

UMS Sustainability Report 2022: Corporate Leadership



UMS
UNIVERSITI MALAYSIA SABAH



Transformasi Ke Arah
**UNIVERSITI
INDUSTRI 4.0**

EcoCampus Management Centre,
Universiti Malaysia Sabah

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PREFACE

Sustainability reporting is the practice of measuring, disclosing, and being accountable to internal and external stakeholders for organizational performance towards the goal of sustainable development. The goal of a sustainability report is to identify organizational priorities on matters of importance to both it and its stakeholders, to report the work that the organization carried out in the light of outlined priorities and to make such reporting available for readers in a way to allow comparison with previous reports. While it answers the question whether present practices can persist – that is, continue to build more value than before and that some practices cannot continue, sustainability reporting is not asking itself this fundamental question. Instead, sustainability reporting asks how we can be less unsustainable, and it does this by measuring progress towards achieving sustainability.



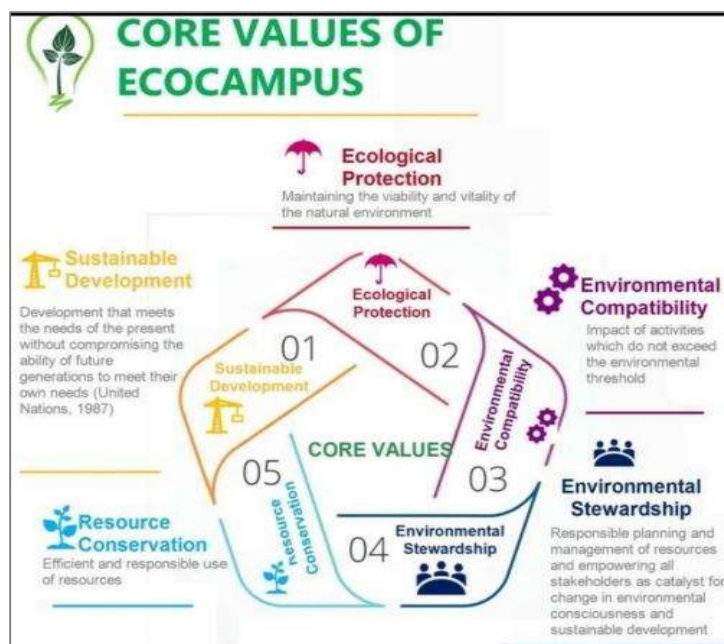
UMS' first sustainability report was published in 2019. While UMS' Sustainability Report 2019 focused largely only activities based on UN's SDGs that had made headlines in Malaysia's mass media, the UMS' Sustainability Report 2020 focused on activities based on UMS' EcoCampus thematic clustering of UN's SDGs. This report for the year 2022 is a continuation of the reporting tradition, and the report focused on the five (5) core values of EcoCampus in relation to the concept of ESG.

UMS' sustainability report is in no way different from UMS' Annual Report. In fact, it complements the annual report by addressing impactful issues and concerns or risks noted from the annual *Amanat Naib Canselor*, and presenting the university's achievement to the addressed issues.

Dr Robert F. Peters
Director,
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INTRODUCTION



The Universiti Malaysia Sabah (UMS) is the ninth state university in Malaysia. It was established in 1994 amidst calls for the creation of a world-class university in Sabah to cater for the needs of the Sabah people specifically and generally the nation. UMS' primary objective is to train highly skilled human capital for Malaysia in all academic disciplines where it receives about 4,000 new undergraduates annually, and it is classified as a comprehensive university by the Ministry of Higher Education (MoHE).

On 22nd Feb 2022, the 2022 *Amanat Naib Canselor* was delivered. The delivery is available on popular social media. Among the key points of the delivery include a) UMS' administration should always maintain its professionalism, b) employability of UMS' graduates, c) contribution to the general society, d) improving its research, publication and development outputs, and e) improving its visibility. These points were all addressed appropriately throughout 2022, and this report outlines those addresses.

In general, sustainability reporting is the practice of measuring, disclosing, and being accountable to internal and external stakeholders for organizational performance towards the goal of sustainable development. UMS report seeks to outline how we can be less unsustainable, and it does this by measuring progress towards achieving sustainability in a particular year. The governing parameters are a) UMS' ecocampus concept, b) UN-SDGs and c) certain ESG elements.

UMS' EcoCampus

As a public higher education institution (HEI), UMS envisioned a niche where it can effectively contribute to both the State of Sabah and the Federation of Malaysia, and this niche was explored in 2013 and it is in the context of an EcoCampus.

Globally, the term ecocampus was coined and gain better understanding in 2012, UMS' definition of EcoCampus has resulted in the establishment of five (5) ecocampus core values namely; 1) Sustainable Development, 2) Ecological Protection, 3) Environmental Compatibility, 4) Environmental Stewardship, and 5) Resource Conservation.

UMS' Appreciation towards UN-SDGs

The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for everyone. The SDGs were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. They are included in a UN Resolution called the 2030 Agenda or what is colloquially known as Agenda 2030. UMS acknowledged SDGs in line with the federal government's action and realigned its current strategies for better accountability through the SDGs into sustainability themes. The themes are listed in the following table.

Table 1: UMS EcoCampus' Core Values association to UN's SDGs

UMS' EcoCampus Five (5) Core Value	UN's SDGs	SDG Anchor	UMS' 2022 way forward
01. Sustainable Development		SDG06 & SDG11 SDG07 & SDG12	Theme 01: Sustainable Community Theme 02: Quality Life Sustainability
02 Ecological Protection		SDG01 & SDG04 SDG08 & SDG09	Theme 03: Social Safety, Security and Mobility Theme 04: Responsible Social Role
03 Environmental Compatibility		SDG10 SDG17 SDG14 & SDG15	Theme 05: Opportunities for All Theme 06: Partnerships Theme 07: Wildlife Support
04. Environmental Stewardship		SDG05 SDG16	Theme 08: Gender Equality Theme 09: Enhancing Institutional Strength for Peace & Justice
05. Resource Conservation		SDG13	Theme 10: Concerted Efforts

ESG Elements

Environmental, social, and governance (ESG) investing refers to a set of standards for an organization's behavior used by socially conscious investors to screen potential investments.

