SUSTAINABILITY STRATEGY



LA TROBE UNIVERSITY

AT LA TROBE UNIVERSITY, WE ARE COMMITTED TO



MEETING THE SOCIAL, ENVIRONMENTAL, CULTURAL, AND ECONOMIC NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR NEEDS.

We will integrate environmental stewardship, social equity, and economic resilience into our teaching, research, operations, and community engagement. Sustainability at La Trobe is both a guiding principle and a shared responsibility, driving innovation, shaping ethical leadership, and ensuring the long-term wellbeing of people and the planet.

La Trobe University

VICE CHANCELLOR'S MESSAGE



At La Trobe University, we are all about impact—real, lasting impact that improves lives, strengthens communities and protects our shared future. This Sustainability Strategy reflects our deep commitment to embedding sustainability into everything we do— from how we teach and research, to how we build, operate and engage with the community.

Our vision is clear: to ensure a prosperous future for all. We understand that sustainability is not just about the environment—it is about people, opportunity and fairness. That's why equity and inclusion in education are a key part of this strategy. We believe that every person who wants to learn should be able to do so, regardless of their financial situation or background. We are proud of the fact that 40 per cent of our students are the first in their family to study at university and we know that to meet Australia's job needs, university education needs to increase. We are committed to improving access to education for under-represented groups.

We are equally proud of our responsibility as environmental stewards. We take this role seriously. Through research, innovation and action, we aim to reduce our environmental footprint and help restore and protect the ecosystems that sustain life. The choices we make today will shape the world for future generations. We are proud of our achievements in the net zero campaign so far, with our regional campuses now carbon neutral and Bundoora on track to be certified for 2025.

This strategy is a long-term commitment to sustainability in all its dimensions—social, economic and environmental. It challenges us to lead with integrity, collaborate with purpose and make decisions that balance the needs of the present with the rights of future generations.

Professor Theo Farrell
Vice-Chancellor

INTRODUCTION

With the support and collaboration of students, staff, partners and other stakeholders, La Trobe University will lead the way in shaping a more sustainable, equitable, and prosperous future for all. La Trobe University is committed to embedding sustainability across all aspects of university life.

This strategy outlines our approach to achieving long-term sustainability goals, by integrating Environmental, Social, and Governance (ESG) principles, and addressing local and regional sustainability challenges through our education, research and service activities.



RELATIONSHIP WITH OTHER STRATEGIES



La Trobe University's Sustainability Strategy builds upon the collective knowledge and commitments embedded within various strategies, policies, action plans, and programs that span all operational and academic areas of the university.

This strategy is intended to drive and be read alongside these related documents, with reporting and implementation conducted through the original source documents wherever feasible, reinforcing accountability and cohesion across the university's sustainability efforts.

As a living document, the Sustainability Strategy is designed to evolve, incorporating new initiatives, measures and commitments over time, ensuring ongoing relevance and responsiveness.

UN GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS

La Trobe University is a member of the United Nations Global Compact, which is the world's largest corporate sustainability initiative.

Since 2010, La Trobe University has been committed to the principles of the UN Sustainable Development Goals (SDGs), embedding these in our activities, and sharing knowledge and understanding about these within our community.

The SDGs address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. La Trobe will monitor and publicly report on our contribution to the UN Sustainable Development Goals.

La Trobe is also a signatory to the **United Nations Principles for Responsible Management Education** (PRME). Our aim as a PRME signatory is to educate our students to become responsible leaders who can balance the demands of business with economic, social and environmental sustainability. We do this by embedding principles of sustainability, ethics and responsibility across our curriculum, research and partnerships.

SUSTAINABLE DEVELOPMENT GOALS



STRATEGIC PLAN 2025-2030

This strategy aligns with La Trobe's refreshed Strategic Plan 2025 – 2030 and La Trobe University Act 2009, which emphasise our commitment to delivering world-class education, conducting impactful research, and fostering an inclusive community.

Our sustainability goals are intricately woven into the strategic pillars of La Trobe's refreshed Strategic Plan 2025 – 2030. This ensures that La Trobe will achieve the following objectives:

Advance Sustainability Research and Innovation

Through cutting-edge research and cross-sector collaboration, La Trobe will drive solutions to pressing environmental, social, and economic challenges. Our sustainability research will align with the Research & Innovation 2030 Strategy.

