lungs of the surrounding environment by absorbing carbon and releasing oxygen. Apart from that, green areas on campus are used as an educational and exploration tool for students, both for conducting research and as a learning tool.

**GRI 304-3: Protected or Restored Habitats**

Universitas Padjadjaran has been monitoring biodiversity around the campus by forming a monitoring team. The biodiversity monitoring activities at the Unpad Jatininggor Campus are routinely held by the Department of Biology together with biology colleges which are members of 5 divisions, namely the mammology division, ornithology division, entomology division, hepetyology division, and marine division.

As a center of a collection of rare plants in West Java, the Unpad arboretum has stored no less than 150 types of plants, and several plants have important meaning, including the category of rare plant species, such as persimmon (*Diospyros khaki* Thunb), nam-nam (*Cynometra cauliflora* Linn), bignay (*Antidesma bunius* (L) Spreng), blackboard tree (*Alstonia Scholaris* (L) R.Br.), cluster fig (*Ficus glomerata* Roxb), Spanish cherry (*Mimusops elengi* L), needlewood tree (*Schima walachii*), champak (*Magnolia champaca*), Indonesia bay leaf (*Eugenia polyantha* Wight), santol (*Sandoricum koetjape* (Burm.f.) Merr), nam-nam (*Cynometra cauliflora* L.), and rukam (*Flacourtica rukam* Z&M). The existence of various types of plants in the arboretum is not only important for the conservation of rare plants, sources of medicine, fruits, and ornamental plants, but also has significance as a habitat for various types of fauna. The results of the inventory of the Biology team (1999), were able to identify various animals from the insect class, namely 6 types of grasshoppers (Fam. Acrididae), 6 types of dragonflies (Fam. Libellulidae), 19 types of butterflies (Fam. Libellulidae), Acraidae, Amanthusiidae, Danaidae, Pieridae, Nymphalidae, Lycaenidae, Papillionidae, Satyridae, and 9 types of spiders (Araneidae, Axyptidae, Dinopidae, Philodranidae, Theriidae)(Appendix 2). The number of species is only a small part because most of the insect species have not been identified. The results of the inventory of bird species recorded 25 bird species.



Figure 31. A Note on Identification Results and a Portrait of an Arboretum Monitoring Activity

**GRI 304-4 Vegetation Growing in Protected Areas**

The plant vegetation within Universitas Padjadjaran is spread across Green Space (RH) clusters one and two. The total area not covered by vegetation is 625,009.83 m<sup>2</sup> (35.13%) & the total area covered by vegetation is 743,308.25 m<sup>2</sup> (41.77%). RH cluster 1 is an artificial forest that has a design that resembles a natural forest and has conservation value.

The vegetation area is divided into two clusters, including the Green area in cluster 1 covering an area of 812,695.83 square meters, which is equivalent to 45.63% of the total campus area. In general, campus forests are found in the Arboretum and in the upper campus area, which focuses more on the Candlenut and Mahogany Gardens. The green area in cluster 1 has a very important ecological role in the context of the campus environment, including as a water catchment area, improving air quality, and also as a habitat for campus biodiversity.

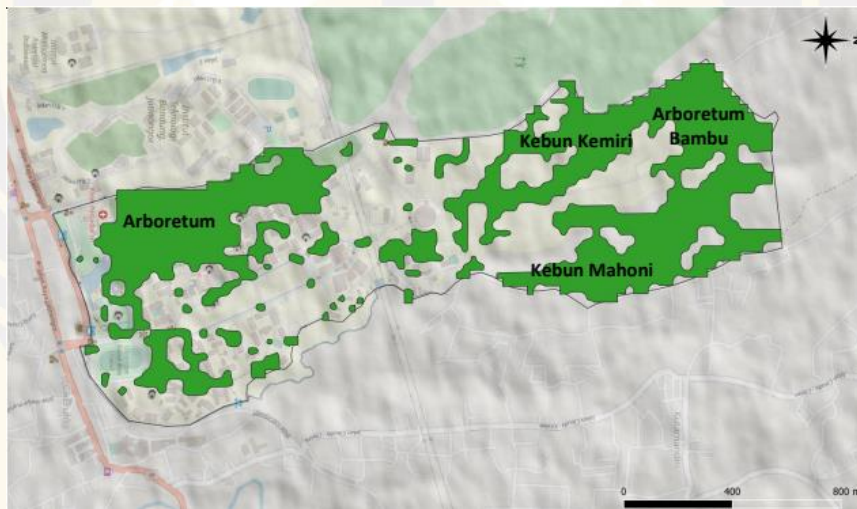


Figure 32. Total Area of Green Space Cluster 1

The vegetation that grows within the Universitas Padjadjaran area is very diverse, Cluster I (Arboretum) = 77 plant types, 30 families, 1,858 individuals & Cluster II (JHJ, Park, Green Parking Area) = 74 plant types, 32 families, 1912 individuals.

Table 3. Number of Individuals and Distribution of Fabaceae Family Plants in RH cluster I (UNIVERSITAS PADJADJARAN Jatiningor Campus Forest)

No	Plant Name		Number of Individuals
	Indonesian Name	Scientific Name	
1	Akasia	<i>Acacia mangium</i> Willd	17
2	Akasia	<i>Acacia auriculiformis</i> A.Cunn. ex Benth.	5
3	Angsana	<i>Pterocarpus indicus</i> Willd.(1802)	7
4	Dadap Cangkring	<i>Erythrina microcarpa</i> Lour.	2
5	Flamboyan	<i>Delonix regia</i> (Hook.) Raf.	14
6	Jengkol	<i>Archidendron pauciflorum</i> (Benth.)	2
7	Johar	<i>Senna siamea</i> (Lamk.) Irwin et Barneby	3
8	Kopi Anjing	<i>Cynometra cauliflora</i> L.	5
9	Lantorogung	<i>Leucaena lecocephala</i> (Lamk.) de Wit, 1961	5
10	Petai	<i>Parkia speciosa</i> Hassk.	5
11	Pohon kupu-kupu	<i>Bauhinia purpurea</i> (L.) Benth.	2
12	Saga besar	<i>Abrus precatorius</i> L.	7
13	Sengon biasa	<i>Albizzia falcataria</i> (Osbeck) Merr.	18
14	Sengon buto	<i>Enterolobium cyclocarpum</i> (Osbeck) Merr.	42
15	Sono keeling	<i>Dalbergia latifolia</i> Roxb.	2

Source: Nurjaman (2018)



Figure 33. Arboretum Area



Figure 34. Candlenut Garden and Mahogany Garden

Green areas in cluster 2 are more concentrated in the central area of campus, especially along green lanes and parks. The total area of vegetation covered in cluster 2 reaches 443,522.33 square meters. The presence of vegetation in green lanes, such as those on campus, has various functions including road shading, rainwater absorption, air pollution removal, dust absorption, and also plays a role in reducing noise. Apart from that, the green area in cluster 2 also provides an aesthetic element in the park which creates a beautiful and comfortable environment for academic staff and guests who come to visit.



Figure 35. Total Area of Green Space Cluster 1

Table 4. Number of Individuals and Distribution of Fabaceae Family Plants in RH Cluster 2 (UNIVERSITAS PADJADJARAN Jatinangor Campus Forest)

No.	Plant Name		Number of Individuals
	Indonesian Name	Scientific Name	
1	Akasia	<i>Acacia mangium</i> Willd	23
2	Akasia	<i>Acacia auriculiformis</i> A.Cunn. ex Benth.	24
3	Angsana	<i>Pterocarpus indicus</i> Willd.(1802)	54
4	Dadap cangkring	<i>Erythrina microcarpa</i> Lour.	5
5	Flamboyan	<i>Delonix regia</i> (Hook.) Raf.	66
6	Jengkol	<i>Archidendron pauciflorum</i> (Benth.) I.C.Nielsen	1
7	Johar	<i>Cassia siamea</i> (Lamk.) Irwin et Barneby	4
8	Kelor	<i>Moringa oleifera</i> Gaertn	3
9	Lantorogung	<i>Leucaena lecocephala</i> (Lamk.) de Wit, 1961	33

10	Petai	Parkia speciosa Hassk.	2
11	Pohon Kupu-kupu	Bauhinia purpurea (L.) Benth.	31
12	Saga besar	Abrus precatorius L.	5
13	Sengon biasa	Albizia falcataria (Osbeck) Merr.	21
14	Sengon buto	Enterolobium cyclocarpum (Osbeck) Merr.	9
15	Sono keling	Dalbergia latifolia Roxb.	3
16	Trembesi	Samanea saman (Jacq.) Merr.	2

Source: Nurjaman (2018)



Figure 36. Vegetation in Green Lanes and Campus Parks

ANNEX

Emissions-Related Policies

**GRI 305-1: Direct GHG Emissions (Scope 1)**

Universitas Padjadjaran has implemented various programs to reduce emissions produced within the campus environment. Carbon gas emissions, which arise from the use of resources such as electricity, buses, cars, and motorbikes, have a total production of around 1,464 tons per day. Based on this carbon gas emissions data, electricity use is the largest contributor to total carbon gas emissions on campus. Carbon gas produced from electricity use almost completely dominates the total amount of carbon gas emissions created. This is mainly due to the high level of electricity use in various units on campus. Apart from that, the second largest contributor is the use of motorbikes. Details of Universitas Padjadjaran’s carbon emission data based on the number of vehicles entering every day are presented in the table below.