Environmental criteria consider how an organization safeguards the environment, including corporate policies addressing climate change, for example. Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it operates. Governance deals with a company's leadership, executive pay, audits, internal controls, and shareholder rights.

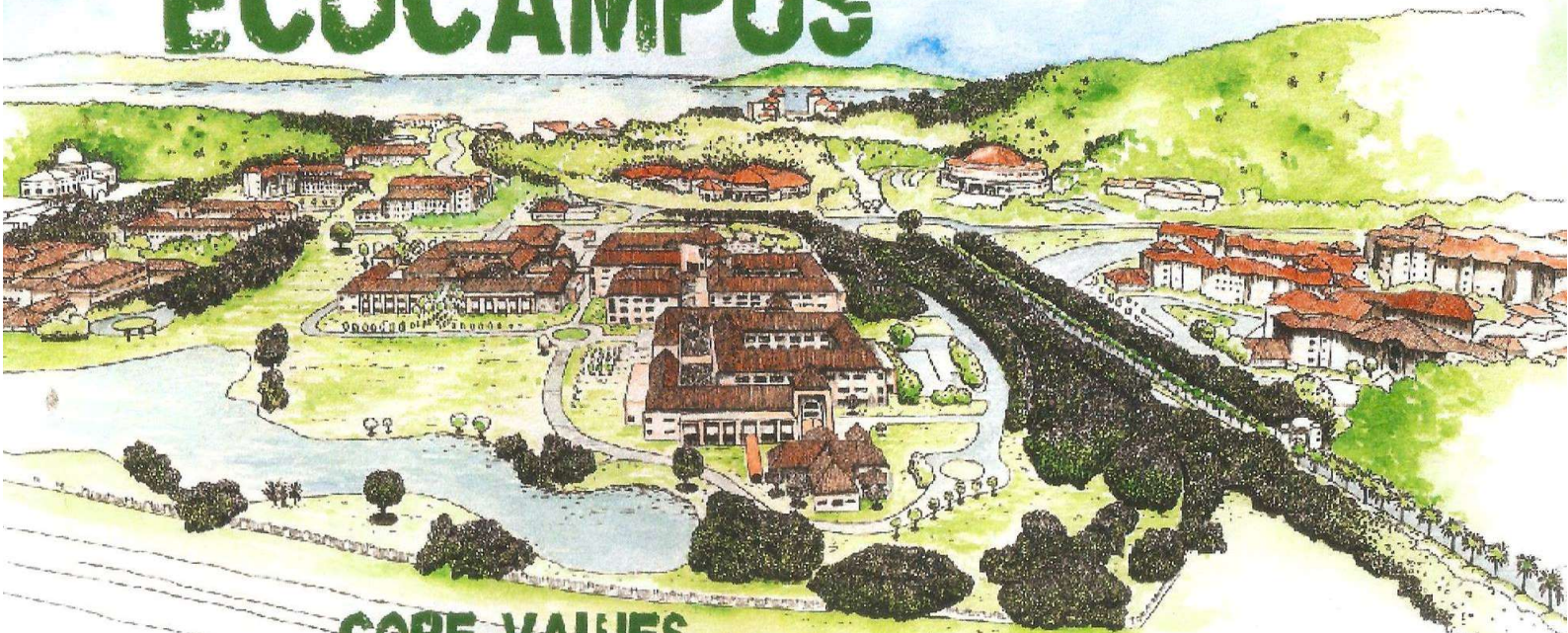


UMS' PROGRESS IN 2022

UMS' EcoCampus Five (5) Core Value	UN's SDGs	SDG Anchor	UMS' 2022 way forward
01. Sustainable Development		SDG06 & SDG11 SDG07 & SDG12	Theme 01: Sustainable Community Theme 02: Quality Life Sustainability
02 Ecological Protection		SDG01 & SDG04 SDG08 & SDG09	Theme 03: Social Safety, Security and Mobility Theme 04: Responsible Social Role
03 Environmental Compatibility		SDG10 SDG17 SDG14 & SDG15	Theme 05: Opportunities for All Theme 06: Partnerships Theme 07: Wildlife Support
04. Environmental Stewardship		SDG05 SDG16	Theme 08: Gender Equality Theme 09: Enhancing Institutional Strength for Peace & Justice
05. Resource Conservation		SDG13	Theme 10: Concerted Efforts

The sustainability reporting of UMS' efforts are accordance to its ecocampus' five (5) core values in themes associated with UN-SDGs.

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CORE VALUES

Sustainable
Development

Ecological
Protection

Environmental
Compatibility

Resource
Conservation

Environmental
Stewardship



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Sustainable Development

Sustainability is about meeting the needs of the past without compromising the ability of future generations to meet their own needs (United Nations, 1987), and a common instrument to the sustainability of a development is the carbon footprint instrument. This instrument is the total amount of greenhouse gases (including carbon dioxide and methane) that are generated by our actions.

With carbon neutrality being an issue of sustainability, UMS targets to become carbon neutral by 2030 by firstly uplifting the quality of life of a community and its stakeholders and later by enhancing the community towards the appreciation of the concept of a sustainable community, without wasting unnecessary resources. These outline two themes namely *Theme One: Sustainable Community* and *Theme Two: Quality Life Sustainability*, which are driven through the university's Environmental Stewardship Program and its No-single-use-plastic Campaign.

