



FPT University’s sustainability policy

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Chapter I: Underpinning FPT University's policy is a set of core principles

Article 1: Sustainability literacy

To develop sustainability literacy so that staff and students are empowered, engaged, and committed global citizens and can use this knowledge and experience to make informed and responsible decisions.

Article 2: Sustainable working and living practices

To promote sustainable working and living practices and make sustainability core to our structures, governance, decision-making, curriculum development, and operational processes.

Article 3: Culture in the University

To build a culture within which all staff and students understand that sustainability is a collective responsibility. From senior management to first-year students, everybody plays their part, and they will be encouraged to challenge and act when standards are not being maintained.

To make a strong commitment to sustainability as part of our student actions and behaviors by ensuring students have the opportunity to develop an understanding of eco-social issues and have integrated experience of theory and practice in their learning and extracurricular activities.

Article 4: Sharing sustainability topic

To build on our academic development to enable positive change through our research and knowledge transfer on sustainability and assess our contribution against the underlying targets and indicators.

Article 5: Community and collaboration

To maximize the wider positive impact of the University's sustainable development activity at the local, regional, national, and international levels through communication, collaboration, and partnership.

Article 6: Responsible Consumption and Production

To be more effective in the University's use and management of our resources and facilities and make large reductions in the use of natural fuel resources, carbon emissions, and reduce waste to landfill.

Article 7: Reduced Inequalities

Ensure that all students, staff, and other stakeholders have equal opportunity and are treated fairly and justly. Unfair treatment on the grounds of disability, gender, race, age, sexual orientation, religion/ belief, health status, social status, language, ethnic or national origin is unacceptable. The University and the legal system protect all actions against discrimination.

Article 8: General Principle

To be recognized as a model of good sustainability practice in the higher education sector.

Chapter II: Leadership and Governance

Article 9: Supporting research, learning, and teaching activities on sustainability

Fund for academics' research, learning, and teaching activities on sustainability.

Article 10: The university's plan and targets

The University creates a strategic annual plan and sets targets for more contributions to the achievement of the SDGs.

Article 11: Management of educational and training activities

Manage quality in the University's education and training according to international standard ISO 21001:2018 to ensure the sustainability of activities.

Article 12: Relationships with regional NGOs and government for SDG policy

FPT University encourages long-term collaboration with national governments or regional non-governmental organizations to identify problems and challenges in SDG policy development, as well as to develop policies and strategies to enable adaptive management in the adaptation of epidemics and climate change, such as floods and droughts.

Article 13: Identify and engage with local stakeholders

Since 2019, FPT University has applied the ISO 21001:2018 Standards, which specializes in the education sector, for its quality assurance (QA). By following the ISO-based quality assurance guidelines, the University identifies local stakeholders external as follows:

Table 1: Sample analysis of levels of interest and participation of interested parties in different types of educational organizations

Categories	Interested parties							
	Learners	Staff	Parents and guardians	Government	External providers	Suppliers	Labor market	Competitors
University/ College	HI	HI	LC	MI	MC	MCh	HI	HCh
Tutoring, coaching, and mentoring	HC	HC	MC	LCh	MC	L	HCh	MCh
Level of interest: High (H); Medium (M); Low (L); None (N) Level of participation: Involved (I); Consulted (C); Represented (R); Checked (Ch) These categories can be interpreted differently in different national contexts.								

1. The University identifies learners, staff, and labor market (corporate partners) as high-level interest and participation (HI).
2. FPT University aims to create and maintain activities with partners under the iCASE model: internship, co-research program, academic, scholarship, and employment.
3. FPTU is committed to creating and maintaining collaborations with strategic partners who are prestigious and reputable enterprises with large transaction volumes, meeting the requirements of the university.

Chapter III: Staff Engagement and Human Resources

Article 14: Employment policy on discrimination

Strengthen the platform where staff and faculty can share experiences, network, and raise issues with Human Resources Department. All issues (including issues related to discrimination in the workplace based on religion, sexuality, gender, age, or refugee status) will be discussed and solved properly.