Table 5. Universitas Padjadjaran Carbon Data Based on the Number of Vehicles Entering Every Day. (Metrics/Tons)

Kendaraan	Jumlah kendaraan/hari	Faktor Emisi (g/liter)	Konsumsi Bahan Bakar (liter/km)	Jarak Tempuh Rata-rata (km)	Emisi CO2 (g/hari)	Persentase
R2	4.893	2.597,86	0,0196	1,5	373.723,98	25,53%
R4	1.722	2.597,86	0,1069	1,5	717.328,12	49,01%
R>4	5	2.924,90	0,2614	1,5	5.734,27	0,39%
Shuttle	12	2.924,90	0,2614	40	366.993,05	25,07%
Total Emisi Karbon (Tanpa kegiatan Unpad Bersepeda)				(g/hari)	1.463.779,42	
				kg/hari	1.463,78	
				ton/hari	1,464	

Efforts to reduce carbon emissions are carried out by implementing easy bikes equipped with shelter bikes and zero emission buggies with a ratio of 0.01104 units/population.

No.	Zero Emission Vehicle	Number	Unit
1	Unpad Campus Bicycle (Bank Mandiri)	40	unit
2	Unpad Faculty of Law Campus Bicycle	7	unit
3	Boseh Bandung Grant Bicycle	10	unit
4	Solar Cell Bicycle (Easy Bike)	20	unit
5	Bicycle from Rebo Nyapedah Event & Faculty Anniversary	100	unit
6	E-bike	7	unit
7	Unpad Society Private Bike (i-Go Unpad)	300	unit
8	Electric Car (Buggy)	2	unit
TOTAL ZEV		486	unit
TOTAL POPULATION		44.027	orang
RATIO (ZEV UNIT/POPULATION)		0.01104	

#### GRI 305-2: Indirect GHG Energy Emissions (Scope 2)

Data not available

#### GRI 305-3: Other Indirect GHG Emissions (Scope 3)

Data not available

#### GRI 305-4: GHG Emission Intensity

Data not available

#### GRI 305-5: Emission Reduction (GHG)

Universitas Padjadjaran has several programs aimed at reducing greenhouse gases such as 1) Regulations; 2) replanting program, 3) zero-emission vehicle policy; 4) Program to reduce paper and plastic use on campus; 5) Use of LED lights, Solar Panels, and water efficiency; 6) *Bale Tatanen*; 7) Waste management program.

1) Regulations

- Universitas Padjadjaran has published regulations and also a technical guidebook. The rules regarding green campus that are currently being implemented are in accordance with the Rector Decree and the occupational safety and health guidebook, namely Rector Decree no. 45 of 2016, Rector Decree no.22 of 2021, and Technical Guidelines for Environmental Order, Security, and Safety of the Universitas Padjadjaran Campus.



Figure 37. Technical Guidebook and Regulations Related to Green Campus

2) Replanting Program

The restoration program involves efforts to reduce carbon gas emissions that cause the greenhouse effect. Replanting is carried out around the campus area to support biodiversity conservation, which includes planting various types of rare plants and local fruit plants. The restoration process takes place in both RH clusters, both cluster 1 and cluster 2 on campus.

3) Zero-Emission Vehicle Policy

Universitas Padjadjaran also offers a variety of transportation facilities available to members of the campus community, including buses, bicycles, and electric cars. Efforts have also been made to improve pedestrian facilities with the aim of providing extra comfort for pedestrians carrying out activities on campus. Apart from that, there are efforts to provide centralized parking lots and dormitory facilities, which aim to reduce the number of vehicles operating. Greenhouse gas emissions tend to come from vehicles entering campus, and one of the strategies implemented is encouraging the use of campus

transportation as an alternative to reducing the use of private vehicles, as well as increasing pedestrian paths to encourage the campus community to walk, in line with the "Universitas Padjadjaran *Nyepedah* Movement" campaign.



Figure 38. Provision of Campus Buses and Bicycles for the Universitas Padjadjaran Society



Figure 39. Centralized Parking Lot for the Campus Society

4) Program to Reduce Paper and Plastic Use on Campus

Other programs also continue to be implemented, such as reducing the use of papers and plastics, using e-office for campus administration purposes, implementing the 3R program (reuse, reduce, recycle), using personal tumblers and cutlery. In addition, the implementation of reducing plastic waste is campaigned for with campaigns on the use of drinking bottles and the provision of Jalatista to refill drinking water.



Figure 40. The Use of E-Office in Campus Administration

5) The Use of LED lights, Solar Panels, and Water Efficiency

Universitas Padjadjaran has taken major steps in reducing carbon emissions in the campus environment by prioritizing energy efficiency. This includes the use of LED lights, solar panels, as well as saving water. Efforts to develop solar panels and adopt LED lights are the university's way of supporting the use of renewable energy sources on campus with the aim of reducing energy consumption significantly. The implementation of LED lights on the Universitas Padjadjaran campus, for example, can reduce electrical energy consumption and energy costs by around 85% more efficiently compared to incandescent lamps and other lamps that have similar lighting intensity and service life. Further steps taken by Universitas Padjadjaran in an effort to reduce emissions in the campus environment in 2021 are through collaboration with BUMN by installing a Rooftop Solar Power Plant (PLTS) with a capacity of 3 KWp at the Faculty of Economics & Business, Universitas Padjadjaran, and plans to build PLTS in 13 buildings on the Universitas Padjadjaran Jatinangor campus.



Gambar 41. Purwarupa PLTS dan Penggunaan Lampu LED

6) *Bale Tatanen*

*Bale Tatanen Padjadjaran* is a facility that combines developments in hydroponic agricultural technology. This place is located in the Hydroponic Green House of the Faculty of Agriculture, Universitas Padjadjaran, Jatinangor, and has currently reactivated five green houses. *Bale Tatanen's* smart green house concept incorporates Internet of Things (IoT) principles to control the microclimate and provide plant nutrition, making plant cultivation in a greenhouse run automatically, precisely, and under control. *Bale Tatanen* is also connected with the Smart Watering Kit innovation, which is a smart hydroponic device that uses the principle of an automatic watering system without the need for electrical energy. The application of this Smart Watering Kit can increase the efficiency of water and nutrient use.



Figure 42. Bale Tatanen's Smart Green House

7) Waste Management Program

Universitas Padjadjaran has a waste management entity called the Environmental K3 Center (PK3L). Waste management at Universitas Padjadjaran implements an integrated waste management system known as Integrated Solid Waste Management (ISWM), which combines various technologies and management. Since 2000 until now, waste management at this university has adopted the 3R method, namely reducing waste generation (reduce), reuse (reuse) and recycle (recycle) in Ciparanje with an area of

around 2,000 square meters, which is located around 300 meters from the main academic activity center at the Universitas Padjadjaran Jatinangor Campus. Several stages in waste management at Ciparanje TPS3R include separating waste based on types, such as organic waste and inorganic waste.



Figure 43. Area of Universitas Padjadjaran Ciparanje TPS3R

In 2022, Universitas Padjadjaran will produce total carbon emissions of 3,488 metric tons. This increase in carbon production was also caused by the system change to a hybrid learning system after the pandemic. The largest carbon footprint comes from electricity use at 2,267.29 and the second largest contributor to carbon emissions is motorbikes at 704.61. At the University, the carbon footprint per person of the total campus population is 0.08 metric tons. We provide a reduction of Carbon Footprint from Goes Behavior. The Goes Behavior program estimates that the average number of cyclists per day is 16 people. From this amount, a carbon footprint reduction of 3.84 is obtained. So, we can reduce our carbon footprint by 3.84.