Theme One: Sustainable Community



Theme Seven is the development of a sustainable community and it combines five (5) different SDGs namely 1) no poverty, 2) good health and well-being, 3) clean water and sanitation, 4) reduced inequalities, and 5) sustainable cities and communities. The summarized targets of these SDGs include universal health coverage, financial risk protection, access to quality essential health-care services and medicines. In addition, these SDGs also target the provision of access to safe, affordable, accessible, and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons by 2030. These SDGs call for effort to share resources relevant for a community to remain strong and vibrant.

UMS supports the establishment and continuous support of a sustainable community through a system that manages its supportive resources such as utilities and facilities. Major UMS' agencies involved in operations of this system include the maintenance department, the IT department, the healthcare section, and the security division. This system is known as Total Asset Maintenance System (TAM's). Accessible to both university's staffs and students through an online portal <http://aser.ums.edu.my/myserv>, the system record about 24,000 issues annually with **an impressive resolution success rate of 100%**. For the year 2023, the following figure shows the number of reports handled within the UMS semester system.



Figure 1: UMS EcoCampus' Core Values association to UN's SDGs

Based on the above figure, reports seek to increase towards the end of a semester where both students and academicians are busy with final preparations. Of course, these were eventually addressed.

Theme Two: *Quality Life Sustainability*



The theme on Social Safety, Security and Mobility combines three (3) different SDGs namely a) zero hunger, b) affordable and clean energy and c) responsible consumption and production. The summarized targets of these SDGs focused substantially reducing the generation of waste through the concept of prevention, reduction, recycling and reuse by 2030. Under this theme, there ought to be an assurance of universal access to affordable, reliable and modern energy services by that year. With these, it would then be possible to support the eradication of malnutrition by 2030.

The availability of affordable energy and a responsible consumption of goods and services is essential to the sustainable quality of life. This quality can be represented a measure of electricity consumption at UMS.

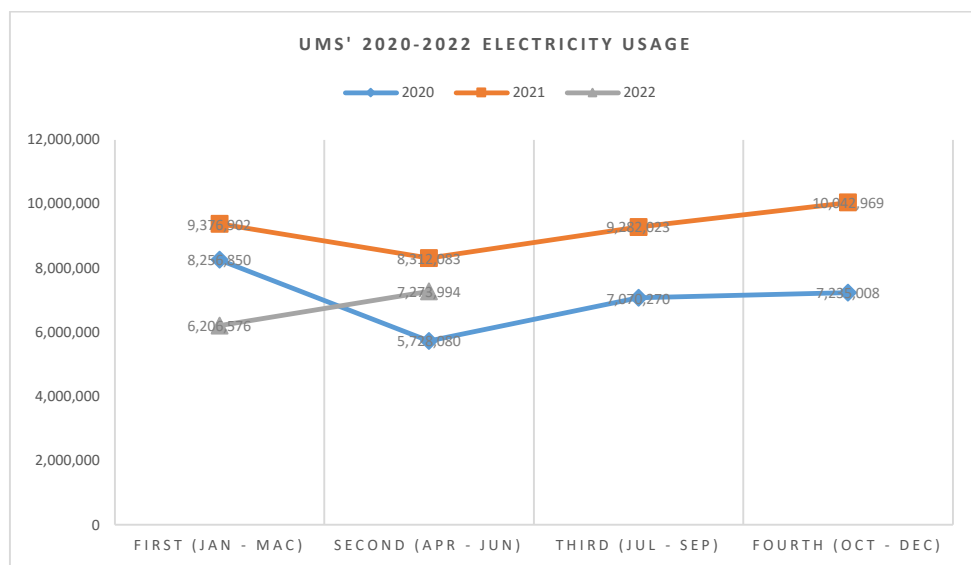
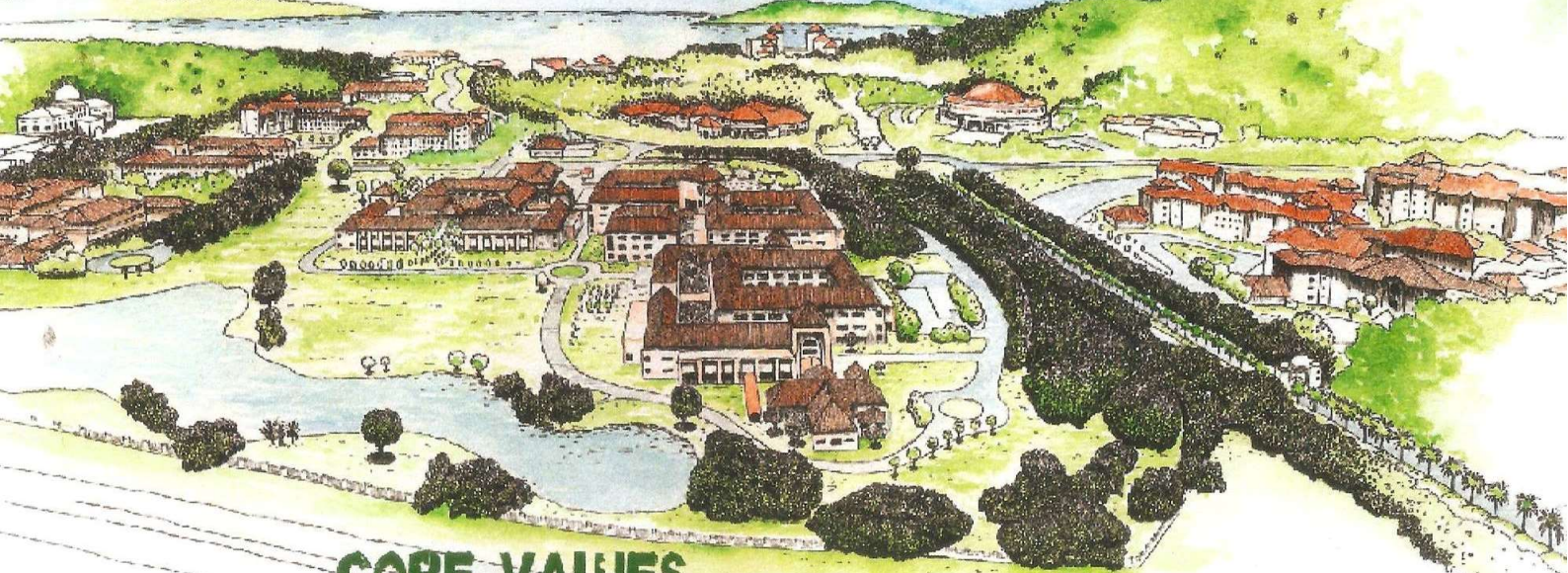