Lead in Sustainability Education

We will embed sustainability principles across the curriculum to ensure students graduate with the knowledge, skills, and mindset to be ethical and informed global citizens.

Drive Economic, Social, and Environmental Impact

Through partnerships, ethical investment, and community engagement in sustainability-related deliverables, we will deliver measurable outcomes that benefit society and the environment.

Meet Sustainability Benchmarks in the Development and Operation of Assets and Infrastructure

We are committed to managing our assets and infrastructure in a sustainable way to minimise environmental impact and enhance resilience.

Promote Social Inclusion and Wellbeing

We are dedicated to providing accessible, affordable education and support services, creating a diverse and inclusive educational environment that reflects our values.

Care for Country

By involving Aboriginal and Torres Strait Islander people in delivering our Sustainability Strategy, we will contribute to safeguarding their ancient and rich cultural heritage, the realisation of their aspirations, and Caring for Country.



ISO 14001

Trobe University's infrastructure and operational areas align with the ISO 14001 Environmental Management System (EMS) framework, focusing on continual improvement in environmental performance.

Our EMS approach includes 5 key elements:

1. Environmental Sustainability Policy

La Trobe has a clear commitment to environmental protection, pollution prevention, and compliance with legal and other requirements.

2. Planning

La Trobe identifies environmental aspects and impacts, setting measurable objectives and targets for improvement.

3. Implementation

We develop and execute action plans to meet our objectives, including plans for waste management, energy efficiency, and sustainable procurement.

4. Monitoring and Measurement

We regularly assess our performance through audits, reviews, and reporting, ensuring transparency and accountability.

5. Management Review and Continual Improvement

We engage with our stakeholders in evaluating our EMS, reviewing performance, and implementing improvements to achieve our strategic sustainability goals.

CONSULTATION



The Sustainability Strategy was developed following comprehensive stakeholder engagement in 2024 and 2025 and included multiple methods to gather input from a diverse range of stakeholders.

Over 700 individual ideas and comments were received through the general community engagement process, in addition to the detailed feedback provided through targeted consultation through interviews and focussed workshops.

Key issues and opportunity areas were raised during consultation included:

Sustainable Procurement

The importance of leveraging La Trobe's budget to support indigenous businesses, social enterprise and sustainably made products.

Teaching and Learning & Collaboration in Research and Innovation

Innovation ideas were highlighted across various areas, with a particular focus also on AI.

Waste Management

Strong support for waste reduction and circular economy initiatives, particularly focusing on single-use plastics and enhancing recycling programs.

Climate Change and Emissions

Stakeholders emphasised the need for ambitious emissions reduction targets and an opportunity to address Scope 3 emissions.

Biodiversity and Conservation

The importance of maintaining important vegetation and biodiversity was highlighted by many with calls to protect and enhance green spaces across campuses.

Sustainable Transport

Feedback focused on reducing car reliance, improving public transport options, and creating more bike-friendly infrastructure.

Care for Country

Stakeholders highlighted the importance of working with Indigenous people in advancing sustainability and requested greater clarity on how Indigenous land management practices could be incorporated into the La Trobe's land management strategy.

Social Sustainability

Equity and inclusion were raised as important aspirations for the Sustainability Strategy, ensuring that sustainability efforts benefit underrepresented groups.

VISION



OUR VISION IS:
EMBEDDING SUSTAINABILITY IN EVERYTHING WE DO

What this means for La Trobe:

- La Trobe will become a global leader in sustainability aligned to the UN Sustainable Development Goals, where ecological resilience, social inclusion, and economic prosperity are hallmarks of our university's identity.
- By integrating sustainability into our teaching, research, operations, and partnerships, we will equip our students, researchers and other staff with the knowledge and skills to thrive, developing and applying innovative solutions to address the global challenges of our time.
- We will strive to create a thriving campus ecosystem that is carbon-neutral, waste-free, water efficient, and biodiversity-rich.
- La Trobe will empower students, staff, and the broader community to drive sustainable change, fostering a culture that values collaboration, diversity, and innovation.
- We will align our goals with national and global sustainability frameworks and ensure long-term impact through robust reporting, continuous improvement, transparent decision-making and leadership in alignment with our 2025-2030 Strategic Plan.