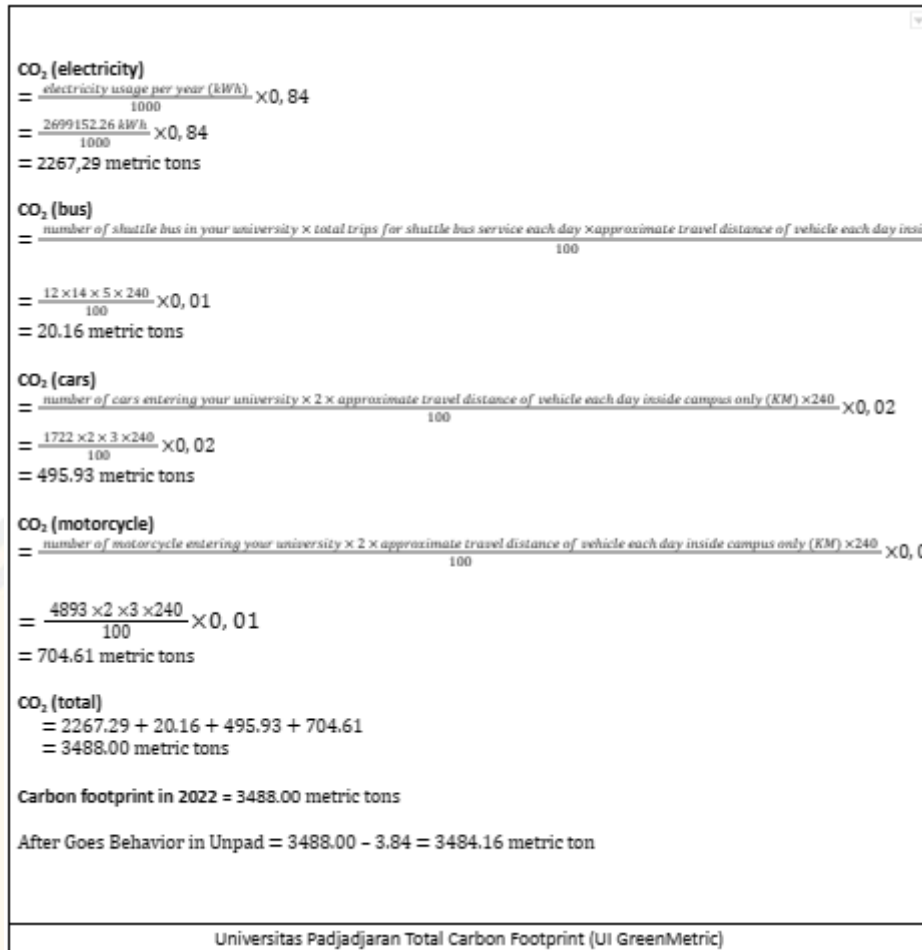


Figure 44. Total Carbon Footprint (CO<sub>2</sub> emissions in the last 12 months, in metric tons)

**GRI 305-6: Emissions of Ozone Depleting Substances (ODS)**

Data not available

**GRI 305-7: Nitrogen Oxides (NO<sub>x</sub>), Sulphur Oxides (SO<sub>x</sub>), and Other Significant Air Emissions**

Data not available

**GRI 306-1: Water Release Based on Quality and Purpose**

**Laboratory Liquid Waste Management**

Activities on the Universitas Padjadjaran Jatinangor campus produce liquid waste from laboratory practicums. Waste originating from laboratory practicums, including chemistry, pharmacy, and PPBS laboratories, is collected. Liquid waste management on this campus is well regulated, domestic liquid waste flows into the biofilter, non-B<sub>3</sub> laboratory liquid waste is processed by the WWTP then flows



into the Check Dam, and B<sub>3</sub> waste is collected from each faculty and stored in the B<sub>3</sub> TPS and then processed. Universitas Padjadjaran has 5 WWTPs that are capable of processing laboratory waste in an integrated manner.

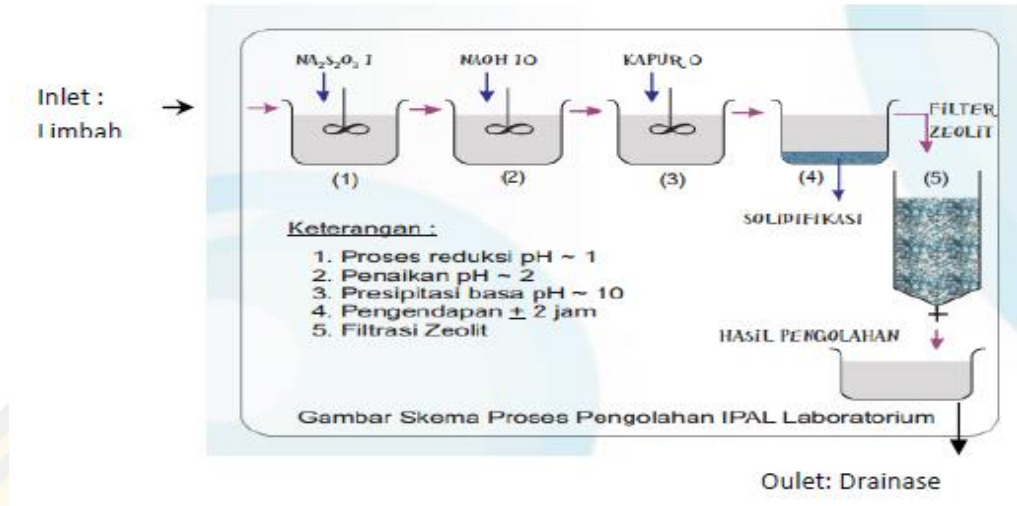


Figure 45. Liquid Waste Processing Scheme



Figure 46. Liquid Waste Management with Waste Water Treatment Plants (WWTP) in the Universitas Padjadjaran Area

### Domestic Wastewater (Grey Water) Management

Management of domestic waste originating from office buildings, lecture buildings, and dormitories is carried out by applying simple technology using a septic tank system which allows a natural process, where excess waste will be channeled into water bodies. This septic tank is used to treat domestic wastewater, including wastewater from bathing, washing, toilets, and kitchens, using either a bio septic tank or a conventional septic tank installed in a residential or office building. This technology has the ability to reduce or even eliminate most organic content by around 90%, reducing around 50-60% of nitrogen and phosphate waste released into the environment. By using this technology, the percentage of organic content in waste, which usually pollutes the environment by 100%, can be reduced by around 20%. The application of this technology on the Jatiningor campus began in 2016, especially in new buildings that carry smart building and eco-building principles

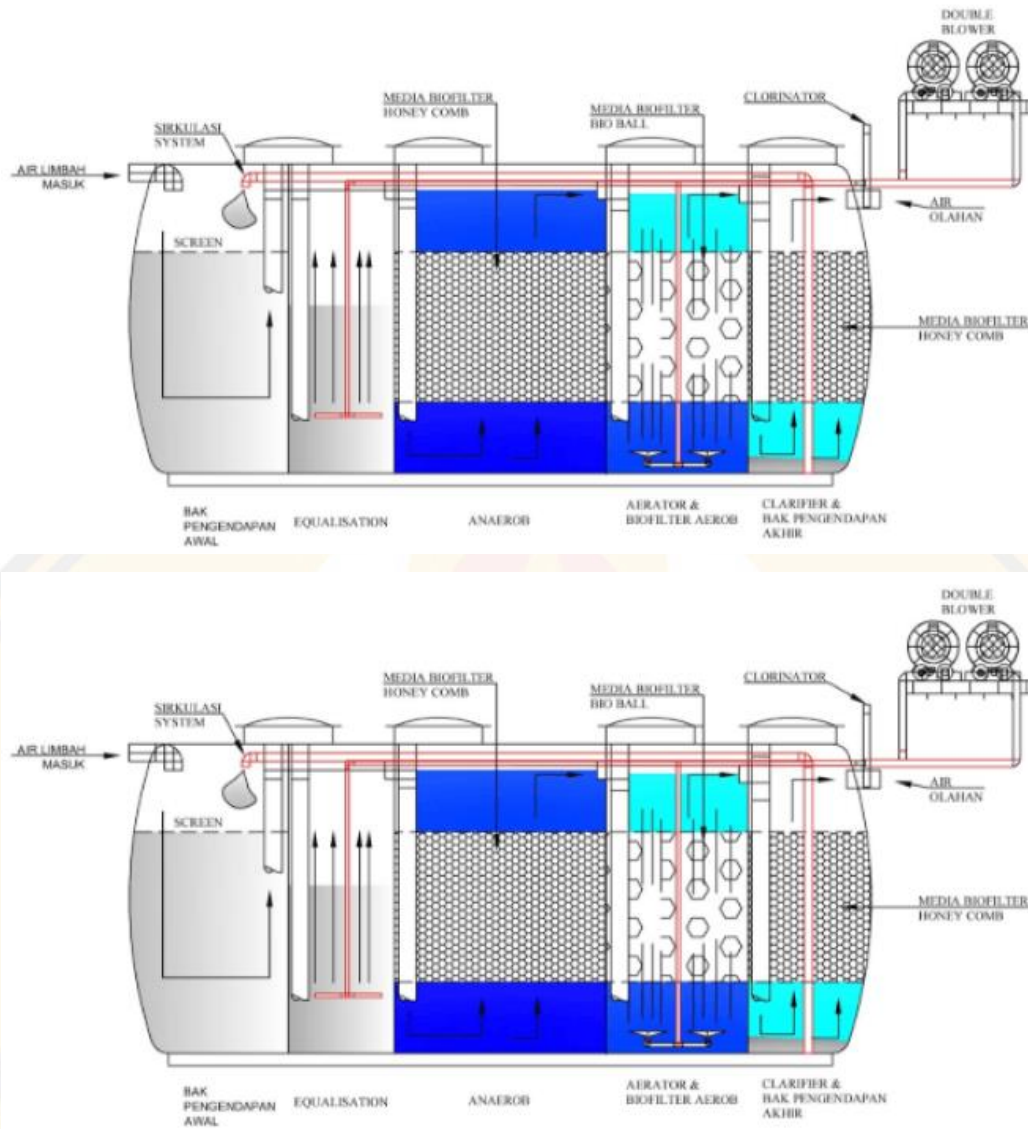


Figure 47. Anaerobic and Aerobic Biofilter Waste Treatment System

### Canteen Wastewater Management

The canteen area at Universitas Padjadjaran, Jatinangor, produces liquid waste which is processed using a grease trap. However, the effectiveness of this grease trap depends on the physical properties of the wastewater produced. Grease traps function to separate floating substances, such as fat and oil, although they cannot break down these substances naturally due to their short time of stay. The insulating walls of the grease trap play a role in reducing turbulence and retaining substances that float in the wastewater.