Figure 2: UMS' electricity usage between 2020 - 2022

In general, UMS' electricity usage has been high post-COVID19 pandemic because of online learning tools usage like SMARTUMS. Of course, it fluctuates throughout the year due to a) teaching – learning activities and b) formal functions. Teaching – learning activities are usually high at the beginning of a semester. In relation to the formal functions, formal functions carried out in the fourth quarter of the year include university's annual convocation, conferences, and convention.

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Ecological Protection

The protection of an ecological system depends on the existence of responsible custodians or caretakers. In relation to UMS as an institution of higher learning, this is possible when its students and graduates are equipped and capable to act. An indication that students and graduates are equipped and capable is the quantity and quality of programs/campaigns/etc. established to being the protection process.

Two (2) SDGs related themes can be envisioned to explore UMS' endeavor to equip and enhance its students and graduates. The themes are *Theme Three: Social Safety, Security and Mobility* dan *Theme Four: Responsible Social Role*.

Theme Three: Social Safety Security and Mobility



The theme one on, Social Safety, Security and Mobility combines four (4) different SDGs namely a) no poverty, b) zero hunger, c) good health and well-being, and d) quality education. The summarized targets of these SDGs include the eradication of extreme poverty by 2030 through the establishment of appropriate protection systems and policy framework that would allow among many the movement of resources. In addition, the summarized targets of these SDGs also include the eradication of malnutrition and the increment of life span by 2030 through efforts such as research. These support the basic rights of every human namely the rights to education, health as well as to food.

Mobility allows students and graduates to go places that require support. In 2020, the federal government launched *Pelan Jana Semula Ekonomi Negara* (PENJANA) that aimed at enhancing job opportunities, increasing graduate employability, and stimulating workforce demand among employers. Wholistic education would result in a a strong and capable workforce, and this would increase productivity and resources that eventually bring a community out of poverty and create an environment of good well-being. The Ministry of Higher Education responded by establishing its PENJANA KPT-CAP (Career Advancement Program) and PENJANA KPT-PACE (Professional Certification Program) in 2020, and along with other programs such as Physical Mobility, Virtual Mobility and Edu-Tourism, students and graduates to gain more knowledge, skills and experiences that would make them invaluable movers in a community or enterprise.



In 2022, 350 Sabah graduates took part in an Entrepreneurship Course and the ‘Train-and-Place’ Course that were managed by Pusat Kerjaya dan Pembangunan Keusahawanan Pelajar UMS (PKPKP) after gaining financial support from MoHE amounting to RM750,000 under PENJANA KPT. The success of these courses helped increase UMS’ graduate employability that eventually would be translated into better household income, and a healthier society. In addition to MoHE funding, UMS also received RM1.4 million from Britay Asia (M) Sdn Bhd through its Dana Khazanah Nasional MYSTEP.

Theme Four: Responsible Social Role



The theme on Responsible Social Role combines four (4) different SDGs namely a) clean water and sanitation, b) affordable and clean energy, c) decent work and economic growth, and d) industry, innovation, and infrastructure. The summarized targets of these SDGs focused on the establishment of an environment that would increase a responsive university to the needs of the society it serves.

The main contribution that a university makes to a society is its graduates besides research and innovations. This contribution is particularly crucial for Sabah since 60% of its undergraduate students come from Sabah and Sabah is one of the few least developed state in the Federation of Malaysia. With quality manpower, the development of Sabah can be increased and issues such as the availability of clean water and clean energy for the society can be addressed. This quality of manpower that UMS produces is determined through a few indicators, and a common indicator used by institutions of higher learning is the employability level of the university's graduates. The following table lists out the employability level of UMS in the past two (2) years.

