

CUU is committed to incorporating Environment, Social, and Governance (ESG) factors in the management of the University's resources. Since 2017, an ESG policy is in place, is championed by the university's operational leadership team, in line with the UN Sustainable Development Goals 2030 (SDGs) and in ensuring a consistent and comprehensive approach to evaluating and implementing investment opportunities.



Environment



Social



Governance

■ **Energy Efficiency**

→ Energy Use KWh:
179,743

■ **Hazardous Materials Management**

→ Hazardous Materials:
N/A

■ **Water Management**

→ Water Usage KL: 3,961
→ Waste Volumes
Disposed of tons: 400
MT

■ **Climate change**

→ Carbon Footprint Tons
CO2 Equivalent: 2,000
→ Land under
management &
conserved: 3.24 Ha/8
Acres



■ **Gender**

→ 40% Senior Mgt female
→ Gender policy in place

■ **Total Employees: 177**

→ 112 male, 65 female

■ **Local Impact**

→ Goods/services: Ugx 7Bn

■ **Labour Standards**

→ Average wage/hour: Ugx
18k
→ Lowest wage/hour: Ugx
7k
→ Employees trained: 208

■ **Workplace safety**

→ Accidents: 0
→ Lost time injury: 0

■ **Data**

Protection/Policy: N/A



■ **Sustainability reporting**

→ ESG policy in place
→ ESMS is in place
→ Dedicated person/team

■ **Grievance mechanism**

→ Grievance policy in place
→ Complaints resolved: 1

■ **Accounting/Audit**

→ Standards in place

■ **Antibribery/Corruption**

→ Antibribery policy in place
→ Anticorruption policy - Yes

■ **Regulatory Compliance**

→ Full - National obligations



CUU commits to continue to enhance and improve the integration of ESG factors into the University's investment processes in FY2024. Updates on each of these commitments by the university are provided below:



Launch an ESG Section of the CUU Website

- In July 2024, CUU plans to launch an ESG page on its website
- The new ESG page is expected to serve as a portal for new CUU documents and updates related to ESG policies, practices, and outcomes, including on data protections & privacy



Expand and Deepen ESG Reporting

- CUU will monitor the evolution of standards related to ESG factors, e.g., climate disclosure requirements and good practices emerging for higher education institutions
- Currently, the higher education sector lacks standardised metrics to evaluate ESG factors, and this lack of data is most acute for universities in Uganda



Explore Sustainable Investments

- CUU will explore sustainable investments that enhance risk-adjusted financial returns while advancing sustainable outcomes. The Mukono campus will be a test case
- All investments made will be competitive with other investment opportunities from a financial standpoint to ensure all assets are managed in accordance with fiduciary duty



Join Collaborative ESG Initiatives

- CUU is collaborating with a number of educational and non-educational institutions that are consciously engaged in a number of ESG initiatives
- CUU will consider ESG whilst forging partnerships to ensure that such partnerships are aligned with the university's ESG goals, values and governance framework