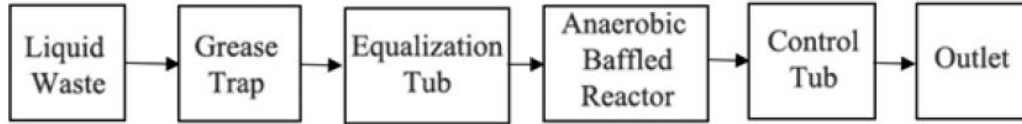


Figure 48. Scheme of the Grease Trap Proses

**Storage Tank Monitoring**

The water quality in the storage tank is routinely checked once a year. The results of this examination show that the ammonia, COD, and pH content of the water in the storage tank is around 0.006 mg/L, 47.79 mg/L, and has a pH level of around 7, respectively. These findings are in accordance with the regulations contained in the Regulation of the Minister of Environment Number 68 of 2016 concerning Domestic Wastewater Quality Standards, which confirms that biological treatment in control ponds has a significant positive impact.

**GRI 306-2: Waste Based on Type and Disposal Method**

Every year, the amount of waste produced by Universitas Padjadjaran continues to increase. This increase is, at least in large part, due to the increase in the number of students on the Universitas Padjadjaran campus. The total number of Universitas Padjadjaran students in 2015-2023 reached 145,667 with a total waste volume of 72,000 tons.

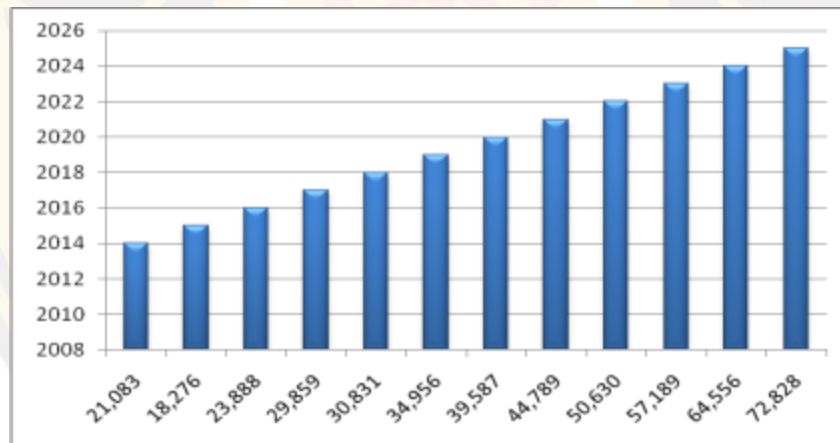


Figure 49. Increase in the Number of Students

Table 6. Universitas Padjadjaran Waste Mass Balance

INPUT	VOLUME							PROCESS	OUTPUT (KG)	(%)
	DORMITORY	BUILDING	CANTEEN	MOSQUE	UKM	RECTORATE	K <sub>3</sub> L			
Paper and Paper Materials	101,435	108,923	262	36,921	28,000	128,360	0	Plastic Sorting	667.25	15.21
Fabric or Textile Products	6,180	880	1	1,290	4,600	1,150	0	Shredding Machine	200	4.56
Mineral Water Bottles								Paper Sorting	917.63	20.92
Plastic Bags	22,055	21,703	47	19,807	5,780	29,100	0	Composting	1,024.88	23.37
Stereofoam	55,080	22,648	123	15,976	15,450	21,222	0	Processed outside Unpad	150	3.42
Office Plastics	12,205	13,234	10	5,688	2,210	2,880	0	Subtotal	2,959.76	
Rubber Products	1,360	1,594	0	335	320	1,200	0	Entering the Incinerator	1,426.11	32.52
Office Waste Wood	0	312	5	550	80	350	0	Total	4,385.84	100
Glass Material	0	207	1	765	130	5,460	0			
All Types of Metal	4,010	1,545	8	320	8,890	2,050	0			
Sand/Stone Material	10,510	4,551	50	3,864	3,290	4,601	0			
Food Residue	0	107	1	0	2,520	4,350	0			
Leaves, Twigs							2563			
Practicum Animals	207,960	95,490	761	32,602	41,710	129,510	0			
Microorganisms										
Wet Specimens of Plants	0	70	18	4,506	260	13,770	2,563			
Animal Waste	0	0	0	0	0	0	0			

Universitas Padjadjaran has a waste processing system that is currently running well. Waste processing starts from providing waste containers that are differentiated based on types, namely organic, non-organic, and mixed waste. These three types of waste are collected in agreed places within each faculty area. Every day, the waste will be transported by two trucks from seven to one in the afternoon. However, during this transportation the waste is not sorted again. Next,

the lift trucks take the waste to TPS<sub>3</sub>R which is located in Ciparanje and is fully managed by Universitas Padjadjaran.



Figure 50. Waste Transport Process

The waste that arrives will be sorted according to its categories, namely plastic waste that can be resold and mixed plastic waste that cannot be sold, paper, paperboard, cardboard, compost, waste processed outside the campus, and residue.

**GRI 306-3: Significant Spill**

Data not available

**GRI 306-4: Hazardous Waste Transport**

Management of hazardous and toxic waste at Universitas Padjadjaran is carried out specifically and comprehensively, involving collaboration with a third party, namely CV. Sinergi Braga Mandiri (in accordance with SPK No. 16061/UN6.PPA/TU/2019). Handling of toxic waste within the university environment is regulated based on the following regulations:

- Rector Regulation of Universitas Padjadjaran Number 40 of 2016 which regulates the Organization and Work Procedures of Universitas Padjadjaran.
- Rector Regulation of Universitas Padjadjaran Number 45 of 2016 which regulates technical guidelines related to environmental order, security, and safety at Universitas Padjadjaran.
- Technical Guidelines for the Environmental Order, Security, and Safety of Universitas Padjadjaran.

Waste collected from various work units at the university is transported by trained technicians from the Occupational Health and Safety Unit to the Temporary

Waste Storage Site (TPS) in Ciparanje. This TPS is designed to store hazardous and toxic waste (LB<sub>3</sub>) safely until it is collected by a company authorized to manage B<sub>3</sub> waste (for example PPLI). All packaging, labeling, and document processes relating to B<sub>3</sub> waste are regulated to comply with national and international regulations in accordance with Republic of Indonesia Government Regulation Number 101 of 2014 concerning Management of Hazardous and Toxic Waste (LB<sub>3</sub>).

Every faculty at Universitas Padjadjaran has the obligation to identify and manage all B<sub>3</sub> waste in accordance with the provisions contained in the Republic of Indonesia Government Regulation Number 101 of 2014 concerning Management of Hazardous and Toxic Waste. After being identified and managed by the faculty, the B<sub>3</sub> waste is then transported to the temporary B<sub>3</sub> waste storage site in Ciparanje by the K<sub>3</sub>L Unit. B<sub>3</sub> waste from various faculties is placed at the Ciparanje TPS and transported by a third party (vendor/CV. Sinergi Braga Mandiri). Medical waste produced in the laboratory is processed by burning it in an incinerator, and the ash produced from the incineration process is then collected. Further management steps for this medical waste are handled by a third party that has certification from the government, namely PT. Layanan Medivest.