PRIORITY 1: ADVANCING SUSTAINABILITY EDUCATION, INNOVATION, AND RESEARCH

La Trobe will continue to develop leaders in sustainability through sustainability in its course offerings, its fostering of strong industry and community partnerships, and its focus on research excellence and innovation.

We will deliver these commitments by:

- Embedding sustainability principles in academic programmes at undergraduate and postgraduate levels.
- Making sustainability education available to undergraduate and postgraduate students through our course offerings, including through electives.
- Continuing to support the La Trobe Institute for Sustainable Agriculture and Food, and other Research Centres and Institutes that have a focus on sustainability challenges.
- Supporting industry collaborations to create real-world sustainability solutions.
- Utilising university campuses as living laboratories for sustainability innovation.
- Supporting students in developing entrepreneurial sustainability projects.

We will track success over time by:

- Monitoring research output and impact aligned to the UN SDGs and highlighting collaborations and partnerships delivering impact to society at scale.
- Mapping sustainability-related content and learning outcomes in our course offerings (both explicit and implicit).

RESEARCH AND INNOVATION 2030

La Trobe Research and Innovation 2030 accelerates research excellence, innovation, and collaboration and will progress the university's sustainability aspirations. By fostering cutting-edge research initiatives and leveraging strategic partnerships, the 2030 Strategy will enable La Trobe to address complex sustainability challenges aligned with the UN Sustainable Development Goals.

PRIORITY 2: CLIMATE ADAPTATION, RISK, AND COMMUNITY RESILIENCE

La Trobe will take a proactive approach to risk management and community resilience as climate change presents growing challenges. By integrating climate adaptation strategies, enhancing infrastructure resilience, and partnering with communities, La Trobe will minimise its climate-related risks.

We will deliver on these commitments by:

- Conducting climate risk assessments and community resilience plans for all campuses.
- Upgrading infrastructure to improve resilience to extreme weather events.
- Developing partnerships with local and Indigenous communities in land management to support climate resilience.
- Protecting significant trees and biodiversity at La Trobe University City and regional campuses.
- Committing to no net loss of vegetation canopy* at the University City, Bendigo and Albury-Wodonga Campuses.
- Supporting sustainability education and research programmes that address climate change, risk and adaptation.

We will track success over time by:

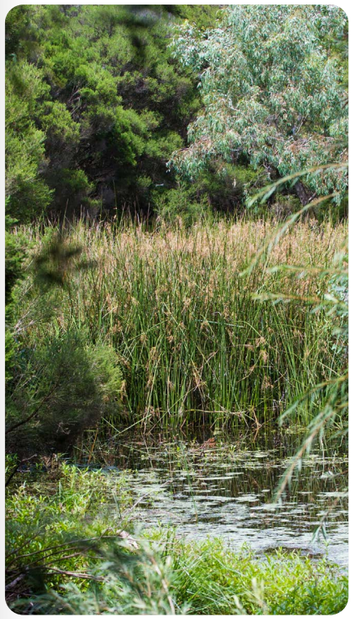
- Climate risk mitigation initiatives implemented.
- Impact of our research projects and programs focused on climate adaptation.
- Vegetation canopy audits at La Trobe University City and regional campuses.

***CANOPY**

Vegetation canopy refers to the upper layer or "roof" of vegetation formed by the crowns of trees, shrubs, or other plants in a given area. Canopy plays a critical role in regulating light, temperature, and moisture conditions below and serves as essential habitat for many species. At the La Trobe University City, while there will be some changes to landscape over time, we remain committed to retaining a 40% canopy through retention of important trees and biodiverse areas, revegetation of an expanded Nangak Tamboree, street tree planting, and on-site landscaping for new development.

PRIORITY 3: SUSTAINABLE AND HEALTHY CAMPUSES

La Trobe is committed to developing low carbon campuses with sustainable infrastructure and resource-efficient operations.Campuses will serve as models of environmental sustainability, demonstrating best practices in energy efficiency, waste reduction, water management and efficiency, biodiversity conservation, and active transport.



