Sustainability Annual Report 2025



RMIT UNIVERSITY

Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

Bundjil Womin Djeka ngarna-ga – Bundjil asks you to come and asks what is your purpose for coming and understanding.

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About this report

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1.1 Report scope

This is RMIT University's eleventh annual Sustainability Report, covering the period 1 January to 31 December 2025. It documents our progress and highlights key achievements as RMIT continues its journey as a leader in organisational sustainability.

Public reporting is central to RMIT's commitment to transparency about the impacts of our teaching, learning, research and operations on the environment, local economies and society. This report outlines our key commitments and the activities undertaken across the University.

Prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, it presents our most significant economic, social and environmental impacts and contributions, both current and foreseeable. The information has not been externally assured.

The report covers all Australian entities included in the RMIT Annual Report, with additional data from international campuses where available. Information from previous reports is not restated but may be further explored from a sustainability perspective.

In preparing this report, RMIT has adhered to the following GRI Reporting Principles to ensure high-quality reporting:

- Accuracy
- Balance
- Comparability
- Clarity Reliability
- Timeliness

RMIT welcomes enquiries and feedback on this report. Please email: sustainability@rmit.edu.au

1.2 Materiality

This report has been informed by GRI's Reporting Principles for defining content: stakeholder inclusiveness, sustainability context, materiality, and completeness. It is also guided by the AA1000 standard, which aids in identifying and responding to sustainability issues.

Given the stable core nature of the organisation, RMIT has moved to conducting a formal materiality assessment facilitated by an independent GRI consultant every two years. Assessments include a risk review, peer review, media scan, and interviews with internal and external stakeholders, with a strong focus on the UN Sustainable Development Goals (SDGs).

The latest materiality assessment was completed in 2024 and resulted in updated topics and definitions to align with RMIT's internal documents and stakeholder feedback. Amendments made to the previous report continued for 2025 and reflect the actual a nd potential impacts on the economy, society, and environment, as well as RMIT's functions and strategy.

This report will outline the University's management approach to these material issues.

A full mapping of material issues against GRI indicators and UN Sustainable Development Goals is provided in the appendix.

Material topic	Definition
Environment	
Circular economy and resource efficiency	A shift away from the traditional 'take-make-waste' linear model towards a system where waste and pollution are eliminated through thoughtful design and the lifespan of existing materials is extended through new and innovative ways of repairing, reusing and remanufacturing. This approach ensures resources are used to their fullest potential before being recycled back into the system.
Climate change action	The proactive measures RMIT is taking to mitigate and adapt to the impacts of climate change by reducing greenhouse gas emissions in line with set targets and the work the University is doing to enhance its resilience to climate-related risks.
Infrastructure	Refers to the creation of sustainable and inclusive spaces that enhance the experience and wellbeing of our people and have a positive impact on our surrounding environment and society. Includes the delivery of industry-leading sustainability outcomes throughout the lifecycle of the University's new and existing assets and spaces, and results in RMIT being a living laboratory, encouraging research and learning that engages with our internal infrastructure, processes and people.
Governance	
Research and innovation	Creating, developing and applying knowledge to benefit society and the environment through deepening transdisciplinary understanding, tackling complex challenges and developing new ventures and networks.
Learning and teaching	Enhancing life and work through stimulating, high-quality, educational experiences and pathways, connected across RMIT's distinctive, open learning ecosystem, powered by expert educators who challenge and inspire. Delivering values-driven curriculum to create ethical global citizens.
Sustainable supply chains and procurement	How the University leverages its buying power to manage risks, drive sustainability outcomes and support strategic objectives through our supply chain.
Governance, culture and values	Upholding a culture of ethical conduct and integrity, and demonstrating transparency regarding RMIT's partnerships, decision-making and performance.
Responsible investment	Integrating Environmental, Social, and Governance (ESG) factors into all investment decisions, ensuring RMIT's portfolio minimises negative impacts and supports positive outcomes.
Partnerships	Collaboration with partners and stakeholders across our region to advocate for an inclusive and sustainable society. Acknowledging our shared responsibility as an active member of civic society, striving to build trust and generate mutual benefits for communities in all the places and networks where RMIT operates.
Public policy and leadership	Adopting a leadership position among our peers and providing ideas, innovations and insights to influence and inspire communities, governments and industries.
Social	
Health, safety and wellbeing	Developing a values-based health, safety and wellbeing (HSW) culture that seeks to enhance the mental and physical health, safety and wellbeing of our people so they can thrive in work and life.
Community and public engagement	Modelling participatory governance and engagement with our students, staff and communities. Promoting understanding and awareness of sustainability issues, fostering a sense of responsibility towards the environment and society encouraging sustainable behaviours and capabilities.
Inclusion, diversity, equity and access	Reducing inequality and promoting diversity, inclusion, equity and access for staff, students and the wider community.
Empowering our people	Fostering a collaborative, caring, inclusive and innovative culture that supports a resilient workforce with fulfilling career pathways. Providing staff with the resources, support, and opportunities they need to develop and thrive. RMIT's employment practices are progressive, sector-leading and built on trust and accountability.
Supporting Indigenous rights	Ensuring Aboriginal and Torres Strait Islander peoples, their culture and knowledges are represented, understood and celebrated. Supporting the United Nations Declaration on the Rights of Indigenous Peoples through our commitment to Responsible Practice and the Indigenous strategic commitments.
Supporting our students	Developing a learning and support model that recognises diverse backgrounds, learning, career and life experiences. Equipping learners with the experience, knowledge and skills they need to find their path and next steps, alongside opportunities to access study, wellbeing and financial support when needed.





Vice-Chancellor's statement

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RMIT's civic purpose has always extended beyond our campuses and into the communities we serve. Today, that purpose is reflected in our responsibility to help shape a more sustainable, just and resilient future.

Sustainability at RMIT is not the focus of a single project or program, it is purposefully woven through our education, research, partnerships and engagement, as well as the way we design and run our operations. From reducing our environmental footprint and advancing a fairer society, to exploring regenerative approaches that restore ecosystems and support thriving communities, this work is central to who we are as a University.

We pursue our sustainability agenda with a global perspective. The UN Sustainable Development Goals (SDGs) guide our priorities and provide shared aspirations for the impact we seek to generate, while the principles of the UN Global Compact shape how we engage with human rights, labour, the environment and anti-corruption across our activities and supply chains.

Our Sustainability Annual Report tracks RMIT's performance against the SDGs, increases transparency and accountability, and highlights the practical steps we are taking to turn strategy into action. Looking back on 2025, we are pleased to showcase the many ways our students, staff, partners and communities are turning knowledge into meaningful change.



2025 Highlights

- Our first Indigenous Governance Committee was established to advise the University Executive Committee on matters that affect Aboriginal and Torres Strait Islander peoples and communities. External community representatives include Woi wurrung and Boon wurrung Traditional Owners, the Victorian Aboriginal Education Association, and members of the broader Victorian Aboriginal community.
- RMIT researchers were awarded a Nobel Sustainability Award for their work on the Global Observatory of Healthy and Sustainable Cities (GOHSC), which is an international and interdisciplinary initiative that measures and promotes the health and sustainability of urban environments.
- RMIT's Inclusion, Diversity, Equity and Access (IDEA) team received the AHEIA Award for Workplace Culture Excellence for its leadership in building a more inclusive and accessible workplace; and we received the Athena SWAN 'Supporting LGBTQIA+ inclusion' Cygnet Award, in recognition of work to support LGBTIQA+ staff and students.
- In Europe, we signed a partnership agreement with the Norman Foster Foundation in Madrid to expand our collaboration in education and research with a focus on sustainable cities.
- Nurturing Kitchen – a collaboration led by RMIT Vietnam Sustainability, with the RMIT Vietnam School of Science, Engineering and Technology, and generous members of industry – prepared and delivered nutritious meals to nurture young people's wellbeing in Vietnam.
- Researchers featured in this report are delivering impressive SDG-aligned research projects that tackle vital issues including public housing, active transport, health innovations and justice for vulnerable people. We are proud of their efforts to solve the urgent societal and environmental challenges of the time.

Looking to the year ahead, RMIT will continue to deepen its commitment to sustainability and the collective care of our social, economic and ecological systems. Guided by a regenerative mindset, this is embedded in the second horizon of our Knowledge with Action strategy, setting the pace for lasting, positive impact.

Professor Alec Cameron
Vice-Chancellor and President

About RMIT



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3.1 Organisational profile

RMIT is an international university of technology, design and enterprise, with more than 104,000 students and just over 13,000 staff across the globe. We empower people and communities to adapt and thrive across generations through education, research and civic engagement that are applied, inclusive and impactful. Postgraduate, undergraduate, vocational education, foundation studies and online programs provide a wide range of knowledge building and work relevant pathways.

RMIT consolidated its international reputation further in 2025. The University ranked 125 in the QS World University Rankings and in the 251–300 band of the Times Higher Education (THE) World University Rankings.

We also continue to be recognised for our sustainability leadership. In the THE Impact Rankings, the University ranked in the global top five for Reduced Inequalities (SDG 10), 30th globally for Decent Work and Economic Growth (SDG 8) and 85th for Climate Action (SDG 13) among more than 1,000 institutions. In the QS Sustainability Rankings, RMIT ranked first in Australia and second in the world for Equality, reflecting our focus on fairness and inclusion.

Strong industry connections, forged over 138 years, remain central to RMIT's leadership in education, applied and innovative research, and to the development of graduates as skilled global citizens. This underpins an alumni community known for being highly employable and ready to adapt in complex times.

Alongside industry relevance, creativity and inclusivity are hallmarks of an RMIT education. Our diverse global community of more than 560,000 alumni live, work and contribute in more than 153 countries. Recognising that education is lifelong, many return throughout their careers to refresh and update their skills or to change career direction.

As a collective and as individuals, we commit to respectful ways of working that acknowledge the experiences, history and knowledge of Aboriginal and Torres Strait Islander peoples. We actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

RMIT's values are at the heart (durrung) of who we are, what we stand for, how we make decisions and the way we connect with each other. These values provide a shared understanding that shapes how our community lives and works together on an international scale. They inform our approach to making a practical and positive difference in the communities we serve. With urban locations that are deeply embedded in their surrounds, RMIT is well placed to extend its positive engagement locally, nationally and globally.

Further information on RMIT's financial performance, controlled entities and executive profiles is available in the University's Annual Report (PDF 17 MB).