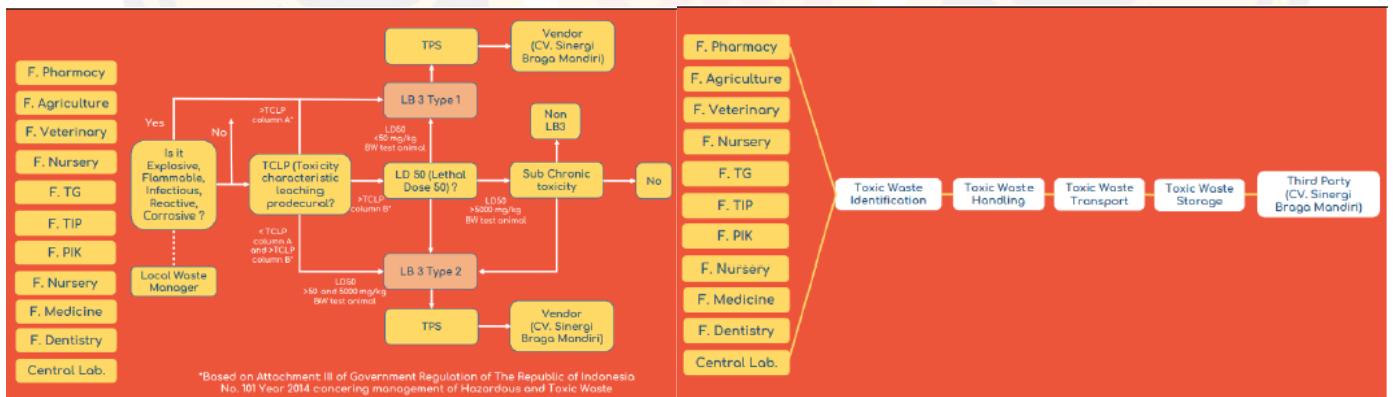


Figure 51. Local Hazardous Waste Management

The management at each faculty identifies the waste produced and separates it and labels it according to its category. Based on the provisions in Government Regulation no. 101 of 2014, waste is classified into three main categories, namely Type 1 B<sub>3</sub> Waste, Type 2 B<sub>3</sub> Waste, and Non-B<sub>3</sub> Waste. Type 1 B<sub>3</sub> waste has the following properties: explosive, flammable, reactive, infectious, corrosive, and/or



toxic. These properties are tested according to the procedures described in Appendix II of Government Regulation No. 101 of 2014, except for toxic properties which are tested using TCLP (Toxicity Characteristic Leaching Procedure) and LD<sub>50</sub> Test.

Subchronic toxicology test on hazardous and toxic waste consider it Type 2 B<sub>3</sub> Waste if it shows subchronic toxicity within 90 (ninety) days in mice. Other factors to be considered include observation of growth, accumulation or bioconcentration, behavioral response studies, test animal individuals, and/or analysis by a histopathologist. For example, chloroform, which is a common solvent used in the extraction of natural compounds at FPIK, will be categorized as Type 1 B<sub>3</sub> Waste if the concentration is above 24 mg/L. However, if the concentration is less than 3 mg/L, it will be categorized as non-B<sub>3</sub> waste. Chloroform can also be categorized as Type 2 B<sub>3</sub> Waste because it has an LD<sub>50</sub> of 704 mg/L.

Jerry cans are used as temporary storage for hazardous and toxic waste, which is then labeled with some information, such as solvent name, concentration (TCLP), and waste category. The B<sub>3</sub> waste that has been labeled from the faculty is then transported to a temporary storage in Ciparanje by the K<sub>3</sub>L Unit. All B<sub>3</sub> waste is stored at the TPS until a third party or vendor arrives to transfer it.

Table 7. Toxic Properties Test with TCLP

Pollutant Concentration	Waste Type	LD <sub>50</sub> oral test, 7 days (in mice)
≤ TCLP-A	B3 Type 1	≤ 50 mg/kg body weight
≤TCLP-A and > TCLP-B	B3 Type 2	≤ 50 mg/kg body weight ≤ 5000 mg/kg body weight



Figure 52. Hazardous Waste Processing Facilities

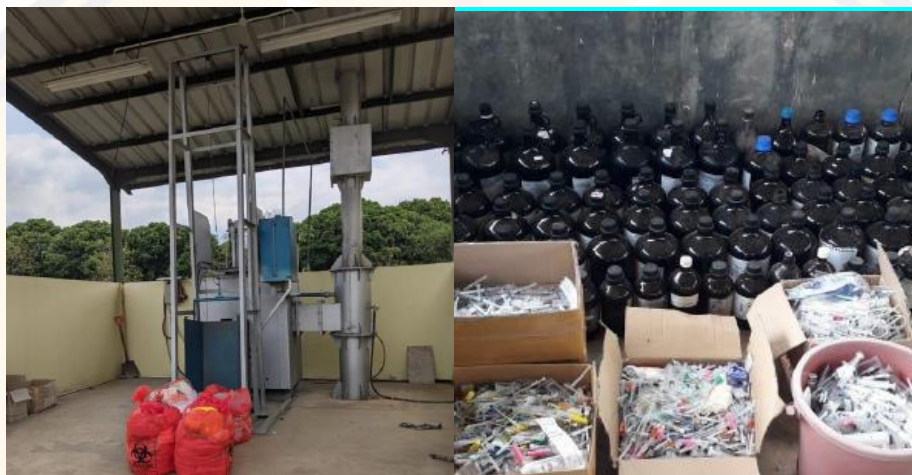


Figure 53. Hazardous Waste Incineration and Hazardous Waste Sorting



Figure 54. Autoclave and Liquid Solvents for Hazardous Waste

**GRI 306-5: Water Bodies Affected by Water Discharge and/or Overflow**

Data not available

**GRI 307-1: Non-Compliance with Environmental Laws and Regulations**

Data not available

### **GRI 308-1: Selection of New Suppliers Using Environmental Criteria**

There are only general criteria, but not specific to the environment.

### **GRI 308-2: Negative Environmental Impacts in the Supply Chain and Actions Taken**

#### **Waste Processing**

Universitas Padjadjaran has adopted a waste management approach which consists of two main categories, namely management of organic waste and non-organic waste. In the management of organic waste, Universitas Padjadjaran involves the process of transforming organic waste into various products, including biogas, compost, and catfish feed. The biogas system implemented mainly focuses on processing livestock manure. This process adopts an anaerobic system that operates in a closed environment. Organic materials put into the biodigester are processed by special bacteria that produce methane through a modification mechanism, producing biogas. Biogas production reaches around 0.36 kWh kg per day and is used as a fuel source for cooking purposes, to provide energy to brood hens, and to generate electricity.

This biogas management is the result of collaboration between the Environmental Management Unit of the Universitas Padjadjaran Campus and the Faculty of Animal Husbandry with the application of the Biomethagreen concept. The Biomethagreen concept is an effort to manage waste on-site with an environmentally-friendly approach with the aim of providing benefits especially for the campus environment. This management process involves collecting livestock waste in airtight tubes. In the tubes, bacteria work to produce methane gas, which is then collected in plastic tubes (as gas containers). This methane gas can be channeled to a generator or used directly on a stove. The use of biogas has the benefit of reducing dependence on LPG and as an alternative source of electrical energy.



Figure 55. Universitas Padjadjaran Biogas Installation

The processing of waste into fertilizer using compost technology at Universitas Padjadjaran currently produces 100 kg per day or an average of 1.5 tons per month. The area used for the compost house is 7 x 4 m<sup>2</sup>. The compost produced is sold to the community around the campus. At Universitas Padjadjaran, this waste compost system has been started since 2002 at the Jatinangor Campus.



Figure 56. Compost House

Another organic waste management is processing it into catfish feed. This is done to realize the formation of zero waste, the maggot pellets only fulfill the remaining needs of the campus with a production amount of 50-80 kg per week.

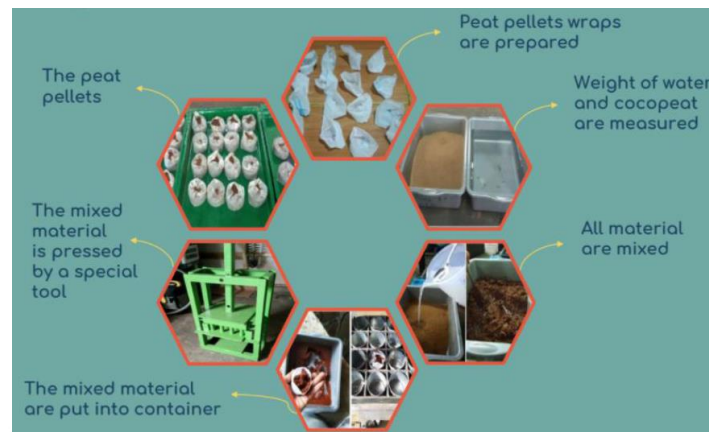


Figure 57. Catfish Feed Production

Non-organic waste processing is carried out by referring to Sumedang Regency Regional Regulation Number 2 of 2014 concerning Management of Household Waste and Waste Similar to Household Waste in Sumedang Regency Chapter XIV Article 44 Prohibition of Burning Waste.