We will deliver these commitments by:

- Achieving carbon neutral campuses by 2029.
- Developing renewable energy projects, including solar farms and battery storage solutions.
- Implementing sustainable waste management strategies, targeting zero waste to landfill by 2055.
- Maintaining and enhancing biodiversity on campuses through tree planting, habitat restoration, and green infrastructure.
- Delivering integrated water strategies for the University City, Albury-Wodonga and Bendigo campuses to increase water efficiency. Improving stormwater management and improving waterway health and water quality.
- Delivering certified sustainable labs and buildings across all campuses, and a certified 6 Star Green Star Community atLa Trobe University City.
- Developing a Care for Country framework in collaboration with Indigenous Elders.
- Ensuring Indigenous cultural heritage is protected and celebrated at all campuses.
- Developing and implementing a Green Travel Plan and sustainable transport infrastructure at all campuses.
- Promoting improved access to affordable, fresh and nutritional food.

We will track success over time by:

- Percentage of energy derived from renewable sources and a reduction in Scope 3 emissions.
- Reduction in landfill waste and implementation of circular economy initiatives.
- Identification of and reporting on biodiversity metrics at the University City, Bendigo and Albury-Wodonga Campuses
- Measuring transport mode share by students, staff and visitors - all campuses
- Monitoring total water use per gross floor area of buildings.
- Measuring water quality at the University City.
- Monitoring the number of buildings and spaces certified as sustainable using tools such as Green Star and LEAF (Laboratory Efficiency Assessment Framework)
- Mapping sustainability-related content and learning outcomes in our course offerings (both explicit and implicit).

PRIORITY 4: COMMUNITY AND PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

La Trobe will collaborate across industries, governments, and communities in developing sustainability solutions. We will also build strategic partnerships to drive innovation and sustainable development both locally and globally.

We will deliver these commitments by:

- Supporting industry - research partnerships, innovation and entrepreneurship that will deliver on the Sustainable Development Goals (SDGs) aligned with Research and Innovation 2030.
- Expanding student engagement in community-based sustainability initiatives.
- Working with the Indigenous community, supporting sustainability research and environmental management initiatives and knowledge systems.

We will track success over time by:

- Monitoring and reporting on sustainability related industry partnerships as part of our research impact reporting.
- Student participation in community sustainability projects.
- Number of start-ups and patents aligned with Sustainable Development Goals (SDGs).

NORTHERN INNOVATION SUSTAINABILITY PRECINCT

La Trobe has partnered with local government and other stakeholders in developing a vision for Melbourne's northern suburbs. Shaping Melbourne's future, the Northern Innovation & Sustainability Precinct (NISP), which includes the La Trobe University City, melds research, health, and community, creating a vibrant, sustainable hub for growth and excellence. The success of the NISP rests upon the foundations of robust partnerships. Leveraging our well-established connections, we will navigate challenges more effectively and implement initiatives to achieve transformative outcomes that will contribute to the prosperity of our precinct.

PRIORITY 5: SOCIAL EQUITY, DIVERSITY, AND INCLUSION

Aligned with the UN Sustainable Development Goals, La Trobe's holistic sustainability commitment extends beyond the environment to encompass social justice, equity, and diversity.

La Trobe will embed inclusion within all sustainability initiatives.

We will deliver these commitments by:

- Promoting equitable access to education, employment, housing and sustainability programmes.
- Strengthening social equity initiatives in line with global best practices.
- Providing safe and equitable places to work, study and visit.
- Carrying out and actioning Universal Access Audits at campuses.

We will track success over time by:

- Monitoring affordable housing options on campuses.
- Monitoring representation of women and marginalised groups, including Indigenous communities in leadership roles, as well as the broader campus student and worker demographics.
- Monitoring infrastructure and facilities that support safety, equity and inclusion at all campuses.