Table 2: Graduate employability of UMS

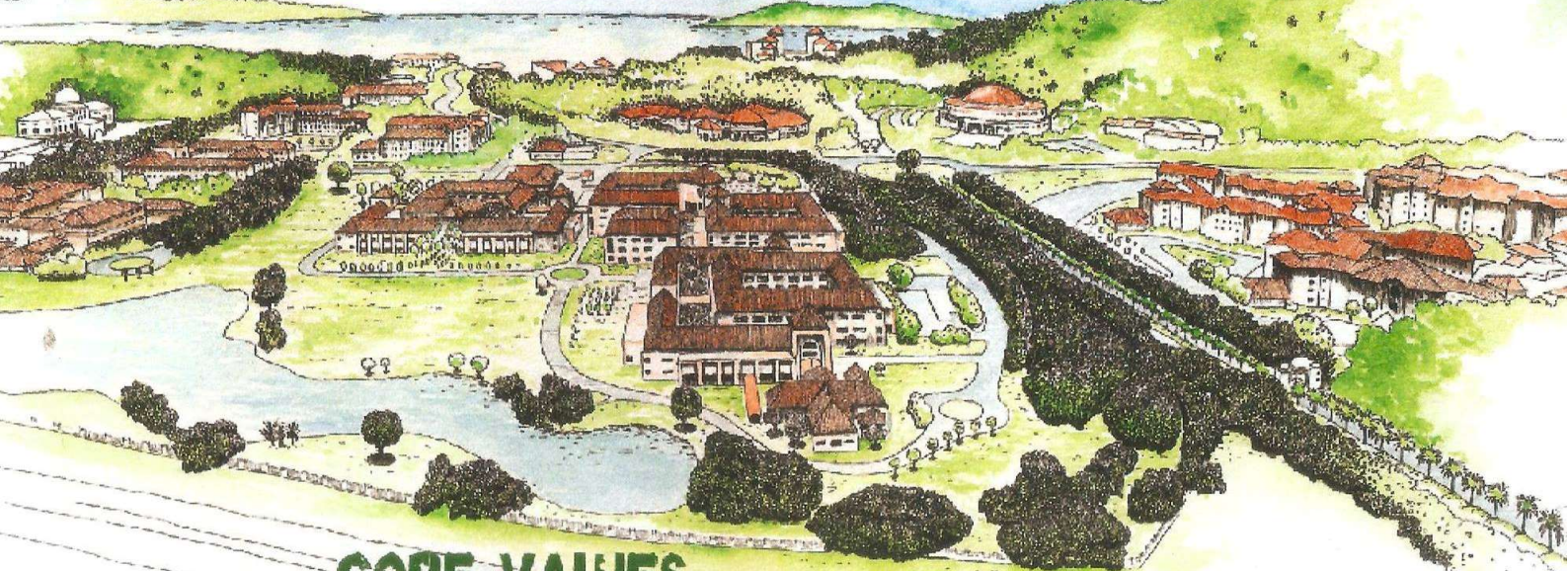
Particular	Year	
	2021	2022
Average Graduate Employability (%)	95.04%	98.48%

The data for **Table 2** was extracted from a governmental system (webportal: ge.mohe.gov.my) under the purview of the Ministry of Higher Education, and the data is based on graduates' input.

In general, the employability rate of UMS' graduates has improved in 2022 compared to 2021 by over 3% to a new high of 98.48%. From 66 documented/endorsed degrees listed on the webportal, 38 degrees offered by UMS have 100% employability. Among them include *Ijazah Doktor Perubatan*, *Ijazah Sarjana Muda Kejuruteraan Dengan Kepujian (Kejuruteraan Awam)*, *Ijazah Sarjana Muda Kerja Sosial dengan Kepujian*, *Ijazah Sarjana Muda Pemakanan dengan Kepujian*, *Ijazah Sarjana Muda Pendidikan Dengan*

Kepujian, and *Ijazah Sarjana Muda Sains dengan Kepujian (Bioteknologi)*. Other degrees that have almost achieved 100% include *Ijazah Sarjana Mudah Sains Sosial Dengan Kepujian (Hubungan Industri)*, *Ijazah Sarjana Muda Sastera Dengan Kepujian (Seni Kreatif)*, and *Ijazah Sarjana Muda Teknologi Maklumat (Komputeran Perniagaan) Dengan Kepujian*. A degree that has employability of less than 90% is the *Ijazah Sarjana Mudah Psikologi Dengan Kepujian (Psikologi Kanak-kanak dan Keluarga)*.

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Environmental Compatibility

The innovation of environmental management system is synonymous to a university's contribution to society. In 2019, the Ministry of Higher Education established Guidelines to Implement OKU Inclusion Policy in Institution of Higher Learning. The document is a milestone to Malaysian higher institutions in addressing the strength of institutions to reduce inequalities of opportunities. To further strengthen the university, UMS established the Disability and Autism Management Centre. Besides this, UMS' eLearning Center is in active collaboration with UNESCO to develop open educational resources for people with disability. In a nutshell, UMS' approach to environmental management system is strategized through two (2) themes namely the provision of opportunities to all and the creation of a sustainable partnership. These contributions provided opportunity to all, which might include the development of partnership to support that purpose.

Theme Five: Opportunities for All



Theme Seven takes SGD 10 Wholly. This theme (as with SDG 10) focuses on the reduction of inequality. The official wording of SDG 10 is ‘Reduce inequality within and among countries,’ and it has seven (7) targets. Among the targets are the empowerment and promotion of social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. Besides this, another target of SDG10 is the adoption of policies, especially fiscal, wage and social protection policies, and progressively achievement of greater equality. An indicator to the achievement of SDG 10 is the an encouraging official development assistance and financial flows in accordance with approved plans and programs.

The opportunities for all and the reduced inequalities focus on inclusivity of every member of a society, and the most common tool is the male - female ratio since it relates to *SDG 10.3 Ensure Equal Opportunities and End Discrimination*. At UMS, the representation of employee female gender makes about 57.3%, while the male gender is 42.8%. Not only does gender have about equal employment opportunity at UMS, the university also do not discriminate those with different social status. This is evident when the university establishes mechanisms to reduce socio-economic gaps through SDG10.4 Adopt Fiscal and Social Policies That Promote Equality. One example for 2022 is noted in the following newspaper clipping.

UMS terima 4,576 pelajar baharu sesi 2022/2023

UB 12.10.2022 P.04

Turut merangkumi tawaran prasiswazah laluan khas UMS, iaitu sebanyak 2,480 bagi pelajar B40

KOTA KINABALU: Seramai 4,576 pelajar ditawarkan melanjutkan pengajian ke Universiti Malaysia Sabah (UMS) bagi kemasukan sesi 2022/2023 yang akan mendaftar pada 10 dan 11 Oktober 2022.

Naib Canselor UMS, Prof. Datuk Dr Kasim Hj Mansor berkata, jumlah tersebut merangkumi 2,770 pelajar dari Sabah, 1,144 dari Semenanjung Malaysia, 582 Sarawak, dan 57 Wilayah Persekutuan Labuan.