Universitas Padjadjaran has adopted two different technologies in the waste incineration process. The first technology is a combustion furnace which is capable of reaching a combustion temperature of around 400 degrees Celsius. This furnace is operated to burn daily waste residue without relying on fuel (BBM). This process involves air circulation and uses a blower system. It is important to note that the combustion furnace is only used to treat residual waste generated in the campus environment, and the volume of this residue does not exceed 25% of the total waste generated. This means that all residual waste is destroyed using a combustion furnace, achieving an incineration rate of 100%.

The second technology used is an incinerator which has the ability to reach higher combustion temperatures, ranging from 800 to 1000 degrees Celsius. The incinerator uses diesel fuel with a combustion capacity of more than 10 kg in one operating cycle. This incinerator is equipped with a recuperator to capture the smoke produced after the waste volume reaches the maximum limit. The incinerator at Universitas Padjadjaran is used specifically to burn medical waste and practicum waste which is included in the infectious category after sterilization. For several years, waste management from this incinerator was previously managed by PT. Bumeresik, but since 2016, this management has

become the direct responsibility of UNPAD PK3L. Inorganic waste management using incinerators is currently managed at Ciparanje TPS 3R which has an area of around 2,000 m<sup>2</sup>. Through the use of this tool, Universitas Padjadjaran is able to reduce the volume of waste by 32.52%.



Figure 58. Incinerator

Currently, the ash produced (especially the ash at the bottom) has been used as a mixture of bricks and molded manually, and these bricks are used to build incinerator buildings on site. If incinerator production matches maximum production capacity, more raw materials will be used for brick production.



Figure 59. Utilization of Burning Ash Remains into Bricks

# CHAPTER V

## SOCIAL-SPECIFIC DISCLOSURE

### Labor Practice and Decent Work

#### GRI 401: Employment

Universitas Padjadjaran has two categories of employees, namely employees who have permanent civil servant (PNS) status and employees who are not civil servants. Currently, the number of lecturers at Universitas Padjadjaran is around 2,063 people, consisting of lecturers with permanent civil servant status and lecturers with permanent non-civil servant status. Meanwhile, the number of education staff (tendik) is around 1,972 people, with some of them having civil servant status and some others not having the status. Universitas Padjadjaran also recruits Lecturers with NIDK (National Lecturer Registration Number). Lecturers with NIDK are those who come from other ministries outside the Ministry of Education, such as at the Faculty of Medicine, the number is around 250 people, and they are usually doctors who teach as part of their duties, and Universitas Padjadjaran does not incur additional costs for this.

Table 8. Number of Universitas Padjadjaran Lecturers and Education Staff in 2021-2022

Year	Lecturer		Education Staff		Total
	Civil Servant	Non-Civil Servant	Civil Servant	Non-Civil Servant	
2021	1,613	472	1,401	639	4,125
2022	2,867	1,183			

The composition of the division of types of employees at Universitas Padjadjaran is written in detail in Rector Regulation of Universitas Padjadjaran Number 3 of 2018, namely:

1. Permanent Civil Servant Employees. These employees are the ones that can be called ASN
2. Permanent Non-Civil Servant Employees. These employees are permanent employees who are specially appointed based on a Rector Decree of Universitas Padjadjaran with full responsibility using the internal budget or Community Fund budget.
3. Outsourced employees, contract employees, and extraordinary lecturers. They are employees who are determined based on a contract agreement for a certain period of time. Their accountability fully uses the internal budget or community fund budget.

Every employee at Universitas Padjadjaran, whether they have permanent status or not, has the right to remuneration. Remuneration includes all income received by all Universitas Padjadjaran employees, including salaries, allowances, serdos (Lecturer Certificates), PTNBH salaries (Daily Non-Fixed Receipts), and incentives. The legal basis relating to civil servants refers to Republic of Indonesia Government Regulation Number 25 of 2010. Permanent non-civil servant employees at Universitas Padjadjaran are also treated the same as permanent civil servant employees, both in terms of salary and in terms of their career development. Regarding incentives, the arrangements are under the internal control of Universitas Padjadjaran.

#### **GRI 402-1: Labor/Management Relations**

Changes in the operations of Universitas Padjadjaran are always notified to all parties about a week or a month in advance. Before implementing new regulations, collective negotiations and discussions always take place involving the Rector and the University management team. Universitas Padjadjaran operates a corporate system involving department and unit level leaders. Therefore, if communication problems occur, they usually occur at the level of unit or department leaders when communicating with their subordinates and in following directions from the rectorate.

In addition, changes or revisions to operational rules are considered in groups, for example by analyzing trends over the last 5 years at Universitas Padjadjaran to plan policy direction. Universitas Padjadjaran applies a combined down-top and top-down approach in decision making. After the direction from the rector is announced to department management, supervision is carried out from staff to the dean's team as a follow-up.

Currently, Universitas Padjadjaran is designing a program called "Motekar Universitas Padjadjaran in Preparing Sapta Karsa". The rector communicates this program and asks for input from the deans, academic senate, professor council, and MWA. If there are responses or feedback from these parties, the rectorate will consider whether it is necessary to adjust the rules that will be implemented, whether by changing, deleting, or adding them. Therefore, Universitas Padjadjaran takes policies together, involving various parties in the process of making new rules, and the more input that is obtained before ratifying new rules, the better the hope for their implementation at Universitas Padjadjaran.

#### **GRI 403-3: Occupational Health and Safety**

Universitas Padjadjaran is an educational institution operating in the public domain. Basically, Universitas Padjadjaran is not included in the category of institutions that have high risks in carrying out their duties. However, Universitas Padjadjaran still has policies related to health care guarantees and handling of work accidents that may occur. This policy includes assistance that will be provided by Universitas Padjadjaran itself and also involves BPJS Health as an existing collaboration partner.

Universitas Padjadjaran always gives full attention and makes continuous efforts to improve health services for lecturers and education staff (Tendik). Strengthening efforts lie in health services for employees and their families. In the first quarter of 2021, Universitas Padjadjaran has explored collaboration with PT. Telkom Medika in this case. Moreover, in 2021, especially during the pandemic, Universitas Padjadjaran has implemented prevention and treatment programs. One of the prevention programs that has been implemented is Unpad Wellness.

The Unpad Wellness Program aims to maintain and improve health through various approaches, including exercise and physical activity, balanced nutritional intake, as well as appropriate management of stress and psychological aspects. This program was implemented in two batches, with the first batch participants from management officials and the second batch participants from education staff.

Universitas Padjadjaran has also formed a COVID-19 Handling Task Force whose task is to manage various services related to the COVID-19 pandemic for Universitas Padjadjaran denizens. These services include antigen or PCR examination and vaccination programs for lecturers, education staff, students, and their families. The university has also provided independent isolation facilities in two dormitories in Jatinangor and uses the Teaching Hospital Building (Eijkman) as an isolation facility with adequate facilities and infrastructure. In order to support these services, Universitas Padjadjaran also provides assistance by medical personnel and psychologists, as well as providing assistance and compensation for care and support for those who are grieving due to this pandemic.

#### **GRI 404-2: Training and Education**

Universitas Padjadjaran has implemented various functional positions with the aim of ensuring the level of professionalism of individuals. For example, lecturers now have certain functional positions, so that lecturers at Universitas Padjadjaran are considered extraordinary education staff or are usually referred to as ordinary civil servants. Likewise, technical staff or education staff such as laboratory assistants who work in laboratories, archivists with responsibilities in the field of archives, and computer administrators who play a role in developing information technology also receive similar treatment. Universitas Padjadjaran has provided instructions for staff and lecturers to achieve functional positions that are relevant to their work. In this context, lecturers and staff receive guidance both formally and informally. This guidance involves training, courses, and certification. In addition, formal guidance is provided to provide further educational support to Universitas Padjadjaran lecturers and staff. Currently, around 50% of Universitas Padjadjaran staff have a high school education background or below, and

Universitas Padjadjaran strives to support them in improving their qualifications for career advancement.

Regulations regarding the frequency of further studies for lecturers and staff are regulated in Rector Regulation no. 29 of 2016. This Rector Regulation includes criteria and conditions related to assistance provided by Universitas Padjadjaran. The Department of Human Resources at Universitas Padjadjaran has also asked the Deans and Vice Deans of Faculties to develop study programs specifically aimed at education staff (Tendik) at the university. As a result, there will be special study programs with various fields of study that have schedules that suit education staff's duties to facilitate their career development.

Universitas Padjadjaran has held various trainings for researchers and lecturers in 2021. One of the programs that has been implemented is training on data processing and manuscript writing, which focuses heavily on research and innovation programs. This training was held with the aim of increasing the capacity of researchers in disseminating their research results. In addition, as a response to the pandemic situation which has limited physical meetings and direct learning activities, Universitas Padjadjaran has also organized training in digital teaching skills and hybrid class management for lecturers. Apart from that, similar training was also carried out for education staff, including training on managing hybrid classes, using a learning management system (LMS), and developing English language skills.