Place and being

RMIT's three major Melbourne campuses are located in the City, Brunswick and Bundoora, alongside other sites across Victoria. Internationally, the University has two campuses and an English language centre in Vietnam, as well as a research and innovation hub in Spain. Programs are also delivered through partners in Singapore, Hong Kong, Sri Lanka, Indonesia, India and China, supported by research and industry collaborations around the world.

Situated on the unceded Aboriginal Country of the Woi wurrung and Boon wurrung language groups of the Eastern Kulin Nations, RMIT is committed to the self-determination and sovereignty of Aboriginal and Torres Strait Islander peoples. Through its Indigenous Strategic Commitments and a transition from Reconciliation to Responsible Practice, the RMIT community commits to respectful ways of working that honour Indigenous experiences, history and knowledge of the lands on which we operate.

3.2 Governance

RMIT University governance overview

RMIT University was established and is governed in accordance with the Royal Melbourne Institute of Technology Act 2010 (Vic). The responsible Minister throughout 2025 was the Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Water.

University Council

The University Council plays a crucial role in shaping RMIT's strategic direction. It comprises the Chancellor, Vice-Chancellor, Chair of the Academic Board, appointed members, and elected representatives from our student and staff communities. Its primary responsibilities include setting the strategic direction and financial plans, monitoring University performance, ensuring effective risk management, overseeing academic activities, and monitoring major strategic projects.

RMIT is committed to the University Chancellors Council Voluntary Code of Governance Principles and Practice for Australia's Public Universities (The Code). The Code was amended in December 2024 to align with best practice for governance in Australia and the Australian Universities Accord, with the new code applying in 2025.

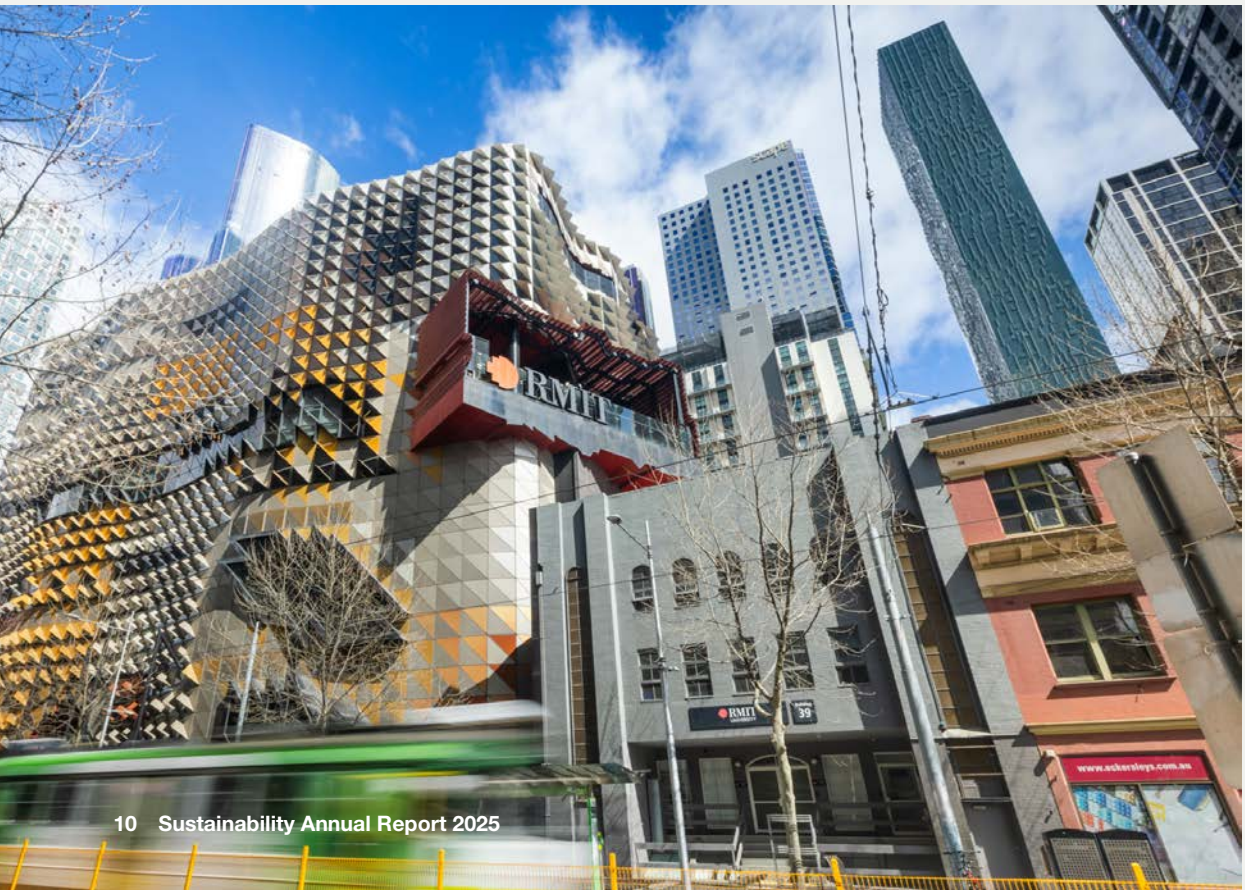
University Executive

Under S26(6)(a) of the RMIT Act, the Vice-Chancellor, as chief executive officer of the University, is responsible for the conduct of the University's affairs. The Vice-Chancellor determines the executive, administrative and operational structure and functions of the University and delegates to senior executives to ensure activities align with institutional strategy and operating plans.

The University Executive (UE) is RMIT's principal executive management group. It advises and supports the Vice-Chancellor and President in managing the affairs of the University. The University Executive Meeting (UEM) is the formal committee through which senior executive accountability, advice, consultation, collective responsibility and executive decision-making are exercised across the RMIT Group.

Senior executives (UE members) support and advise the Vice-Chancellor on operational policy and administrative matters within their portfolios. Their coordinated decision-making in UEMs is supported by several executive management committees, including the Sustainability Committee.

For more information, visit our governance website.



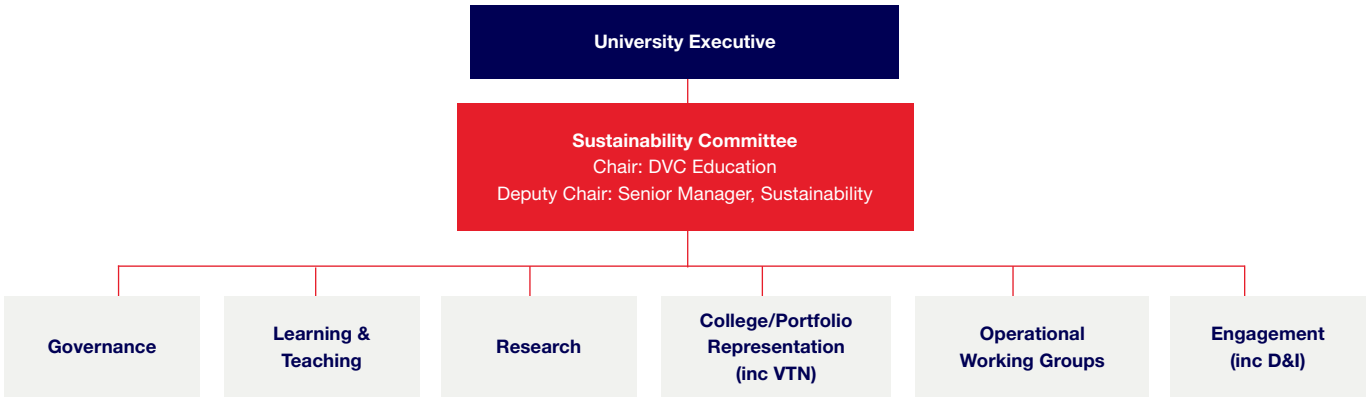
Sustainability Committee

RMIT has a strong governance framework that makes sustainability an organisational priority and ensures decision-making reflects the University's values. As a socially responsible institution, RMIT is committed to ensuring its activities have a positive impact on people and place.

The Sustainability Committee is the University's peak governance body for sustainability, responsible for promoting and coordinating sustainability initiatives across all areas of RMIT. Its role is to ensure sustainability principles and practices are embedded in core teaching and learning, research, governance and operations.

Chaired by the Deputy Vice-Chancellor Education, the Sustainability Committee reports to the University Executive on sustainability performance and makes recommendations on sustainability-related commitments, policies, planning and partnerships. It also oversees the University's strategic direction and commitments on sustainability, including the UN Sustainable Development Goals, the UN Global Compact and Modern Slavery obligations.

For more information, visit the Sustainability Governance webpage.





3.3 Our strategy

Knowledge with Action (PDF 3MB) builds on RMIT's strengths and values, capturing the University's ambitions for accessible lifelong education, impactful research and innovation, and an inclusive, sustainable future.

The strategy reflects the ideas, expertise and aspirations of RMIT's people. It focuses on the knowledge, skills and capabilities needed to make a difference in the world and applies across the University's many diverse parts.

Above all, it defines what a university like RMIT can contribute to and share with the communities it serves.

Learning through life and work

Research and innovation for impact

Serving our communities

The three directions of *Knowledge with Action* are interlocking, strengthening connections between learning, teaching, research and community service, enabling coordinated activity and collaboration across organisational structures. Sustainability is a core theme throughout the strategy, with particular emphasis in Direction 3: Serving our communities.

Knowledge with Action is built on a nine-year view, structured into three-year horizons to ensure planning and implementation are continually evaluated and refined. Through annual planning, each direction is translated into clear goals and actions aligned to its distinct focus. In this way, RMIT continues to prepare its communities for life and work, as a distinctly practical place of learning and applied research.

3.4 Other key documents

RMIT Policy Governance Framework

Our policy approach is guided by an enterprise-wide Policy Governance Policy (PGP), which describes the processes for developing, approving, reviewing and maintaining policy documents at RMIT. The PGP applies to all policy documents developed for and on behalf of the University and its controlled entities and is intended to fulfil the following objectives:

- articulate how RMIT complies with legislative and regulatory obligations
- support the implementation of RMIT's strategic objectives and operational and academic plans
- reflect RMIT's cultural and organisational values
- embed delegations of authority and their limits
- reduce organisational risk
- enhance both academic and research integrity.