“Seramai 23 pelajar selebihnya merupakan pelajar antarabangsa dari enam buah negara, iaitu Bangladesh, Brunei, China, Hongkong, Japan dan Thailand.



PRIHATIN: Kasim mendengar kata-kata pelajar baharu yang mendaftar bagi sesi 2022/2023 kelmarin.

pendaftaran pelajar di sini, kelmarin.

Menurut Kasim, pada pengambilan pelajar kali ini UMS turut menjadi salah sebuah universiti

khususnya individu pertama dalam keluarga daripada golongan B40 untuk ke menara gading agar kejayaan mereka dapat dijadikan motivasi keluarga



The program by which UMS is able to do so is called *Program Pembangunan Siswa Sulung Keluarga Malaysia (SULUNG)*.

Theme Six: Partnerships



Theme Ten takes SGD 17 Wholly. This theme (as with SDG 17) focuses on the establishment and maintenance of partnerships. The official wording of SDG 17 is ‘Strengthen the means of implementation and revitalize the global partnership for sustainable development’, which can be viewed from five (5) different categories, namely finance, technology, capacity building, trade and systemic issues.

Partnerships are essential for the innovations of a university to be trickled down to its surrounding society. In the year 2022, UMS was involved in a few partnerships and executed several collaborations. Among them are the following;

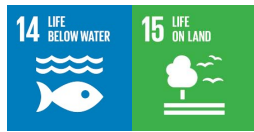
- a) MySUN (Malaysia Sustainable University Campus Network). MySUN is a network of eight (8) Malaysian universities that include UMS and three (3) European universities. The overall aim of MySUN is the promoting of Malaysian university campuses as “living laboratories” for sustainability and energy efficiency that eventually would support the Malaysian energy sector. Among the programs under MySUN include i) Massive Open Online Courses (MOOC) program, and ii) knowledge sharing program through MySUN Roundtable Workshop and MySUN International Conference.



- b) UMS-Kindai University Collaboration is a collaboration that focuses in the field of marine biology and aquaculture. Among the programs associated to this collaboration include i) research fish farming productivity, ii) capacity building – PhD, MSc, etc. and iii) information sharing through events such as seminars and the ICOMSA Conference.

There are also other partnerships at national level and state level. These partnerships ensure the relevant direction of UMS in 2022.

Theme Seven: Wildlife Support



The theme about supporting wildlife combines two (2) different SDGs namely a) life below water and b) life on land. The summarized targets of these SDGs include the prevention, the management i.e. restoration and conservation, and the significant reduction of all kinds of pollution into the terrestrial and marine environment by 2025. In addition, it is targeted that by 2030, there might be an increase in the economic benefits to developing regions and communities through approaches such as the promotion appropriate access to resources and fair and equitable sharing of the benefits arising from the utilization of resources. This calls for integration of ecosystem and biodiversity values into national and local planning, development processes, and strategies and the urgent action to end poaching and trafficking of protected species

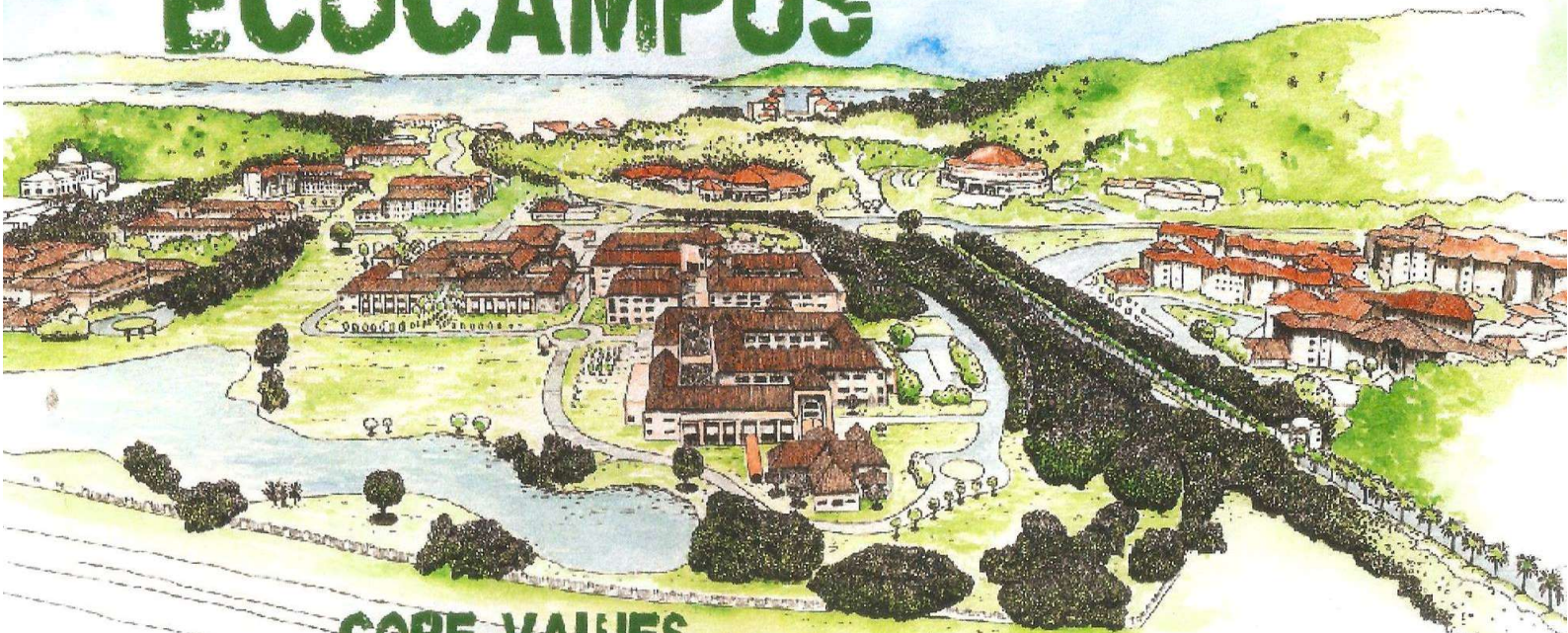
Located in a biodiversity hotspot i.e. the island of Borneo, UMS focus is always closely associated with biological diversity and environmental sciences. This focus was inherited from the many public and private agencies that have been working since the 1980s. Regarding aspects about climate change, renewability and sustainability; these aspects have only begun its appreciation in the last decade when the university send its first group of researchers to Antarctica.