#### **GRI 405-2: Diversity and Equal Opportunity**

All Universitas Padjadjaran employees receive a monthly income which includes basic salary, allowances, remuneration, and incentives. There is no difference in the basic salary and compensation ratio between female and male employees. The basic salary for permanent employees who are Civil Servants (PNS) is regulated in accordance with the provisions contained in the Republic of Indonesia Government Regulation Number 25 of 2010 and Law of the Republic of Indonesia Number 5 of 2014. In addition, permanent non-civil servant employees also receive

a basic salary equivalent to that of civil servant employees, but the funding source comes from Universitas Padjadjaran.

The remuneration component, which includes allowances, is regulated by regulations stipulated by the Rector of Universitas Padjadjaran, such as Rector Regulation Number 16 of 2017 concerning Procedures for Providing, Withholding, and Terminating Payment of Performance Allowances for Education Staff within Universitas Padjadjaran, Rector Regulation Number 3 of 2018 concerning Guidelines for Functional Positions, Remuneration, and Calculations for the Performance of Universitas Padjadjaran Education Staff, and Rector Regulation Number 24 of 2018 concerning Guidelines for Implementing Performance Allowances for Universitas Padjadjaran Lecturers.

Apart from that, the process for the promotions of employees' ranks and positions is also based on their achievements and performance, and this principle is regulated in Rector Regulation Number 3 of 2018 concerning Guidelines for Functional Positions, Remuneration, and Calculations for the Performance Universitas Padjadjaran Education Staff, as well as Rector Regulation Number 18 of 2018 concerning Management of Universitas Padjadjaran Civil Servant Education Staff.

#### Community

##### **GRI 414-2: Supplier Social Assessment**

In the social aspect, included in the community sub-category, there is an emphasis on Universitas Padjadjaran's contribution to the community around the campus and also collaboration with business partners. This is reflected through various policies taken by Universitas Padjadjaran. Apart from that, the research carried out focuses on community service, as is integrated in the Community Service (KKN) program. Universitas Padjadjaran also seeks to support the local community's economy by facilitating MSMEs at Oorange, a business incubator owned by the university. In addition, Universitas Padjadjaran has allocated science and technology area (KST) facilities to facilitate business start-ups which are expected to contribute to the economy of the communities around Jatinangor and Sumedang where the university is located.

This program covers Universitas Padjadjaran's responsibilities in social and economic aspects towards the community around its campus. In 2017, Universitas Padjadjaran received the 2017 International Council for Small Business (ICSB) Indonesia Presidential Award in the researcher and academician category. This recognition was given as a result of Universitas Padjadjaran's dedication and commitment in supporting the development of small and medium enterprises (MSMEs) in the West Java region. With the various facilities and business incubation units available at Universitas Padjadjaran, various groups of MSMEs, consisting of members of the society of academicians and the general public, have joined and feel that the mentoring program provided by the university really helps them in developing their businesses. Therefore, the International Council for Small Business (ICSB), an international non-profit organization that focuses on developing the small business sector, recognizes Universitas Padjadjaran as an educational institution that is committed to developing MSMEs.

During the pandemic in 2021, Universitas Padjadjaran collaborated with the Ministry of Social Affairs of the Republic of Indonesia through the Oorange business incubator to run the ProKUS program. ProKUS is a social empowerment program that combines business and social activities with a business approach to prevent and overcome social risks and social problems. The mentoring program held includes several stages, such as training for mentors, data validation, and business grouping based on clusters, preparation of business concepts, workshops, and business assistance which covers aspects such as business legality, determining product cost prices, financial management, marketing strategies, e-commerce, packaging design, legality of food products labeled P-IRT, virtual exhibitions, monitoring business improvement for program participants, and monitoring community empowerment and access to banking.

Economic value is not only measured directly, but also spread indirectly through increasing the capacity of various parties, in line with the spirit of Universitas Padjadjaran which is expressed in its tagline "From West Java for Indonesia to the World through Sustainable Development Goals." Universitas Padjadjaran has played an active role in the declaration of the Ciletuh Geopark which has received

approval from UNESCO. It is hoped that the construction of the Ciletuh Geopark will stimulate the economy in the surrounding area. Universitas Padjadjaran has carried out various scientific studies to support the development of this Geopark. Apart from that, the Pangandaran Regency Government has asked Universitas Padjadjaran to assist in developing Geoparks in the Pangandaran area. It is hoped that this Geopark development effort will maintain sustainability, not only at the university level, but also at a wider level, namely West Java as a whole. Apart from donating intellectual property, Universitas Padjadjaran also provides financial assistance to support the development of Geoparks. Universitas Padjadjaran also has facilities that can be used by the general public around the campus, such as water facilities, sports fields, and stadiums. Laboratories can also be used by the general public as long as they meet the applicable requirements for borrowing them.

From the collaboration perspective, the Directorate of Innovation and Corporations at Universitas Padjadjaran acts as a gateway for partners who wish to collaborate with the university. Collaboration, both domestic and international ones, is carried out with consideration of the expected goals and possible impacts. Mutual benefit is one aspect that is considered, with the question of whether the collaboration will provide benefits for both the university and the partner, and whether it will harm other parties. All collaboration is based on the priorities of Universitas Padjadjaran. Regulations related to collaboration can be found in Rector Regulation Number 5 of 2016 and its derivative, namely Rector Decree (SK) Number 523. Thus, the implementation of collaboration follows the regulatory basis mentioned above.

There are real and sustainable benefits that are expected from implementing collaboration with external partners at Universitas Padjadjaran. These benefits include the use of study results received by the university for the development of the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*). Apart from that, several forms of grants such as the University Study and Consultation Center (PSDKU) in Pangandaran and collaboration with the West Java Provincial Government provide additional benefits. Collaboration in the education sector,

such as curriculum development by inviting guest lecturers from abroad, is also part of the benefits of collaboration. In the educational context, there are student exchange programs and collaboration with staff from the Ministry of Health. For example, staff from the Ministry of Health can conduct studies at Universitas Padjadjaran, while their research is carried out within the Ministry of Health. This provides long-term benefits for the university because it creates a network of alumni working in the Ministry of Health.

Before a collaboration agreement is implemented, there are a series of stages that must be passed, including initiation, ratification, implementation, monitoring, evaluation, and reporting. Universitas Padjadjaran directs the characteristics of cooperation in accordance with the principles of developing the Three Pillars of Higher Education (Tri Dharma Perguruan Tinggi). There are several collaboration priorities identified with partners to ensure that collaboration is in line with the priorities of Universitas Padjadjaran. The procurement of goods/services at Universitas Padjadjaran is regulated in Rector Regulation of Universitas Padjadjaran Number 6 of 2017 concerning Procurement of Goods/Services within Universitas Padjadjaran, Rector Regulation Number 7 of 2017 concerning Selection of Universitas Padjadjaran Business Collaboration Partners, and Rector Regulation Number 2 of 2018 concerning Procurement of Goods/Services Sourced from the State Budget and Regional Budget. In general, these three regulations regulate procedures for procurement of goods/services at Universitas Padjadjaran in accordance with applicable laws and regulations.

Universitas Padjadjaran was founded as a manifestation of the aspirations of the people of West Java to improve the welfare of this area. This university has committed to actively participating in the development of West Java. The goals and direction of West Java's development have been determined through the West Java Common Goals (CGs), and Universitas Padjadjaran tries to contribute more to achieving them through strategic programs that support West Java CGs, known as the "Universitas Padjadjaran *Nyaah ka Jabar* Program."

This program has started with concrete steps, such as an affirmation program for students from West Java. This aims to increase the access of the people of West Java to higher education at Universitas Padjadjaran. Apart from that, the university also provides support to the West Java regional government in implementing development programs. Apart from that, they also collaborate with universities in West Java and accelerate regional development through the Professors Entering Villages (PMD) Program and the development of a service bond scholarship program that supports West Java.

Considering the historical contribution of Universitas Padjadjaran, the hope is that this university will become the main choice for the people of West Java. It is hoped that the university's excellence and public recognition of its quality will make Universitas Padjadjaran a priority. To achieve this, they run another strategic program, "Universitas Padjadjaran *Kahiji* Program," which aims to increase public interest in choosing Universitas Padjadjaran as their main choice. This program involves two main steps, namely increasing promotion of Universitas Padjadjaran's superior products and developing a media center.

Apart from that, Universitas Padjadjaran is also encouraged by society, industry, and the business world to play a more active role in increasing efficiency and productivity. This university is expected to become a significant research and development institution. They have established various partnerships with industries in the forms of expert services and innovation development involving the faculties and academic staff of Universitas Padjadjaran. Currently, education at universities is not only related to graduates' readiness to work (employability) but also involves elements of entrepreneurship. Society expects graduates to be able to act as entrepreneurs, not just look for work. This hope continues to grow, and the community wants Universitas Padjadjaran to become a center for knowledge development and technology transfer which has a positive impact on the economy and community welfare, especially in West Java. Universitas Padjadjaran is asked to continue to produce innovations through the Three Pillars of Higher Education (*Tri Dharma Perguruan Tinggi*) which can provide economic benefits to society at large.