Policies are subject to a major review at least every five years, or more frequently where changes to legislative or other requirements necessitate a review. Policies apply to the RMIT Group, which is RMIT University and its controlled entities. Localisation of policies is supported by procedures or other policy documents.

Some of the key policies and procedures reviewed in 2025 that have implications for the University's sustainability maturity include:

- **Compliance Policy:** affirms RMIT's commitment to compliance management and outlines the framework and objectives for managing compliance obligations. It promotes a positive compliance culture that fosters ethical conduct and supports good governance and operational excellence at RMIT.
- **Student Safety Measures Procedure – Vietnam:** identifies and supports students whose actions or behaviour may present a risk to the health and safety of themselves, other students, staff, or other members of the public or the broader RMIT community, as well as the safety or proper functioning of RMIT facilities or property.
- **Gifts, Benefits and Hospitality Policy:** outlines the responsibilities of staff to avoid conflicts of interest and uphold high standards of integrity and trust when offering or receiving gifts, benefits or hospitality.
- **Right to Disconnect Procedure:** outlines key principles in relation to out of hours contact with RMIT employees from RMIT or third parties, in line with the 'right to disconnect' introduced to the Fair Work Act 2009 (Cth) (FW Act).
- **Gender-Based Violence Prevention and Response Policy:** sets out the principles underpinning RMIT's commitment to preventing and responding to gender-based harm and violence, and to outline the responsibilities of members of the RMIT community.

As part of embedding the UN Sustainable Development Goals (SDGs) across the organisation, the Sustainability and Diversity and Inclusion teams work with policy owners to apply the Sustainability and Equity Evaluation (SEE) to critical policies. The SEE Tool is used in facilitated workshops to help staff consider the positive and negative impacts of their work in a holistic way. It brings together key aspects of RMIT's values, reduces duplication, and highlights priority areas for improving outcomes for people, communities and the environment, including better alignment with the SDGs.

Risk Management Framework

RMIT's risk management framework provides a systematic approach to identifying, managing and monitoring risk across the University.

RMIT fosters a positive, risk-aware culture where risk is understood as a shared responsibility embedded in academic, research and non-academic operations. The framework supports open, transparent discussion about both risks and opportunities.

The framework is underpinned by:

- A Risk Management Policy based on ISO 31000:2018, which sets out RMIT's approach, principles and responsibilities for effective risk management.
- A Council-appointed Audit and Risk Management Committee (ARMC) that monitors and reports on the adequacy of arrangements to ensure risks are well managed and aligned with group strategy.
- An annual review and update of the RMIT Risk Appetite Statement.
- Active management and monitoring of risk profiles by all Colleges, Portfolios and Controlled Entities to ensure mitigation measures are in place and exposures remain consistent with RMIT's objectives.
- Provision of risk management support, advice, assessment tools and training for staff.
- Delivery of an annual internal audit plan, focused on evaluating the effectiveness of internal controls and prioritising areas of higher risk.
- An insurance program that protects RMIT from financial impacts arising from physical loss or damage to assets and activities, and from injuries to staff, students and third parties.

Risk domains are enterprise-wide categories used to organise and manage risks that may impact RMIT's objectives. They help scope and frame risk causes that need to be validated and controlled in a changing risk environment.

Sustainability is one of RMIT's 19 risk domains. It is designed to address the risk that RMIT may not deliver on its sustainability leadership, maturity and commitments, which could limit the University's ability to minimise social and environmental impacts and to maximise sustainability opportunities.

Tier 1 risks are enterprise-wide subcategories of each risk domain, where causes, effects and levels of control are identified. Tier 2 risks are specific instances of risk managed at the level of a portfolio, controlled entity or college.

RMIT's risk appetite is a foundational element of its risk culture, aligning decision-making with expected behaviours. The Sustainability Risk Appetite Statement specifies the level of sustainability-related risk the RMIT Group is prepared to seek or accept in pursuing its strategic objectives and delivering annual operating plans.

Modern Slavery Compliance

RMIT recognises modern slavery risk as a complex global human rights issue, and we continue to pursue the elimination of modern slavery across our operations and supply chains. 'Modern slavery' refers to situations where coercion, threats or deception are used to exploit people and undermine or deprive them of their freedom. Under the Modern Slavery Act 2018 (Cth), this includes eight forms of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour.

As required by the Act, RMIT publishes an annual Modern Slavery Statement outlining the actions taken to identify, assess and address modern slavery risks, and to continuously improve its response.

For more information, visit the Modern Slavery Statement webpage.



Philipp Ivanov
Chief Global Resilience Officer

RMIT Global Resilience Office

In 2025, RMIT took a significant step to strengthen its long-term organisational sustainability by establishing the Global Resilience Office (GRO). The Office was created to enhance institutional capability in managing emerging geopolitical, research security and foreign interference risks, while supporting responsible international engagement.

As a globally connected university, RMIT recognises that sustainable research and innovation ecosystems require both openness and appropriate safeguards. The formation of the GRO reflects the University's proactive approach to protecting academic integrity, intellectual property, sensitive research, and trusted partnerships.

During the year, foundational governance structures were developed, leadership capability was established, and frameworks were designed to support risk-informed decision-making across research, partnerships and global engagement activities.

The establishment of the Office strengthens RMIT's governance infrastructure and reinforces its commitment to transparency, ethical conduct and institutional trust. By embedding resilience into organisational systems, RMIT is supporting the long-term viability of its teaching, research and global collaborations, while aligning with Sustainable Development Goals.

SDG Alignment



Engagement



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Engaging with students, staff and partners is essential to ensure we contribute to a more sustainable future.

We focus on connection, collaboration and shared action – from sustainability ambassadors and living lab projects, to formal centres, interdisciplinary networks and internal teams, engagement remained a core way of identifying and progressing opportunities for change. RMIT also works closely with external communities, industry, government and sector bodies, using memberships, partnerships and co-designed initiatives to align local action with global frameworks such as the UN Sustainable Development Goals.

Together, these relationships strengthen RMIT's capacity to turn ideas into impact, embed sustainability in everyday practice and support a more just, resilient and regenerative future.

4.1 Our Sustainability Teams

The Australian Sustainability Team, based in Property Services in the Operations Portfolio, works across all functions of the University to provide expertise and drive sustainability initiatives to support the University's strategy, plans, policies and commitments.

In Vietnam, the Sustainability Team is dedicated to driving meaningful transformation through education, innovation, and collaboration, within the community and beyond.

Together, these teams share best practice and adapt the University's sustainability goals to local contexts. Their work is guided by key strategic documents and plans, with a focus on demonstrating global sustainability leadership through practical action and empowering students, staff and the wider community. Progress is outlined in this report and on RMIT's sustainability website.

Each year, the teams deliver a range of engagement activities to inspire and educate staff and students. These initiatives provide exposure to social and environmental sustainability topics. Through workshops, seminars and interactive activities, participants develop the knowledge and skills to contribute actively to a more sustainable future.

Sustainability engagement plan

RMIT's Sustainability Engagement Plan provides an annual roadmap for building a more sustainable University community. It supports transparency, an ongoing dialogue, shared responsibility and helps foster a culture where sustainability is embedded in everyday practice.

Through storytelling and collaboration, the Sustainability team raises awareness, educates stakeholders and works with partners on common goals. The plan aligns with key University strategies, policies and plans, and creates platforms for collective action. Each year, students and staff engage in a wide range of sustainability initiatives, including events, workshops, tours and online programs.

In 2025, we curated over 195 hours of sustainability content and directly engaged over 3,000 people in our RMIT community and beyond through 51 events, including workshops, tours, training, conferences, citizen science and inductions.

Various engagement mechanisms are used across key stakeholder groups to ensure those impacted by, or interested in, RMIT's activities are appropriately informed and involved. Further detail on these mechanisms is provided in Appendix 12.1.





4.2 Sustainability Week

Sustainability Week at RMIT serves as a key institutional initiative to deepen awareness of environmental and social sustainability issues, including climate change, circular economy, biodiversity, equality and social impact. The annual events program showcases existing sustainability achievements and initiatives across the University, highlights student and staff leadership, and provides targeted opportunities for participants to build practical skills and adopt more sustainable everyday practices. By convening events, workshops and collaborations across colleges, portfolios and student groups, Sustainability Week also strengthens a sense of community and fosters ongoing cross-disciplinary partnerships and external industry engagement that extend beyond the week itself.

SDG Alignment



Australian Based Activities

RMIT Sustainability Week 2025, themed 'Purpose in Action: People, Planet, Passion', celebrated a vibrant, community-driven approach to sustainability, highlighting how purposeful action, environmental care and shared passion can shape a better future.

The program connected students, staff and community members through panel discussions on environmental careers, swap shops, DIY workshops, visible mending sessions, and creative upcycling initiatives.

The keynote presentation was given by Professor Esther Charlesworth, founding Director of Architects without Frontiers (AWF) and one of the founders of Architects Sans Frontieres (ASF) International. Esther was also a Professor in the School of Architecture and Design at RMIT, where she founded the Master of Disaster, Design and Development degree and the Humanitarian Architecture Research Bureau (HARB). In 2024, Esther was awarded a prestigious Fulbright Senior Scholar award to continue her design research and design practice on humanitarian architecture at Morgan State University in Baltimore. The presentation looked at how to utilise architecture's social agency as a vehicle for global change, focusing on examples of AWF's work in responding to humanitarian crises.

Other well attended highlights from the week included a student focused co-creation workshop by the Regenerative Futures Institute, film screenings of Greenhouse by Joost, masterclasses and social gatherings that fostered awareness, practical learning, and collaboration around sustainability.

Engagement across multiple campuses was strong, with positive feedback for participatory activities such as the 'Ferment-a-thon' fermentation masterclass, sustainable fashion showcase, trivia, Foodie Friends sessions, and initiatives championing waste reduction, inclusion, and wellbeing.

The Operations Portfolio hosted a morning tea for staff with a 'My Job in Sustainability' panel session. The event showcased a variety of roles undertaken by professional staff at the University that strongly contribute to RMIT's sustainability maturity.

RMIT Sustainability Week exemplified the University's commitment to transforming intent into action, empowering the RMIT community to actively co-create a thriving, sustainable future for all.



Vietnam Based Activities

Sustainability Week is a flagship annual event to showcase and celebrate sustainable efforts at RMIT Vietnam. With the theme Sustainability in Action, the 2025 program amplified the collective impact of students and staff through empowering individual journeys and building a network for sustainability. The four main initiatives were an exhibition on the UN Sustainable Development Goals (SDGs), Sustainable Voices Platform, Green Week Challenge and Sustainable Events Partnerships.