In general, UMS had produced 703, 813, and 1,143 and publications in 2019, 2020, and 2021 respectively. UMS' writing might seem small, but these writing are certainly impactful to be recognized at the national level.



The three (3) year average from 2020 to 2022 of articles on sustainability, renewal energy, environment and climate change is 93 or between 84 to 300.

ECOCAMPUS



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Environmental Stewardship

Stewardship relates to everyone playing their part.

UMS' Green Community is a recognition of serious steps into issues revolving gender inequalities. The issues are clustered into two (2) major themes namely 1) Gender Equality and 2) Enhancing Institutional Strength for Peace and Justice.

Theme Eight: Gender Equality



The theme on Gender Equality combines three (3) different SDGs namely a) good health and well-being, b) gender equality and c) reduced inequalities. The summarized targets of these SDGs relate to the establishment of an environment that promotes equality.

Theme Eight: Gender Equality is similar to *Theme Five: Opportunities to All* in many ways. While the latter focuses on individual opportunities, while the former is structural. At UMS in the year 2022, this refers to organizations such as *Majlis Perwakilan Pelajar – Exco Hal*

Ehwal Wanita and *Kelab Suri Rumah dan Wanita UMS (KESUMBA)*. These organizations are supported by others like *Pusat Kokurikulum Pelajar UMS* and *Pusat Kerjaya dan Pembangunan Keusahawan Pelajar*.



In the year 2022 at UMS, KESUMBA successfully organized a local market event i.e. *Tamu* at the Sandakan Branch Campus. This event allowed women to exercise their entrepreneurship capabilities. Besides this, KESUMBA also supported / organized *Hiking @ Maragang Hill* in July 2022 and *Jom Sihat Jalan Santai* in Jun 2022 and *Free Market & Majlis Iftar Bersama Pelajar B40 UMS* in April 2022.

The role and contribution of women at UMS is invaluable.

Theme Nine: Enhancing Institutional Strength for Peace and Justice



Conflict, insecurity, weak institutions, and limited access to justice remain a great threat to sustainable development. Under the tenth theme is an SDG that revolves on the enhancement of institutional strength for peace and justice. Among the targets under this theme include the promotion of the rule of law at the national and international levels and to ensure equal access to justice for all. In addition, another target under this theme is the development of effective, accountable, and transparent institutions at all levels while ensuring responsive, inclusive, participatory and representative decision-making at all levels. It is hoped that by 2030, assurance to public access to information and the protection of fundamental freedoms, in accordance with national legislation and international agreements is made.

UMS is categorized as a comprehensive university, and this categorization allows UMS to both focus on research and development while carrying out its basic responsibility i.e. education and training. As an institution, UMS contributes towards strengthening peace and justice through its research and development efforts. In the year 2022, 188 research projects were initiated. In relation to UN SDGs, as noted in the figure below, the bulk of this research can come under *SDG03 Good Health and Well-being*, *SDG09 Industry, Innovation and Infrastructure* and *SDG15 Life on Land*.

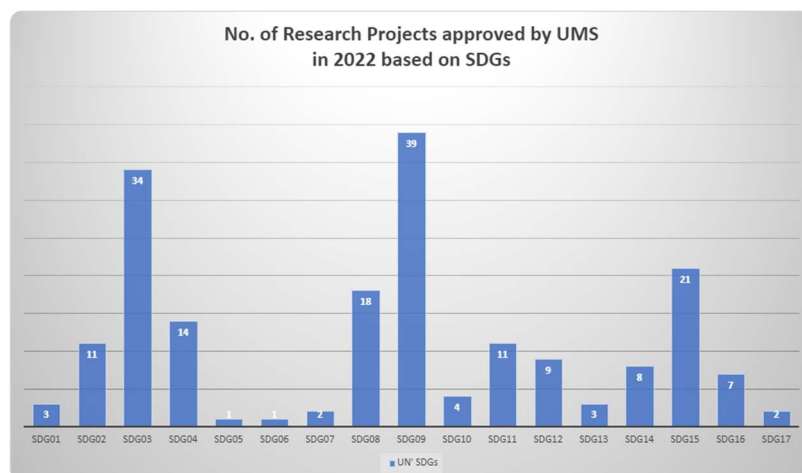


Figure 3: The focus of researches at UMS according to the respective SDGs.

Of the RM15 million acquired for research and development, RM9.4 million is for these three (3) SDGs. This focus shows UMS commitment in being impactful to the society at large.