Article 15: Gender balance at all levels

Achieve gender balance at all levels of the University through equity recruitment policies for staff and faculty.

Article 16: Employment policy modern slavery

1. The University is committed to frankly discussing and speaking up for human rights in the national discourses about the issue of violence against women, forced labor, modern slavery, human trafficking, and child labor.
2. Modern slavery is extremely prevalent across the globe. The University ensures that there is no modern slavery in our supply chains or any part of our business.

Article 17: Guarantee equivalent rights of employees

1. FPT University outsourcing contracts for the actual performance of tasks under a service contract are regulated by the FPT Corporation's Regulation on Procurement and internal regulations.
2. When outsourcing activities to third parties, the University takes all appropriate measures to ensure the equivalent rights of employees on:
 - Compensations and benefits
 - Labor regulations
 - Enforcement of labor standards in accordance with The Viet Nam Labor Code 2019.

Article 18: Allow working remotely

1. FPT University is committed to building an inclusive, respectful, and flexible working environment for all regardless of ethnicity, religion, disability immigration status, or gender. The flexible working arrangement includes deciding between online or offline, mixed online and offline. The University's information technology and administration systems have been designed to adapt to flexible working arrangements, especially in risky situations (such as during the covid 19 pandemic, the university has completely remote working).
2. All University employees may request a flexible work arrangement. All requests for a flexible work arrangement will be considered on a case-by-case basis where work schedules have been shown to accomplish their work.

Article 19: Competitive and Equitable Pay Levels

1. No matter their ethnicity, religion, disability immigration status, or gender, FPT University is committed to paying all staff and faculty equally based on their contribution, workload, and productivity.
2. The FPT Corporation's salary structure has been designed on the basis of modern science and technology, periodically reviewed, and managed/evaluated by a prestigious board. This salary structure is a competitive pay level compared to other enterprises/universities at the same level in the market/society.

Chapter IV: Health and Wellbeing

Article 20: Sustainable food purchases

Maximum cooperation with local and sustainable food and beverage suppliers.

Article 21: Health and wellbeing programs

The Culture and Unions Department delivers programs and projects involved in promoting health and well-being including hygiene, nutrition, family planning, sports, exercise, aging well, and other health and well-being-related topics.

Article 22: Mental health support

1. Improve the quality of mental health care for students. The university periodically conducts surveys to collect feedback from students and parents regarding mental health services.
2. Psychologists collaborate with faculty to deliver programs and projects of mental health care for students.

Chapter V: Resource Efficiency and Waste

Article 23: Waste management

Improve waste management on campus as follows:

- Reduce waste and single-use plastic waste.
- Reduce and collect food waste.
- Sort waste and increase the number of recycled items.

Article 24: Responsible Consumption

FPT University focuses on cooling system maintenance such as maintaining and upgrading periodically to achieve optimal energy efficiency in old buildings. Emphasis on choosing cooling systems for new buildings to meet sustainable standards.

Article 25: Water usage and care

1. Reduce the total volume of water used in the university.
2. By 2030, the University maximizes water reuse (including rainwater and treated wastewater) across the campus

Article 26: Resource efficiency and waste programs

1. Students play a key role in the university's activities in waste reduction and resource efficiency programs. The University has collaborations with students to engage in environmental protection programs and sustainability activities.
2. FPT University participates in the campaign of waste sorting and recycling, which is supported by Youth4Climate – The United Nations Development Programme (UNDP) in Viet Nam.
3. FPT University is actively addressing food waste on campus. The University will launch several programs aimed at working with in-campus retailers, students, staff, and visitors to minimize food waste.

Article 27: Commitment to carbon-neutral university

1. FPT University is committed to becoming carbon neutral by 2035.
2. The University committed to not investing in carbon-intensive energy industries, notably coal and oil
3. The University is building a scheme to make public transport and cycling more attractive to all staff and students. The scheme also aims to save staff and students a significant amount of money on fuel. Besides, walking is also encouraged among students and staff with the development of well-connected walking routes around our campuses and from surrounding bus stations to the campuses.