The SDGs Exhibition highlighted a cohesive effort from across schools, departments, staff and students in integrating sustainability into work and life. With 35 projects showcased, the exhibition attracted 500 visits, sparking impactful dialogue among the participants.

The 'Sustainable Voices Platform' highlighted community-led initiatives from students, staff and external partners. Through panel discussions, workshops and interactive activities, 12 initiatives inspired the RMIT community to adopt more sustainable practices.

The 'Green Week Challenge' and 'Sustainable Events Partnerships' were hosted throughout the week, with 117 participants achieving 928 green actions, from bringing their own tumbler or using public transportation, to reducing single-use materials in operating events. These initiatives emphasise the importance of applying sustainability in campus life, empowering students and staff to make sustainably conscious choices even after the event.

Sustainability Week opened collaborations with universities and industry partners, developing and celebrating a network of sustainability. The closing ceremony and networking sessions united partners, experts, and academic units to share meaningful insights and initiatives that support the growth of future sustainability leaders. The week-long event resulted in an RMIT Sustainability Community being formed, with seven RMIT academic unit representatives, nine from various departments, five representatives from external universities, eight from industry partners, and two from the student projects. This approach reaffirms RMIT Vietnam's longstanding commitment to sustainability.



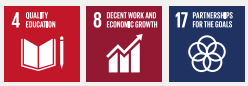




4.3 Sustainability Ambassador programs

The Sustainability Ambassadors Program at RMIT student-focused initiative that develops emerging leaders in environmental and social sustainability while supporting the implementation of the University's sustainability commitments. Through training, project-based learning and peer engagement, participating students build practical skills in advocacy, communication and behaviour change and lead activities that promote sustainable practices. The program amplifies student voice in sustainability decision-making, strengthens links between academic study and real-world impact, and contributes to a more engaged and informed campus culture that supports personal, professional and institutional sustainability goals.

SDG Alignment



Australia

In 2025, RMIT successfully revived the Student Sustainability Ambassador Program, engaging 23 committed student volunteers from diverse academic, disciplinary and cultural backgrounds. The program intake included representation from multiple fields of study and from students at different stages of their degrees, ensuring a rich mix of perspectives and lived experiences. Over the year, ambassadors played an active role in championing sustainability across the University by supporting events, delivering peer-to-peer outreach, and taking on leadership roles in campaigns and activities aligned with RMIT's sustainability objectives.

A key feature of the 2025 program was a focus on capability building: 14 ambassadors completed ACTS Carbon Literacy Training, deepening their understanding of climate science, carbon impacts and practical actions, enhancing the quality and credibility of student-led sustainability conversations on campus. The program also embedded formal recognition pathways, with the ambassadors' contributions acknowledged through RMIT Plus and recorded on their official academic transcript, reinforcing the value of sustainability leadership as a core graduate attribute.

The successful return and achievements of the program have strengthened RMIT's commitment to empowering future sustainability leaders, while fostering a more engaged, informed and sustainability- conscious University community.



Vietnam

The Sustainability Ambassador Program (SAP) in Vietnam is a talent development initiative designed for students, with a vision to build a community of sustainability-focused and workforce-ready graduates.

The program equips students with hands-on experience in sustainability projects, complemented by training, mentoring and industry engagement. Through practical application and guided learning, students develop the competencies to contribute effectively to sustainability practices in professional settings.

In 2025, the program recorded 1,062 volunteer hours, with 26 student volunteers participating across 19 sustainability-related events. Training sessions, such as GRI reporting, ESG business practices or theoretical-sustainability concept, equipped our students with foundational exposure to sustainability practice and strengthened professional competencies.

Complemented by inclusive industry networking and career exposure, the program not only supported building workplace readiness but also the emerging sustainability leadership capacity among our students.



4.4 Sustainable events

RMIT is committed to building partnerships that strengthen sustainability engagement. Through these collaborative initiatives and programs, students and staff are actively involved and supported to deepen their understanding of social and environmental sustainability.

Sustainable Events Guide

The RMIT Sustainable Events Guide (PDF 11.8 MB) supports students and staff to design and deliver events that are economically viable, socially just and environmentally responsible. Applicable to events of all sizes, the guide addresses key impact areas including food and water, waste avoidance, community engagement, responsible practice and procurement.

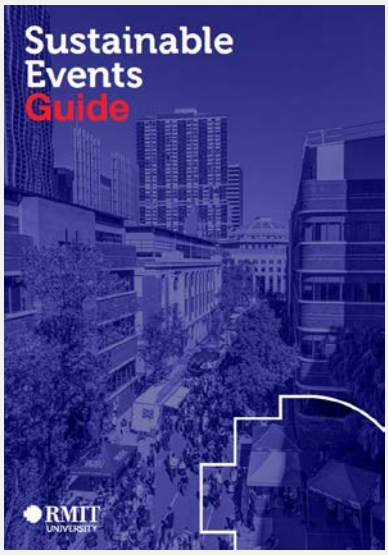
In 2025, the existing guide continued to inform a range of on-campus trials and initiatives aimed at reducing waste through better planning and operations, while a review and refresh was undertaken to further update the resource.

Working with the Events team and student groups, major campus events were used as controlled environments to test new approaches and refine sustainable event practices for the updated Guide. Examples of new initiatives trialled included:

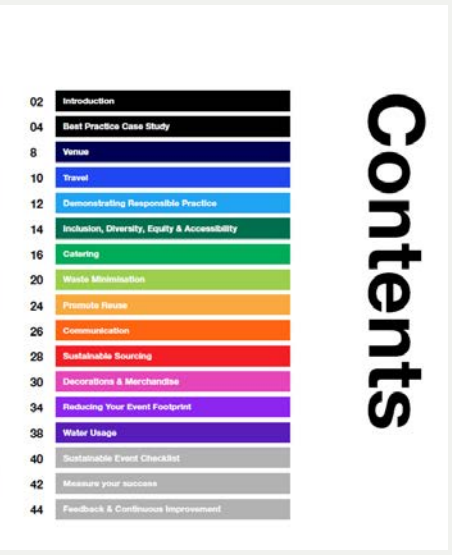
- **Waste avoidance:** Material inputs were reduced from the outset by limiting giveaways, minimising packaging, streamlining menus and requiring vendors to use reusable or recyclable crockery and cutlery.
- **Organics collection:** The team worked with food and drink vendors to ensure only food scraps and coffee grounds were placed in organics bins, which were closely monitored to minimise contamination.
- **Reuse:** Single-use plastics were eliminated, reusable glasses were purchased and collected for ongoing use.
- **Hydration stations:** Temporary drinking fountains were installed on each campus (in addition to existing infrastructure) and attendees were encouraged to bring reusable water bottles.
- **Communication and engagement:** Strong pre-event messaging was provided, clearer and more consistent signage supported correct waste separation, and staff and student volunteers were on hand to assist attendees on the day.

SDG Alignment











ACTS Sustainable Event Certification: an Australasian first for sustainability

The inaugural United Nations Business and Human Rights Forum, hosted by RMIT, achieved a significant regional milestone as the first university event in Australasia to receive a three-star ACTS Sustainable Event Accreditation. This marks it as the first fully certified sustainable university event in the region.

The Australasian Campuses Towards Sustainability (ACTS) Sustainable Events Accreditation provides a practical framework for embedding sustainability into every stage of event planning. It helps organisers reduce environmental impact, promote social responsibility, and demonstrate leadership in sustainable event delivery.

To earn the highest three-star rating, the forum was required to show leadership and innovation in both environmental and social sustainability, meeting all 15 mandatory actions in the ACTS sustainability checklist, and completing an additional ten optional actions. Key initiatives included:

- Plantable 'green' name tags and reused lanyards to prevent waste to landfill.
- Fully vegetarian and vegan catering provided by a local business committed to ethical sourcing and fair labour practices.
- 100% reusable service ware (cups, plates, and cutlery) and zero plastic packaging.
- Event organisers and service providers with fully sustainable, externally verified supply chains.
- Digital first approach to the program guide and market stalls.

This achievement reflects the effort and collaboration of the event co-organisers and raised awareness of RMIT's Sustainability Week reinforcing our commitment to responsible and sustainable practice.

Further information on this event can be found in 11.3 – Partnerships for the Goals.



SDG Alignment



4.5 Inaugural Sustainability Award – recognising staff leadership

In 2025, the **RMIT Awards for Excellence** introduced a Sustainability Award category for the first time, formally recognising staff who are leading meaningful environmental, social and economic change across the University and beyond.

Transforming Australia's food system: End Food Waste CRC REDUCE Program

The inaugural Sustainability Award (team) was presented to Rhenette Cabanero, Allister Hill and Professor Simon Lockrey for their work on the End Food Waste Cooperative Research Centre (CRC) REDUCE Program.

Through nationwide initiatives to tackle food loss and waste, the team helped reduce millions of tonnes of food waste and associated greenhouse gas emissions, while contributing to the creation of thousands of circular economy jobs. Working in partnership with industry, universities and government, they delivered transformative, evidence-based solutions that reimagined how Australia produces, consumes and values food.

Translating global goals into local action: Dr Justin Battin

The inaugural Sustainability Award (individual) recognised Dr Justin Battin for his sustained commitment to sustainability through leadership, community engagement and education. His work included large-scale cleanups, upcycling projects, crosssector sustainability forums and securing international sustainability grants, all focused on turning global goals into local impact.

In his teaching and research, Dr Battin integrated creativity, collaboration and practical problemsolving, equipping students and partners to drive realworld change.

Together, these inaugural award recipients set a strong benchmark for sustainability leadership at RMIT, demonstrating how staff are embedding the UN Sustainable Development Goals in practice through systemic change, partnerships and education.





4.6 Memberships

RMIT maintains meaningful partnerships that allow the University to scale up impacts across social, environmental and economic outcomes beyond the University's boundaries. RMIT is a member of key local and global sustainability-related organisations which provide access to free resources, training and support to students and staff. They include:

- **Australasian Campuses Towards Sustainability (ACTS)**

  RMIT is a member of ACTS, a network that aims to inspire, promote and support change towards best practice sustainability within the operations, curriculum and governance of the Australasian tertiary education sector.