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Resource Conservation

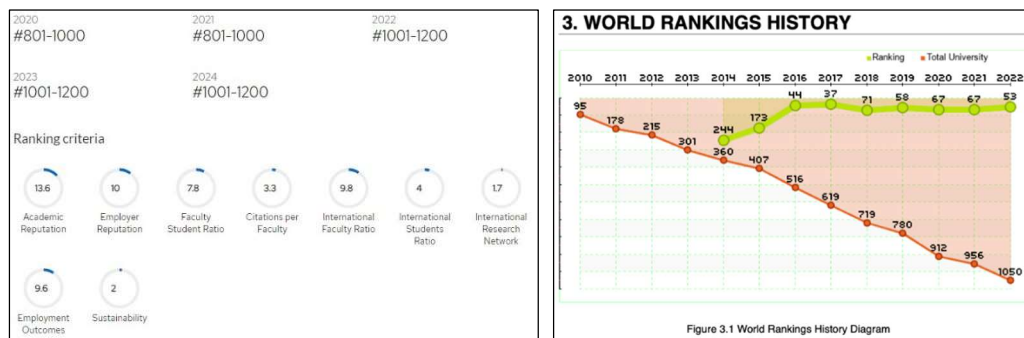
Resource Conservation is the fifth core value of UMS' EcoCampus philosophy. This core value relates to the efficient and responsible use of resources namely the utility-based resource electricity. To ensure efforts are well placed, the core value covers two SDGs namely 1) the SDG10 Reduced Inequities and 2) the SDG13 Climate Actions, which is described under UMS' 10th sustainability theme.

Theme Ten: Concerted Efforts



In any sustainability/green building indices, energy usage and management are one of the key components and carries the most weight in compliance. Even more so in the tropics where a major proportion of energy is used for cooling of habitable spaces. Being such a critical component, and because every person is a user of energy, concerted efforts from every department, building, and levels of workforce is required to achieve sustainable energy management.

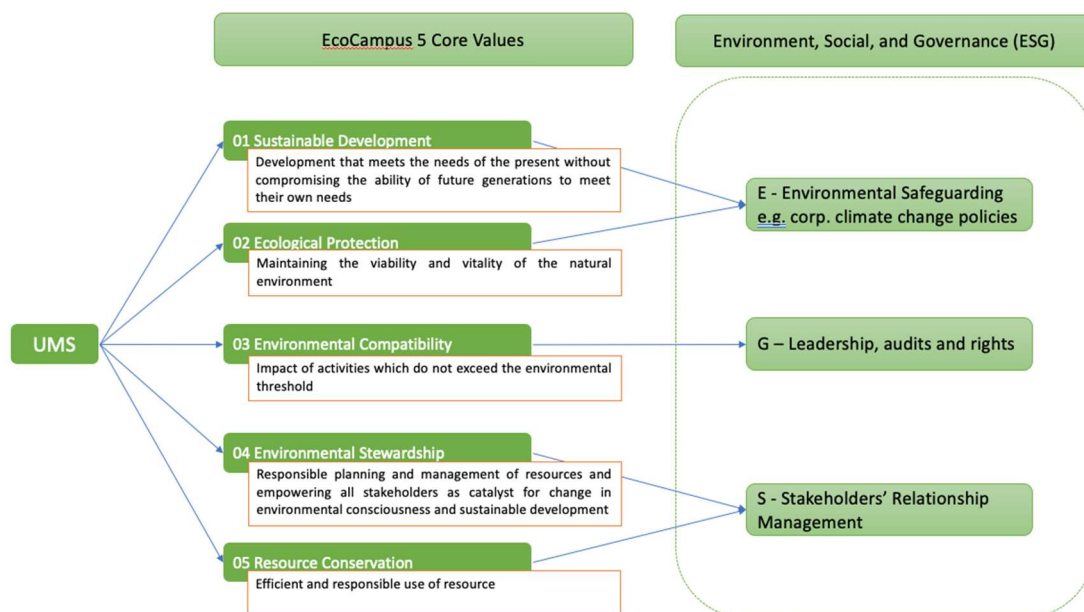
Concerted efforts of all stakeholders to UMS can be measured using international ranking systems as its measuring tools. For UMS, there are three (3) ranking systems that it subscribes to namely the QS World Ranking System, UI GreenMetric University Ranking System, and MyRA. These systems are operated by the Strategic and Academic Management Centre, the EcoCampus Management Centre, and the Research Management Centre.



The achievements of UMS in 2022 through these ranking systems can be summarized as an improvement in the overall management with more room for improvement in terms of the quality of its graduates.



CONCLUDING REMARKS



The sustainability, survivability, or perseverance of an organization is essential but never certain. In the year 2022, a post-COVID19 period, the survivability of corporate bodies depends on many factors, and ESG (an acronym that stands for Environment, Social and Governance) is a framework that provides corporate bodies a way of identifying and managing those factors. In context of a HEI, its ESG revolves around matters such as its carbon footprint, graduate employability, and entrepreneurship.

UMS' ecocampus core values can be associated with the UN-SDGs. Because of the association, ESG description of UMS can also be carried in accordance to the core values, which is shown in a figure found on the previous page.

Global Reporting Initiative (GRI) Index

Through the Global Reporting Initiative, UMS ESG can be noted in the respective pages.

UMS' SDG Themes	Disclosure	Indicator	Reference
	GRI Universal Standards		
	103: Management Approach (2016)	103-2: The management approaches and its components	Introduction. Pg 2
	GRI Environmental Standards		
Theme Two: Quality Life Sustainability	302: Energy (2016)	302-1 Energy consumption within the organization	Page 7.
		302-2 Energy consumption outside of the organization	
		302-3 Energy intensity	
		302-4 Reduction of energy consumption	
		302-5 Reduction in energy requirements of products and services	
Material Area	GRI Social Standards		
Theme Eight: Gender Equality	405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	Page 17
		405-2 Ratio of basic salary and remuneration of women to men	
Material Area	GRI Governance Standards		
	203: Indirect Economic Impacts (2016)	203-1 Infrastructure investments and services supported	
Theme Seven: Wildlife Support		203-2: Significant Indirect Impact	Page 15

Of course, it should be noted that the aspect of ESG is not wholesome for this report, and this will be addressed in the following years according to UMS' Key Results Area 2023 - 2027.

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