In the research and innovation sector, there is a regional innovation system that is being developed and requires contributions from universities. It is hoped that this research and innovation will have a positive impact on the economy and community welfare as well as accelerate development in various sectors in accordance with the Sustainable Development Goals (SDGs) and Common Goals (CGs) of West Java. Education, research conducted, and community service, such as the Community Service (KKN) Program, have been directed to support the achievement of the SDGs. Apart from that, Universitas Padjadjaran has also involved the community in the process of making policies that have a significant impact on the surrounding environment, such as when designing policies related to the KKN Program with the collaboration of the Sumedang Regency Government.

## Human Rights

### **GRI 406: Non-Discrimination**

The Universitas Padjadjaran campus is large in size with a variety of students. Universitas Padjadjaran has accepted students from various regions in Indonesia and also from abroad, who have various backgrounds. Universitas Padjadjaran also implements inclusive access and services for students. Every student has an equal opportunity to become a student at Universitas Padjadjaran regardless of their background. Universitas Padjadjaran continues to strive to be a friendly university for international students and every year, the number of international students continues to increase. International students are also given the opportunity to get to know Indonesian culture and join a community that involves students from within and outside the country.

### **GRI 407: Freedom of Association and Collective Bargaining**

Universitas Padjadjaran provides various student organizations that aim to support student activities and goals. Every student has equal rights to join and participate in these various organizations. They also have the opportunity to create and develop programs aimed at improving soft skills.

**GRI 408: Child Labor**

Universitas Padjadjaran has employees who are mature and have supporting certificates in their fields. All members of the work team at Universitas Padjadjaran are individuals who are ready to work. However, the university also opens opportunities for internship students who can be placed in various divisions, such as the International Office of Universitas Padjadjaran, the Universitas Padjadjaran SDGs Center, and others. Students who want to do internships need to meet several requirements, such as permission from their school or taking part in an internship program offered by the school. Students' participation in the internship program is their personal decision, and they will receive salaries in accordance with applicable regulations.

**GRI 409: Forced or Compulsory Labor**

Universitas Padjadjaran does not implement forced or compulsory labor practices on campus. Each member of the work team is given a salary commensurate with the work and tasks they perform. For example, lecturers receive incentives after completing their research. Academic workers also have the opportunity to take part in training and obtain certification that can enhance their careers. Apart from that, for workers who are undergoing internships, Universitas Padjadjaran adjusts working hours to suit their needs.

**GRI 410: Security Practices**

All security personnel at Universitas Padjadjaran have undergone relevant training and received certification in their field before they are accepted to work. Security personnel at Universitas Padjadjaran are divided into three levels, namely *Gada Pratama*, *Gada Madya*, and *Gada Utama*. Currently, Universitas Padjadjaran has 88 security officers on duty directly on campus, out of a total of 326 security personnel available.

**GRI 412: Human Rights Assessment**

Universitas Padjadjaran is an educational institution that is committed to promoting human rights (HAM) and supporting the principles of equality. To date, there have been no reports or complaints related to human rights violations within Universitas Padjadjaran.

### **GRI 413: Local Communities**

Universitas Padjadjaran is actively involved in programs aimed at contributing to the development and empowerment of communities around the campus. Several of these programs are integrated with the three pillars of higher education (*tri dharma perguruan tinggi*) commitment, including Community Needs Orientation (OKK) and Community Service (KKN). Within the framework of this activity, faculties, lecturers, and students play an active role in supporting the development of local and regional communities, especially in business and development aspects. Apart from that, Universitas Padjadjaran also organizes a business incubation program called OORANGE which opens up opportunities for local businesses to register, receive training, and receive sponsorship support. So far, there have been no complaints submitted by the community around the campus regarding the presence of Universitas Padjadjaran.

#### **Safety**

### **GRI 416: Health and Safety**

Universitas Padjadjaran has prepared infrastructure and facilities specifically designed to support educational activities. Within the campus, there are a number of footpaths that are used for pedestrians, which aim to support the welfare of the campus community, and there is a sustainable building construction and maintenance program to maintain the safety of all campus members. Each faculty has also installed safety procedures that can be followed by students, lecturers, and other staff, which aim to prevent accidents and damage, for example the ones that have been implemented at the Faculty of Pharmacy. Apart from that, Universitas Padjadjaran has also provided infrastructure such as special pedestrian paths for the disabled.

### **GRI 417: Labeling**

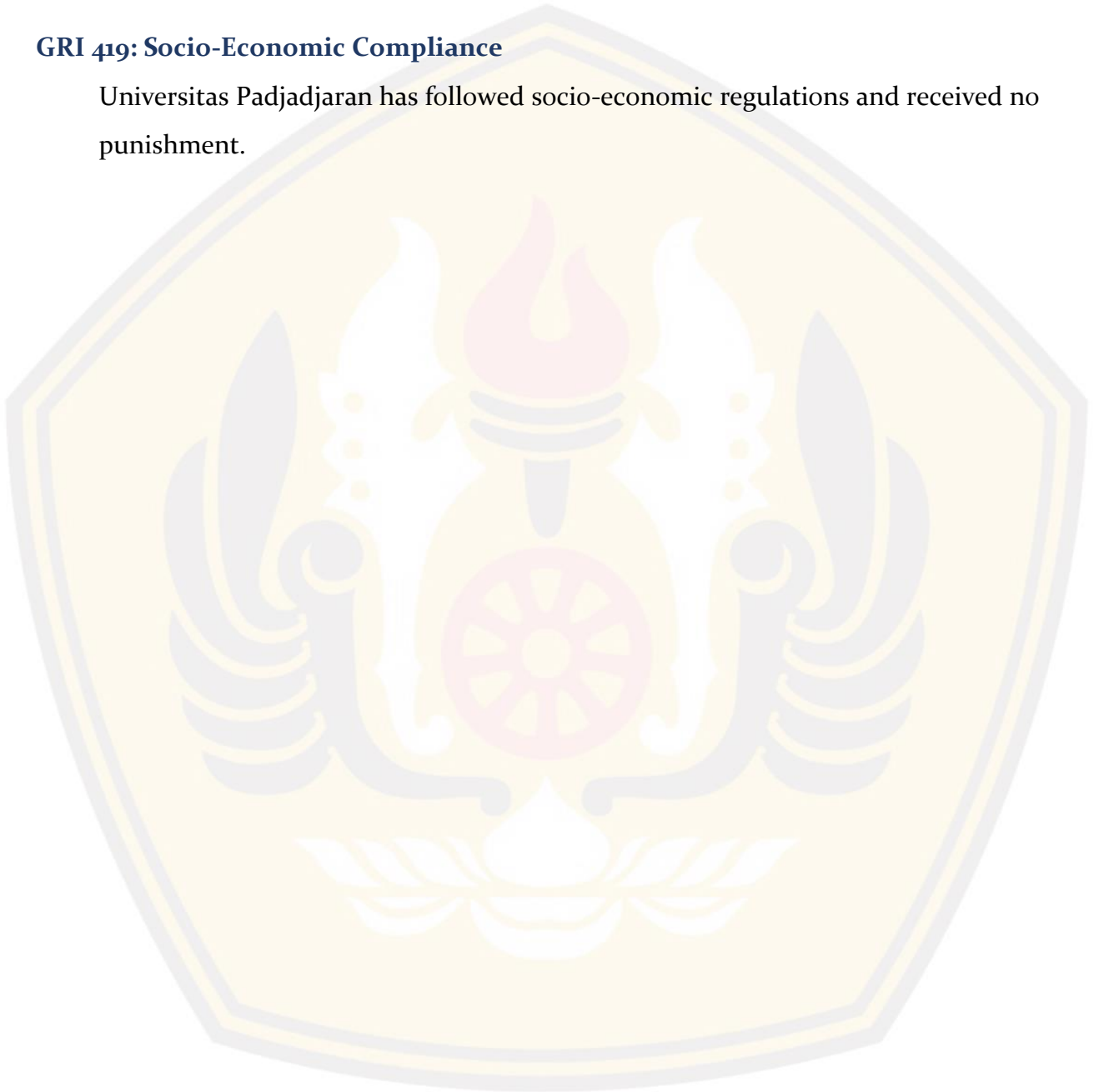
As a state university and PTNBH, Universitas Padjadjaran is not permitted to carry out commercial marketing or promotions related to names or products.

**GRI 418: Privacy**

Universitas Padjadjaran consistently maintains the privacy of every user registered in its information system. To date, there have been no reports or complaints regarding leaks of information submitted to the campus.

**GRI 419: Socio-Economic Compliance**

Universitas Padjadjaran has followed socio-economic regulations and received no punishment.



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