  RMIT partners with ACTS to deliver a range of programs, networking events and professional learning opportunities. Lin Stevenson, Senior Manager Sustainability is the current President of ACTS.

- **Australian Universities Procurement Network (AUPN)**

  The AUPN is a group which represents the Australasian and New Zealand higher education sectors and works to improve excellence in procurement practice and the skills of procurement professionals. The group has a focus on driving sustainability performance and improving transparency in supply chains.

- **Australian Technology Network (ATN)**

  The Australian Technology Network brings together Australia's five real-world universities focused on enterprise, impact and finding solutions to issues facing our economy and society. Along with RMIT, the member universities are Curtin University, Deakin University, University of Newcastle, and University of Technology Sydney.

  ATN universities produce Australia's most job-ready graduates and undertake world-class research with real-world impact, seeking to find solutions to the world's most wicked problems. Through innovation, they are proud disruptors challenging the status quo to meet the needs of a rapidly changing economy and society. Together, they are committed to equity, excellence and social justice.

  Established in 1999, the ATN is one of Australia's leading university peak bodies with a track record of advocating and shaping positive policy outcomes with all levels of government.

- **Future Earth Australia (FEA)**

  Having first joined in 2018, RMIT renewed its membership in 2024 with Future Earth Australia, a national platform for catalysing, collaborating, and connecting research and practice for sustainability transformations. Hosted by the Australian Academy of Science, FEA is a national node in the global Future Earth network and a member organisation to the Belmont Forum. FEA has developed three national strategies focused on: sustainable oceans, sustainable cities and just adaptation. Biodiversity was the strategic theme for 2025. FEA is an active advocate for sustainability, transdisciplinary research, Indigenous leadership and knowledge systems, and Early Career Researcher and Professionals (ECRP) opportunities and seed funding.

- **Green Building Council of Australia (GBCA)**

  RMIT is a founding member of the GBCA which aims to support and drive the adoption of green building practices in the property industry. RMIT participates in GBCA events and training to ensure our community is aware of the latest innovations and the evolution of sustainability rating tools and how to apply them to the built environment. Topics covered in 2025 included decarbonisation, embodied carbon reduction, circular economy principles, nature-positive outcomes, and climate resilience.

- **Sustainable Development Solutions Network (SDSN)**

  The Australia, New Zealand and Pacific Network of the Sustainable Development Solutions Network (SDSN) brings together SDSN members in the region to promote solutions, policies and public education for sustainable development. RMIT collaborates with the SDSN on practical solutions for sustainable development and sharing best practice teaching and research in sustainability and the SDGs. RMIT remained connected to regional SDSN initiatives that support collaboration, shared learning and capacity building across the university sector to advance the Sustainable Development Goals. RMIT participated in the SDSN and ACTS 2025 Regional Forum: Putting education for the SDGs into Practice in Higher Education series. Session 2 ‘The role of higher education in accelerating our region’s transition to a sustainable economy and society’, was Moderated by RMIT’s Professor Usha Iyer-Raniga, Director Integrated Circular Economy, Climate Resilience, Clean Energy, School of Property, Construction and Project Management.

  Tertiary Education Facilities Management Association (TEFMA)

  TEFMA is an organisation that promotes and supports the management and development of the facilities portfolio in the Australasian tertiary education sector. RMIT participates in the annual TEFMA sustainability performance benchmarking study to track performance in the sector.

- **United Nations Global Compact Network Australia (UN GCNA)**

  Membership of the United Nations Global Compact Network Australia assists RMIT in sector-based collaboration, leadership advocacy and global connections on sustainability. They support businesses to act responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption, while taking strategic actions to advance societal goals. RMIT provides office space to the GCNA at our City campus, providing a strengthened connection to collaborate on research projects and support student outcomes.



Research impact



5

In 2025, RMIT continued to implement 'Research and Innovation for Impact' strategies aligned with Direction 2 of the *Knowledge with Action* (KWA) strategy.

The KWA strategy establishes a distinctive RMIT research and innovation system defined by transdisciplinary understanding, applied practice and ethical partnerships with industry and government, and integrates Aboriginal and Torres Strait Islander perspectives as vital knowledge systems for impactful research.

Guided by RMIT's Decadal Aspirations, efforts continued to focus on deepening research impact culture and capability, fostering partnerships, scaling up transdisciplinary research, growing research training, and accelerating research translation and commercialisation to enable sustained impact at scale. As Horizon 1 of *Knowledge with Action* drew to a close in 2025, the achievements to date provided a strong platform for lifting ambition in the next phase of the strategy. The University is proud of what has been accomplished in the research space through Horizon 1 and is inspired to raise the bar as it moves into the next horizon.

5.1 Decadal Aspirations for Research and Innovation

The RMIT Decadal Aspirations: Enabling Research and Innovation for Impact continued to guide research and innovation activity in 2025. Building on the framework endorsed in 2023, the University focused on putting these aspirations into practice, using them to shape priorities, investment and capability building across RMIT's research system.

The nine aspirations, organised around key Strategic Enablers, inform decision-making on where and how RMIT grows research impact, partnerships and infrastructure. In 2025, they increasingly provided the reference point for strategic planning and investment to support the actions articulated under Direction 2 of the *Knowledge with Action* strategy, ensuring that research and innovation are positioned for long-term success for RMIT, its people and partners.

Visit our website for the abridged version or full version of the Decadal Aspirations.

"RMIT's Decadal Aspirations encourages us to think, plan and act, collectively and strategically about the issues that are likely to become increasingly important for the success of RMIT University, its people and partners in the coming years.

As a comprehensive research-intensive university, RMIT aspires to create beneficial change for the economy, environment, and society from the application of knowledge and solutions arising from the conduct of excellent research.

Recognising that our rich and diverse range of research activities can produce different impacts in different ways, we are committed to enabling a multitude of diverse, conventional, and unconventional, impact pathways.

Distinguished Professor Calum Drummond AO
Deputy Vice-Chancellor, Research and Innovation and Vice-President

5.2 Indigenous Research

Indigenous Research Plan

Our *Knowledge with Action* strategy commits RMIT to building a research and innovation ecosystem that recognises and integrates Aboriginal and Torres Strait Islander peoples' perspectives, world views and lifeways as vital knowledge systems for driving impact.

The RMIT Yeah, developed by the Office of Indigenous Education, Research and Engagement under the leadership of Pro Vice-Chancellor Professor Gary Thomas, aligns the University's Indigenous research priorities with our Decadal Aspirations.

Guided by the aspirations of our research community and the principles underpinning the Indigenous Research Plan, five strategic objectives (Action Areas) have been defined and will remain a focus in the coming years:

- Growing capacity and capability
- Creating sustainable and integrated pathways
- Creating an enabling environment
- Conducting ethical and responsible research
- Focusing on research impact and excellence.

You can read more about the *RMIT Indigenous Research Plan (2023-2025)* [9.41MB].

SDG Alignment



Indigenous Research Network

The Indigenous Research Network is a transdisciplinary network that brings together academics, HDR candidates, community, industry and practitioners around a shared commitment to excellence in Indigenous research, with engagement continuing throughout 2025.

The Network supports RMIT's commitment to Indigenous-led research that creates positive impact with integrity, engages meaningfully with Aboriginal and Torres Strait Islander peoples, and delivers benefits for communities and society more broadly.

The Network focuses on fostering a research environment that is open to community engagement and grounded in working for and with Aboriginal and Torres Strait Islander Elders, Traditional Owners, Advisor Groups and researchers. By supporting responsible, respectful practice, it has helped drive innovative, high-impact research outcomes that advance community aspirations and success.





Achievements – *Indigenous Research Plan 2023-2025*

Significant outcomes and progress were achieved through the life of this three-year plan, with much to be proud of. A selection of these are included below.

- Established the Indigenous Research Network, a transdisciplinary network, bringing together academics, HDRs, community, industry, and practitioners around the theme of excellence in Indigenous research.
- Established the Indigenous Governance Committee (IGC) to assist, advise, and act under University Executive Committee delegation, in relation to RMIT's university strategy, Indigenous Strategic Commitments and other matters relating to Aboriginal and Torres Strait Islander peoples.
- Awarded three prestigious RMIT Vice-Chancellor's Indigenous Research Fellowships and supported eight Doctoral Fellows into the Vice-Chancellor's Indigenous Doctoral Fellowship.
- Enrolled 22 self-identified Indigenous HDR candidates and graduated 14 Indigenous PhD candidates.
- Developed a Cultural Safety workshop for Indigenous HDR candidates and supervisors supported by the School of Graduate Research and led by *Shifting Grounds*.
- Research and Innovation initiative, designed with Koorie Heritage Trust, Culturally Safe Research workshop, piloted in 2025 and to be offered in 2026 through the Research Capability Development catalogue.
- Provided a guide for Responsible Practice in 'Aboriginal and Torres Strait Islander Peoples and Research' aligned to Principle 6 of the Australian Code for the Responsible Conduct of Research and the AIATSIS Code of Ethics.
- RMIT Library identified Indigenous Research Space and dedicated section of the RMIT Library as a 'Library place for Community'.



Yoonggama – centring First Nations knowledge and leadership in research

Yoonggama is a First Nations Knowledge Creation Transdisciplinary Research Cohort, co-designed by Dr Vicki Couzens, RMIT University and Professor Suzi Hutchings, Swinburne University of Technology. Grounded in the Keerray Wooroong cultural value principle of Yoonggama, the initiative is shaped by a vision of regenerative reciprocity, caring for and with Kin and Country, and sustaining the continuance of First Nations Knowledge across generations.

Founded on sovereign, self-determined principles and values, Yoonggama places Indigenous leadership, sovereignty and self-determination at the centre of research and knowledge translation. It focuses on crafting pedagogies, learning environments, courses and pathways that strengthen learning outcomes and contribute to the prosperity of Indigenous peoples, ensuring that research impacts and outputs are culturally appropriate and represent excellence in the field.

Yoonggama provides an identified place and space where First Nations Knowledge Systems – including epistemological, pedagogical and methodological approaches – are privileged. Community-identified research priorities are seeded, nurtured and supported to flourish, creating conditions for First Nations-led research to thrive.

A key focus is supporting Indigenous Higher Degree by Research students through a nurturing cohort environment where they can research, yarn, learn and share their knowledge, analytical skills and cultural understandings with one another, Senior Indigenous Blakademics and visiting scholars. In doing so, Yoonggama strengthens a growing community of Indigenous researchers and embeds First Nations Knowledge at the heart of transdisciplinary research and sustainability practice.