Chapter VI: Construction and Renovation

Article 28: Sustainable standards in construction and refurbishment

1. Since 2022, high environmental standards must apply in the planning, designing, and construction of new buildings as well as significant refurbishments.
2. All building materials were applied to high environmental standards

Article 39: Lighting system

More efficient LED lights will replace the current light bulbs.

Chapter VII: Community and Public Engagement

Article 30: Provide assistance in the community with educational activities

The university is committed to implementing the community project “introducing Vietnamese traditional musical instruments to students in surrounding high schools to foster and transmit traditional values to the Young. Moreover, the University opens traditional musical instrument classes to maximize activity efficiency.

Article 31: Provide assistance in the community with charity activities

The university supports all academics to work with charities and make a huge difference in the community through their work and support. We value that activity and want to support and recognize it by providing time, information, and funds to support your volunteering activity. The University also provides official recognition for students who participate in charities.

Article 32: Pedestrian priority on campus

Organize traffic reasonably internally, with roads reserved for vehicles and pedestrians.
Renew certain pedestrian paths within campus regularly, with safety signs and markings according to standards.
Conduct a topographic survey to establish running tracks around or within the campus.

Chapter VIII: Learning, Teaching, and Research

Article 33: Academic freedom

1. FPT University is committed to supporting academic freedom (including research freedom and teaching freedom) for all academics to not only promote their internal resources but also contribute to the intellectual development of society and humanity as follows:
 - All academics are encouraged freedom to choose areas of research based on their interests and to speak and teach publicly about the area of their research.
 - The University encourages criticism in researching, teaching, and learning.
 - The University encourages creativity in research, teaching, and learning of faculty and students with the slogan: “Being better by making differences”.
 - The University encourages and supports commercial, practical, and entrepreneurial-oriented research.
 - The University encourages and promotes the SDGs as a topic of research to increase the university’s contribution to delivering the SDGs. Academics can apply for an additional grant from the University for their research on sustainability.
2. The University is utilizing its resources to support academic freedom in research and instruction.

Article 34: Education for SDGs

- The university is committed to having at least a dedicated course in all curricula that introduces full SDGs and encourages students’ actions to achieve SDGs.
- FPT University is encouraging the integration of SDG-related education into the curriculum through taking examinations, doing projects, etc.

Article 35: Lifelong learning access

1. FPT University is committed to recognizing, connecting, sharing, and supporting all types of lifelong learning, inclusive education, and education (including formal education, informal education, and non-formal education) for all regardless of ethnicity, religion, disability immigration status, or gender.
2. FPT University is committed to developing the University’s educational resources in the long term to promote all types of education in the community for all regardless of ethnicity, religion, disability immigration status, or gender.
3. FPT University provides free accounts on Coursera (a global online learning platform that offers anyone, anywhere, access to online courses and degrees from leading universities and companies) for its alumni in order to support their lifelong learning.

Article 36: Students with work placements

1. 100 percent of FPT University students must participate in On Job Training (OJT) at the enterprises for at least four months in their sixth semester. OJT is required as a mandatory course of the degree.
2. To improve the quality of the OJT period, the University aims to have at least 5% of students have the opportunity to work abroad during the OJT period. The abroad OJT also equips them with internationalization and diversity to become global citizens.

Chapter X: Biodiversity

Article 37: Plant diversity

1. Planting trees near the boundary walls of a building: planting multi-layer tree species and planting tree islands as a tropical forest.
2. All flat or pitched roofs are covered with dwarf trees, herbs, wildflowers, and grasses as mini Royal Gardens.
3. Planting trees along the University's fence line: Tall trees and shrubs that don't need pruning.
4. Planting trees in the schoolyard: Planting 200 perennial trees per hectare of land. Plus, planting tall and shade trees that don't need pruning.