LA TROBE EQUITY, DIVERSITY AND INCLUSION STRATEGY

La Trobe University's Equity, Diversity, and Inclusion (EDI) Strategy demonstrates our commitment to create an environment where every member of our community -staff, students, alumni, and partners-feels respected, valued, and empowered. Using a strengths-based and intersectional approach, ensures inclusivity for everyone at La Trobe University. Together, through commitment and action, we will create a vibrant, inclusive, and equitable university

PRIORITY 6: FINANCIAL RESILIENCE, RESPONSIBLE PROCUREMENT, AND ETHICAL INVESTMENT

La Trobe will integrate sustainability-linked finance, responsible procurement, and ethical investment into its financial strategy.

We will deliver these commitments by:

- Implementing sustainability-linked financial framework KPIs to align financial goals with sustainability performance.
- Ensuring responsible procurement practices and prioritising ethical sourcing.
- Reducing carbon-intensive spending across university operations.

We will track success over time by:

- Monitoring travel related carbon emissions per employee over time.
- Total procurement spend on Indigenous and social enterprises.
- Growth in jobs and commercial (including allied health, research and innovation and retail floor space) at the La Trobe University City.

SUSTAINABLE PROCUREMENT STRATEGY

In 2024 La Trobe University integrated a 5% Spend for Good target into our procurement strategy. This target focuses on fostering partnerships with Indigenous businesses and social enterprises. The strategy also includes an LTU goal to reduce capital project waste by 90% by 2026, reflecting our commitment to socially responsible procurement and environmental sustainability. La Trobe's Spend for Good target is to catalyse immediate action and foster meaningful discussions around leveraging the University's procurement power to create positive social impacts.

IMPLEMENTATION

To support the delivery of this Strategy, La Trobe will integrate sustainability into university decision-making and culture, reflecting best practices, accountability and transparency. It will also foster a culture of sustainability by engaging students, staff, and stakeholders through workshops, training programs, and sustainability leadership initiatives.



Key actions and initiatives that are part of the implementation framework:

A Sustainability Portal

We will develop a real-time and dynamic Sustainability Strategy Portal to track and visualise key deliverables that support implementation of the Sustainability Strategy, map partnerships (internal and external), highlight opportunity areas, risks, metrics and targets, and provide transparency and data-driven decision-making.

Governance and Reporting

Through our governance and reporting processes, we will publicly report progress against key performance indicators (KPIs), including carbon emissions, waste reduction, water usage, biodiversity enhancement, and responsible procurement. This process will be aligned with other complementary university strategies and programs such as our 2025-2030 Strategic Plan and Research and Innovation 2030 Strategy.

Regular Strategy Reviews

We will review the Sustainability Strategy concurrently with any review of the La Trobe Strategic Plan to assess progress, identify areas for improvement, and adjust targets and initiatives as needed.

Stakeholder Engagement and Involvement

We will engage with students, staff, partners, and the broader community to gather feedback, share and celebrate successes, and collaboratively develop new initiatives.

Continuous Improvement and ISO 14001 EMS

La Trobe will maintain and continually improve the Environmental Management System (EMS) to align with ISO 14001 standards, focusing on proactive environmental performance, compliance, and the achievement of La Trobe's sustainability objectives. We will conduct regular internal and external audits to evaluate the effectiveness of the EMS and drive continual improvement.

Key Milestones and Deliverables

Through follow up business planning and resourcing plans, clearly defined milestones and deliverables for each Priority will be developed across operational areas of La Trobe. This will include identifying complementary strategies, policies and programs that will help deliver on the Strategy.

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Carbon Neutral campuses

La Trobe's four regional campuses attained carbon neutral status in 2022, with Bundoora to follow by 2029 through initiatives like the creation of Victoria's largest urban solar farm

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ACKNOWLEDGEMENT OF COUNTRY

La Trobe University acknowledges our campuses are located on the lands of many Traditional Custodians in Victoria and New South Wales.

We recognise their ongoing connection to the land and value their unique contribution to the University and wider Australian society.

La Trobe University is committed to providing opportunities for Aboriginal and Torres Strait Islander people, both as individuals and communities, through teaching, learning, research and partnerships across all our campuses.

Wurundjeri
Melbourne (Bundoora & City)

Dja Dja Wurrung
Bendigo

Yorta Yorta
Shepparton

Dhudhuroa/Waywurru
Albury-Wodonga

Latji Latji
Mildura

Gadigal
Sydney