SDG Alignment



5.3 Innovation, reach and influence

Across student, early career and established researchers, the breadth, quality and impact of RMIT research continued to be evident in 2025. The University invested in partnerships that create benefits for society and the environment by deepening transdisciplinary understanding, tackling complex challenges and developing new ventures and networks.

RMIT's Higher Degree by Research (HDR) community remained a powerful driver of innovation and impact, with more than 2,700 candidates worldwide working across multiple disciplines.

The 2025 HDR cohort comprised:

Cohort	Numbers
Domestic candidates	1,118
International candidates	1,516
Vietnam offshore candidates	107
Global PhD enrolments with Collaborative Research Training Agreement partners	296
Collaborative Research Training Agreements	71
Industry-engaged HDR candidates	288
HDR completions	400

Research capability and career pathways were further strengthened through the second cohort of RMIT Research Translation Fellowships, supporting researchers to lead significant translation initiatives, and through Pixel, a new career and leadership development program designed for and by RMIT's Vice Chancellor's Research Fellows.

Overall HDR satisfaction reached 84 per cent in the 2025 Student Experience Survey.





Empowering women researchers and advancing gender equality

The RMIT Women Researchers' Network (WRN) is a vibrant forum to promote gender equality and support women researchers. WRN is committed to advancing the United Nations' Sustainable Development Goal on Gender equality (SDG 5).

WRN's 2025 contributions spanned both institutional transformation and individual empowerment by:

- Contributing to policy reviews and gender equality plans across the University, creating a more supportive and equitable environment for women researchers at all career stages.
- Supporting external partners in implementing RMIT's gender equality strategies in practice, including collaboration with the Victorian Public Sector Gender Equality Commissioner.
- Collaborating across multiple RMIT portfolios to deliver grant-writing workshops, researcher capability initiatives and cross-disciplinary events that expand access to academic resources, empowering researchers and reducing inequality.
- Addressing structural barriers that disproportionately affect women in academia through promotion workshops, mentoring, leadership development programs and targeted professional development opportunities.

Through this integrated suite of initiatives, WRN contributes meaningfully to reducing inequalities and fostering a culture of inclusion, reinforcing RMIT's global reputation as a sector leader in SDG performance. WRN's work exemplifies RMIT's strategic commitment to embedding inclusion, diversity, equity and access across strategy, practice, community building and leadership development, in alignment with the Sustainable Development Goal framework.

SDG Alignment



WRN Annual Symposium

The 2025 WRN Annual Symposium invited the University community to reflect on how technological innovation shifts the nature of our work, and how it presents both challenges and opportunities, particularly in sustaining progress toward gender equality.

Guided by WRN's mission to foster an environment where women researchers can thrive, the Symposium created a vital platform for dialogue, critical reflection, and collective action.

The Symposium brought together researchers, leaders and professional staff to envision how RMIT can continue to embed the values of inclusion, collaboration, excellence and equality into the next chapter of academic work.

A major highlight of the program was the distinguished panel discussion Gender Equality at RMIT: Progress and Future Directions. The panel featured contributions from:

- Distinguished Professor Calum Drummond AO, Deputy Vice-Chancellor, Research and Innovation and Vice-President
- Distinguished Professor Tracy Taylor, Associate Deputy Vice-Chancellor, Research and Innovation, College of Business and Law
- Ms Lara Rafferty, Associate Director, Equity and Inclusion
- Mr Mat Lewis, Manager, Inclusion, Diversity, Equity and Access, Capability, Inclusion and Leadership
- Dr Maryam Safari, Chair, Women Researchers' Network
- Professor Melanie Davern, Deputy Chair, Women Researchers' Network
- A video message from Professor Kay Latham, Associate Deputy Vice-Chancellor, Gender Equity.

These leaders offered diverse perspectives on how RMIT continues to advance equity across its research, academic and operational contexts, reinforcing the University's commitment to inclusion, diversity, equity and access.

"This year's program provided an opportunity to connect across disciplines and career stages, to share experiences, and to celebrate the achievements of those championing gender equity at RMIT.

"It invites us to look ahead, to reimagine how we work and lead, so that RMIT's core values, including the values of inclusion, collaboration, excellence, and equality continue to guide our institutional and societal progress and impact."

Dr Maryam Safari
Chair of the Women Researchers' Network

SDG Alignment

















Raising the bar on sustainability reporting in Australia

Sustainability reporting is central to corporate accountability and climate action, yet Australia has not yet fully adopted the new IFRS S2 *Climate-related Disclosures*, with a removal of industry-based metrics.

In November 2025, College of Business and Law academic Dr Kevin Thai presented to more than 100 attendees including industry practitioners at the inaugural Australian Accounting Standards Board (AASB) Sustainability Forum.

Dr Thai outlined how Australian listed companies in climatesensitive sectors are already using industryspecific metrics to disclose climaterelated risks and opportunities. His research demonstrated the importance of these reporting measures and helped shape forum discussions, which highlighted the critical role of evidenceinformed approaches to standard setting.

These discussions contributed to the Australian Treasury signalling its intention to introduce mandatory industryspecific reporting requirements by 2030.

In parallel, Dr Thai has been working with the AASB on several research projects including the development of industrybased metrics and reporting frameworks for the notforprofit and charity sector extending the reach and impact of improved climate disclosure practices.

SDG Alignment



RMIT activator

RMIT Activator

In 2025, Activator secured a $400,000 three-year grant from LaunchVic to deliver a series of Circular Tech startup programs. In partnership with leading consultancies Anvarta, Lifecycles, and Boomerang Labs, the [Re]Launch Circular Tech programs were designed to accelerate innovation in the circular economy.

The project officially launched with a dedicated event featuring a panel discussion on the future of circular technology in Victoria. The event attracted 140 attendees from government, industry and the broader Victorian circular economy community.

The project comprises four programs. The first, the Incubator program, launched in 2025 created a pipeline into the Pre-Accelerator programs. Out of 129 submissions, 50 participants were selected to take part.

RMIT Activator continued to build on this momentum to deliver the final cohort in 2026.

SDG Alignment



5.4 Enabling Impact Platforms

RMIT delivers significant impact on the big issues that matter through its Enabling Impact Platforms (EIPs), which are designed to drive economic, environmental, societal, health and cultural impact in partnership with government, business and the community.

This structure enables RMIT to rapidly bring together interdisciplinary research teams and external partners from industry, government, community and academia to address complex challenges in high-priority research areas.

The eight EIPs work collaboratively with RMIT's research community and capture opportunities across multiple schools and colleges, supported by RMIT's extensive capability in research partnerships, translation and services.

In 2025, RMIT unveiled the inaugural 'Enabling Impact' report, showcasing the University's collaborative efforts in tackling global challenges. Highlights from recent years included:

- 70+ Capability development activities supported (EIP Platform Activity Funds)
- 19 Strategic Impact proposals funded
- 6 Network Activation Projects funded
- 5,000+ Enabling Impact Platform Affiliations
- 5 newly established researcher-led Enabling Impact Networks, making 49 in total.

The key roles of the EIPs include:

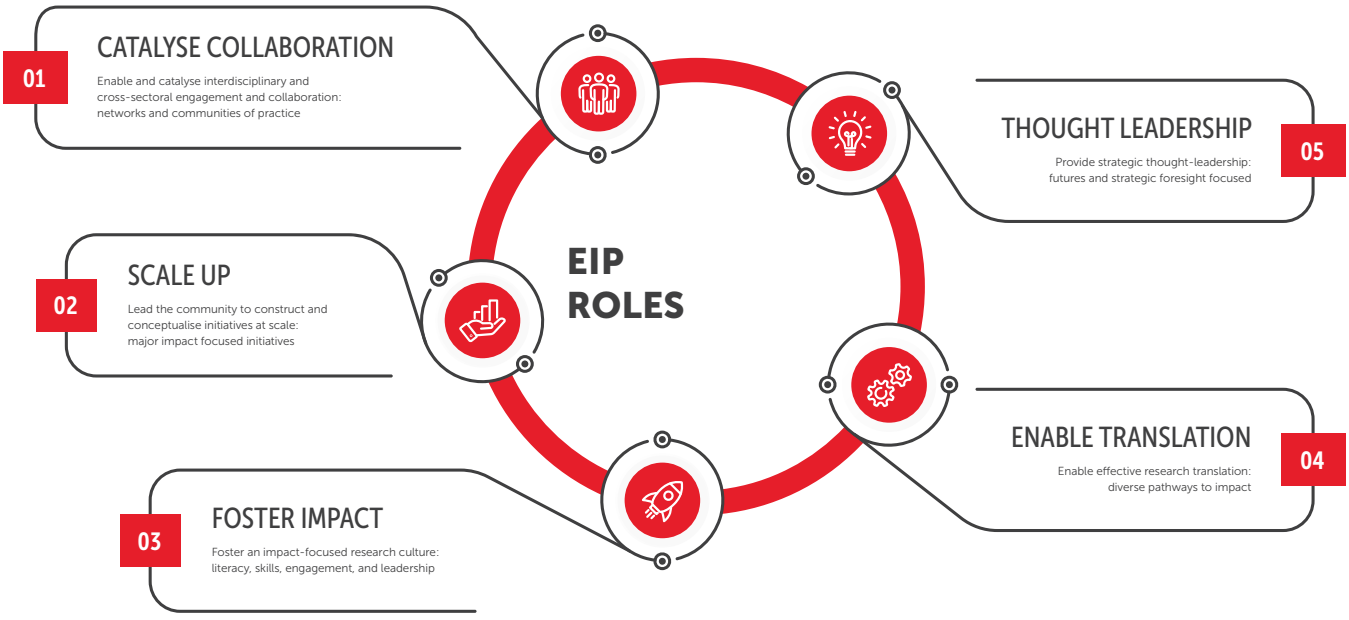




Image credit: RMIT University and OFFICE

High Impact-Potential Initiatives (HIPIs)

RMIT's *Knowledge with Action* strategy and Decadal Aspirations prioritise partnerships that deliver sustained, largescale impact. In this context, the High Impact-Potential Initiatives (HIPIs) program was created as a design-led, codesign approach that brings together interdisciplinary RMIT teams with partners from industry, government, community and academia.

The inaugural HIPI piloted in 2024 on sustainable housing, generated new impact opportunities and models for collaboration with the HIPI framework now being scaled to other complex societal challenges.

In 2025, housing remained a key focus, reflecting both national pressures and local conditions, with particular attention on examining and questioning the impacts of State Government policy on public housing.

Barkly Street Public Housing Estate Future Visions

Following extensive work from an interdisciplinary team of RMIT researchers, the rationale and benefits of the Victorian Government's High Rise Redevelopment Program, which plans to demolish and rebuild all 44 of Melbourne's public housing towers by 2051, was challenged. In a report focused on the Barkly Street public housing estate in Brunswick, the researchers found that upgrading the existing tower and adding new homes on site could deliver significantly better social, economic and environmental outcomes.

Drawing on resident interviews, stakeholder consultation, lifecycle cost and carbon modelling, the research shows that demolition would come at a high financial and environmental cost while disrupting established communities and social support networks.

In contrast, retrofit and infill approaches could reduce carbon emissions by up to 44.5%, expedite upgrades and enable residents to remain connected to place, services and community. The authors argue that a more transparent, evidence-based and participatory approach offers a viable and more sustainable alternative to wholesale demolition across Melbourne's public housing estates and call for sitebysite evidence on renewal options to be published before demolition proceeds.

This research was coauthored by Professor Karien Dekker, Dr Ben Milbourne, Bart van Bueren, Mike Collins, Kathryn Daley, Mark Goodie, Sajani Jayasuriya, David Kelly, Priya Kunjan, Callum Logan, Stephen Mintern, Sara Pishgahi, Simon Robinson, Sarah Sinclair and Nilmini Weerasinghe.

This research aligns with RMIT's commitment to the UN Sustainable Development Goals by identifying lowercarbon, less disruptive public housing renewal options that protect vulnerable tenants, strengthen communities and support more sustainable, inclusive urban redevelopment.

SDG Alignment



Impact enablement activities

Examples of a feature activity that each of the eight EIPs have taken the lead or collaborated on:

Design and Creative Practice EIP

Textile Terrains – exposing the hidden costs of second-hand clothing

RMIT researchers have further advanced the Textile Terrains research project, an opensource investigative initiative that reveals the hidden social and environmental costs of the transnational secondhand clothing (SHC) trade. Combining interdisciplinary expertise, spatial visualisation and field documentation, the project builds on a 2024 pilot study to trace the potential contribution of Australian SHC to environmentally compromised landscapes in and around Accra, Ghana.

Australians purchase an average of 55 new clothing items each year, with 87% donating surplus garments for reuse. Around twothirds of these donations are exported through global trade networks from wealthier nations to lowerincome countries across Africa, Asia and South America. In Ghana's Kantamanto Market, West Africa's largest SHC hub, approximately 15 million garments arrive each week. Although exported in wearable condition, their sheer volume and often low quality mean an estimated 40% are unsellable and become waste, forming hazardous "textile terrains" that infiltrate soil, waterways and ecosystems.

The Textile Terrains project responds to these realities by combining trade mapping, satellite imagery, terrain models and ontheground documentation from Accra to examine Australia's role in this global system. It exposes the uneven environmental and social impacts of fashion overconsumption, including illegal dumping and the creation of new waste landscapes along riverbeds, wetlands and coastlines, and advocates for regulatory reform to address these harms.

This research (2025-ongoing) asks a critical question of the fashion industry and consumers alike: Why do we need to buy less? It situates overconsumption within broader systems of overproduction, trade inequity and waste colonialism, and highlights the need for social, cultural and regulatory change to slow the acceleration of fashion and support more just and sustainable futures.

Directly underpinned by the research and partnerships developed throughout 2025, this body of work will be brought to wider public attention through the Textile Terrains exhibition at RMIT in 2026, showcasing the project's visual and investigative outputs and hosting a panel of researchers, policy thinkers and NGOs.

Textile Terrains aligns with multiple UN Sustainable Development Goals by addressing fashion overconsumption, global trade inequities, environmental justice and the importance of collaborative, systemic change.

SDG Alignment





Global Business Innovation EIP

Launch of the Gender Equality Evidence Hub

In November 2025, RMIT hosted the launch of the Gender Equality Evidence Hub, a new national research translation initiative founded by Dr Leonora Risse.

The Hub builds a bridge between academic research and policymakers, businesses and community leaders working to close gender gaps. Its origins are closely tied to RMIT, with early seed funding and mentoring support from the Global Business Innovation and Information in Society Enabling Impact Platforms (EIPs), alongside Leonora's Vice-Chancellor's Fellowship.

Despite growing commitment to gender equality, organisations often struggle to identify strategies that are genuinely evidence-based. Well-intentioned initiatives are not always grounded in rigorous evaluation, and academic research can be difficult to access or apply in practice.

The Gender Equality Evidence Hub curates high-quality research on "what works" to close gender gaps and translates it into clear, practical guidance. Freely accessible online, the Hub re-packages technical findings into actionable insights for decision-makers across government, industry and the community sector. The launch event, co-hosted by the Hub and the Enabling Impact Platforms, and with support from RMIT Gender Equity, Trawalla Foundation and the Women's Leadership Institute Australia, convened leaders from government, research and industry to champion evidence-informed action.

By strengthening research translation channels and building trusted relationships with stakeholders, the Hub extends the reach of academic knowledge into real-world policy and practice.

SDG Alignment







Sustainable Technologies and Systems EIP

Investigating the health benefits of Indigenous plant in common foods

Research supported by 2025 EIP funding, found that Old Man Saltbush, a droughttolerant Australian desert shrub traditionally used as bush tucker, has strong potential as a sustainable, highquality food ingredient.

Food scientists analysed saltbush and showed that:

- its protein quality almost meets ideal amino acid requirements for humans
- it is high in protein compared with other plant sources such as soy, pea and rice protein
- it is rich in minerals including calcium, iron, phosphorus, zinc and sodium.

When ground saltbush powder was added to wheat flour noodles, it more than doubled the protein content and increased dietary fibre eightfold compared with standard wheat pasta, while also acting as a natural salt substitute.

One serving of wheat pasta with saltbush provided almost half an adult's recommended daily protein intake. Because saltbush supplies essential amino acids like lysine, which wheat lacks, blending wheat and saltbush can create products with a more complete protein profile.

The research team will now test longerterm health effects, consumer acceptance, largescale processing and supplychain reliability, and expand trials to breads, snacks and plantbased foods. Working with growers and industry, the goal is to develop Australiangrown, climateresilient ingredients that support healthier, more sustainable food systems.

The work, conducted through RMIT's Food Research and Innovation Centre and partly funded by the Enabling Impact Platform for Sustainable Technologies and Systems, contributes to circular economy goals by exploring how plant ingredients and food byproducts can be turned into highvalue, sustainable food materials.

SDG Alignment



Advanced Materials, Manufacturing and Fabrication EIP

3D printing in MedTech: unlocking sustainable innovation

3D printing, a key form of additive manufacturing, has significant potential to transform how medical devices are designed and produced. Despite Australian innovation in this space, broader uptake across the MedTech sector has been limited.

A twoyear project, supported by the Advanced Materials, Manufacturing and Fabrication and Global Business Innovation and Enabling Impact Platforms, examined 3D printing as a disruptive technology in MedTech. The team analysed the industry landscape, mapped key stakeholders (including surgeons, patients, manufacturers, insurers, researchers and regulators) and identified barriers to adoption.

Researchers from RMIT, Lund University, the University of Auckland and industry partners Stryker and OMX Solutions focused particularly on implants for the spine, hips and other joints, exploring how additive manufacturing could enable new entrepreneurial opportunities.

Two white papers captured the findings: the first mapped stakeholders, identified four opportunity areas (material science, technology, business models and regulations/quality) and provided industry roadmapping, while the second examined business model barriers, their root causes and potential solutions.

Through this collaborative work, the EIPs helped build a clearer evidence base and strategic direction to support wider, more effective adoption of 3D printing in the medical device sector.

SDG Alignment







Urban Futures EIP

Planetary Stewardship in the Mekong River Delta, Vietnam

This project is designed to build climate research network capabilities across RMIT Vietnam and strengthen strategic sustainability partnerships across the Mekong River Delta by surfacing and scaling community-led initiatives that work to empower local leaders and reduce vulnerability to climate impacts and threats.

The project is a partnership between the Planetary Civics Inquiry (PCI) and the Climate Change Research Network (CCR-NET) in collaboration with the EIP networks, RMIT Smart and Sustainable Cities Hub, RMIT Vietnam colleagues and key stakeholders in the Mekong Basin, including Can Tho University and the World Wildlife Fund (WWF) on water security and planetary stewardship.

In 2025 the focus of activity and impact was twofold:

1. To hold a collaborative visioning workshop in the Mekong Delta to develop the agenda grounded in local insights and knowledge-sharing.
2. To amplify and connect the work of RMIT Vietnam colleagues aligned with the Planetary Civics Inquiry (PCI) researching climate action and community-led resilience which resulted in a series of workshops and videos.

This project was supported via Urban Futures EIP Platform Activity Fund and Network Activation Funds, as well as the RMIT Vietnam Smart and Sustainable Cities Hub and the College of Design and Social Context.

SDG Alignment





Information in Society EIP

RMIT Urban Dynamics (RUDY) Node

Launching in 2025, the RMIT Urban Dynamics (RUDY) Node focuses on the production and provision of dynamic urban data and data pipelines, advanced modelling tools, and analytical methodologies that support addressing urban challenges.

The RUDY Node is part of the Australian Urban Research Infrastructure Network (AURIN), which provides digital research infrastructure for urban researchers in academia, government and industry.

The Node is developing versatile digital tools and data sets that will further evidence-based policymaking, urban planning, and technological innovation for Australian cities of tomorrow.

For example, RUDY researchers at RMIT are developing multi-scale urban digital twins (UDT) and AI-driven semantic 3D mapping pipelines. These advanced tools and techniques overcome current limitations in integrating diverse data sources across spatial and temporal scales, by seamlessly stitching together high-resolution 3D drone imagery, BIM data and data on highly dynamic environments such as green spaces.

This research is part of a vision for a reusable and extensible digital platform for maintaining dynamic UDTs, integrating built infrastructure with its surrounding environment and directly addressing infrastructure barriers such as data silos, lack of standardisation, limited scalability, and frequent update challenges. The resulting tools and datasets will support researchers with timely, high-resolution 3D data for advanced analysis; assist city councils to improve situational awareness, urban greening and sustainability planning; and enable AURIN stakeholders and partners to access up-to-date, high-resolution, analysis-ready UDT data.

The project aligns with RMIT's sustainability strategy and its commitment to the United Nations Sustainable Development Goals (SDGs), particularly SDG 11: Sustainable Cities and Communities.

SDG Alignment



Biomedical and Health Innovation EIP

Mental Health in the Workplace and Workforce

The RMIT Mental Health Innovation Network (MHIN) hosted a multidisciplinary symposium, *Mental Health in the Workplace and Workforce*, bringing together researchers and industry partners to examine psychosocial risks, workplace cultures and mental health across sectors such as health care, aged care and construction.

Co-convened with the Humanities, Arts and Social Sciences for Health (HASH) Network, Pathways to Healthy Ageing (PHA) Network and the Centre for Organisations and Social Change (COSC), the event featured an industry panel with representatives from Howden Insurance, Northern Health, Impact Co., Converge International and National Australia Bank.

Attendees then co-designed new initiatives with industry, resulting in four funded projects, including:

- an academic-industry collaboration framework to support academic mental wellbeing
- improved support strategies for nursing students with complex needs
- stigma reduction approaches in forensic mental health
- an AI-enabled prototype chatbot to provide ondemand support for mental health nurses and social workers.

The event also catalysed further collaboration between MHIN and the National Psychosocial Safety Network, with joint workplace mental health initiatives planned from 2026 onwards.

SDG Alignment



Social Change EIP

Designing ethically with marginalised communities

The *Pressure Points: Reflecting on Rupture, Repair and Recovery in Designing with Marginalised Communities* project, led by Dr Rachel Goff and supported by the Enabling Impact Fund Activity explored the ethics and complexity of codesign with structurally marginalised communities.

From August to December 2024, social work academics, service designers and students worked alongside industry designers Jo Sczcepanska and Hope LumsdenBarry and 15 local and international service designers. Together they exchanged practice insights, reflected on challenges in working with marginalised communities, and hosted one inperson and one online workshop focused on codesign, rupture, repair and systemic barriers.

Published in 2025, a key output was a collaboratively created zine, sharing stories of rupture and repair in design practice and introducing reflective practice methods from social work into design contexts. The workshops and zine formed a space for provocation, storytelling and critical reflection, deepening a shared commitment to navigating systemic conditions ethically and justly.

The project:

- facilitated rich knowledge exchange on designing with marginalised communities
- strengthened relationships and partnerships across the design sector
- supported student learning, with Social Work placement students capturing indepth stories from 13 designers
- secured SIF Thought Leadership funding to extend its impact.

Building on this success, the team focused on a public launch of the zine, codeveloping a second volume focused on recovery from rupture in design contexts and planning targeted engagement with policy and design stakeholders.

This project exemplifies how social workers and designers can work together to advance justicefocused practice and improve outcomes for structurally marginalised groups.

SDG Alignment





5.5 Research contributions to the SDGs

As part of our public commitments to the global 2030 sustainable development agenda, RMIT is proud to demonstrate our leadership by supporting and fostering research projects contributing to the SDGs.

2025 was a year of significant change in how research data was managed. A major system change altered how SDG data was collected and processed. This shift has created challenges for the overall data set available for this reporting cycle and required new approaches to analysis. In response, we are exploring updated methods for SDG mapping and reporting, including the use of Large Language Models (LLMs) and additional validation steps, to improve accuracy and efficiency in future reporting.

Alongside these system-level changes, we also strengthened local data validation for SDG-aligned research projects. More proactive checks enabled clearer identification of partnership arrangements within research, contributing to improved results for SDG 17 (Partnerships for the Goals) and demonstrating the value of targeted validation within an evolving data environment.

The diagram below provides a snapshot of the 1,147 active research projects in 2025 that address one or more of the SDGs.

The data indicates we have increased alignment across many areas, including:

- SDG 9 – Industry, Innovation & Infrastructure
- SDG 12 – Responsible Consumption & Production
- SDG 17 – Partnerships for the Goals



RMIT Business Carbon Emissions Symposium

RMIT's 2025 Business Carbon Emissions Symposium brought together researchers, industry leaders and policy experts to explore the complexities of climate change and business carbon emissions.

The event featured keynote insights on the urgency of emissions reduction, international perspectives on policy impacts, and discussions on green investing and ESG data analytics.

A dedicated panel on carbon emissions reporting and assurance examined emerging Australian standards and industry practices, reinforcing RMIT's commitment to advancing research, informed dialogue and practical solutions that support the transition to a low-carbon economy.

SDG Alignment



RMIT co-leads breakthrough in targeted ovarian cancer therapy

RMIT has co-led research to personalise treatment for women with ovarian cancer and improve outcomes. The SOLACE2 clinical trial, conducted across 15 Australian hospitals and led in part by Distinguished Professor Magdalena Plebanski and Dr April Kartikasari, has developed a promising blood test that may better predict who will benefit from PARP inhibitor therapy.

This work could enable more targeted and effective treatment for women worldwide once fully validated. The research was conducted in collaboration with WEHI and the University of Sydney NHMRC Clinical Trials Centre and coordinated by the Australia New Zealand Gynaecological Oncology Group (ANZGOG).

SDG Alignment



Sustainable solutions through marketing

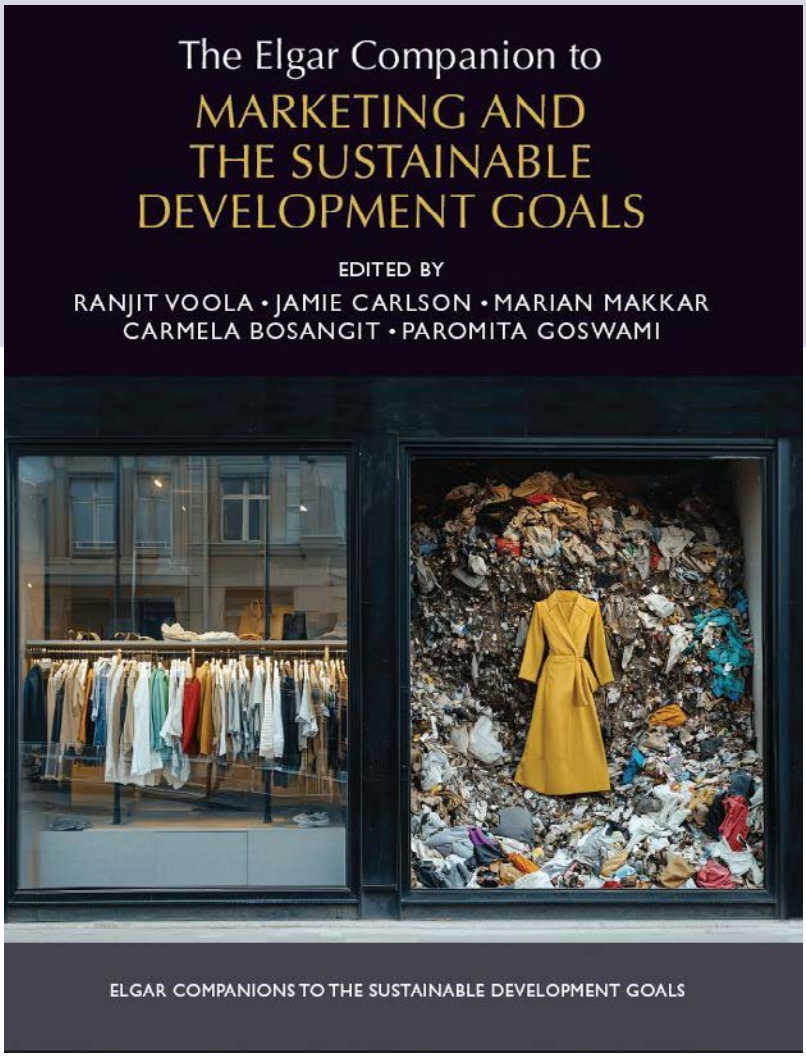
In 2025, Associate Professor Marian Makkar co-edited *The Elgar Companion to Marketing and the Sustainable Development Goals*, a substantial scholarly volume that demonstrates how marketing can serve as a catalyst for advancing the SDGs.

The Companion brings together contributors from 15 countries, framing marketing an influential force for addressing social, environmental and economic sustainability challenges.

Through global case studies and conceptual insights, the book highlights marketing's capacity to reshape supply chains, strengthen transparency and expand market access for marginalised communities, positioning marketing as a key driver in building sustainable and inclusive systems. With thematic sections dedicated to theory, pedagogy and industry engagement, the Companion examines how emerging technologies enable accountability and responsible consumption.

Widely endorsed by academic and industry leaders, the volume provides a timely and authoritative resource for aligning marketing strategies with SDG and PRME principles, contributing directly to more resilient and sustainable futures beyond 2030.

SDG Alignment



Collaborating for a better world

RMIT's research partnerships continued to turn ideas into tangible benefits for people and planet in 2025. Working across various challenges and sectors, these initiatives demonstrate how research, innovation and collaboration are driving practical solutions for a more sustainable and resilient future.

Giving industrial waste a new home

A large-scale trial of sustainable roof tiles by RMIT and Bristile Roofing demonstrated that incorporating coal ash and glass waste can reduce their carbon footprint.

Manufacturing trials incorporated ash waste from coal-fired power stations and glass, delivering both environmental and engineering benefits. The finished tiles were lighter and more fire resistant, while remaining strong and durable.

Understanding bushfire evacuation behaviours to better protect communities

A team led by Dr Erica Kuligowski revealed the complex travel behaviours of households during bushfire evacuations to improve community safety.

Working closely with emergency response agencies and local government, the team's insights will inform pre-event community engagement, emergency communication strategies, evacuation planning and real-time decision-making.

SDG Alignment





Learning and Teaching

6

In 2025, RMIT continued to strengthen learning and teaching through a diverse set of initiatives focused on educator capability, student experience and responsible innovation. This work spans curriculum and assessment design, inclusive practice, digital learning environments, student support, employability and future-focused capability development.

Together, these initiatives show how the University is translating strategic priorities into practical, evidence-informed improvements that support quality, equity and long-term learner success, and aligning with the UN Sustainable Development Goal framework.

SDG Alignment



6.1 Enabling teaching innovation and educator capability

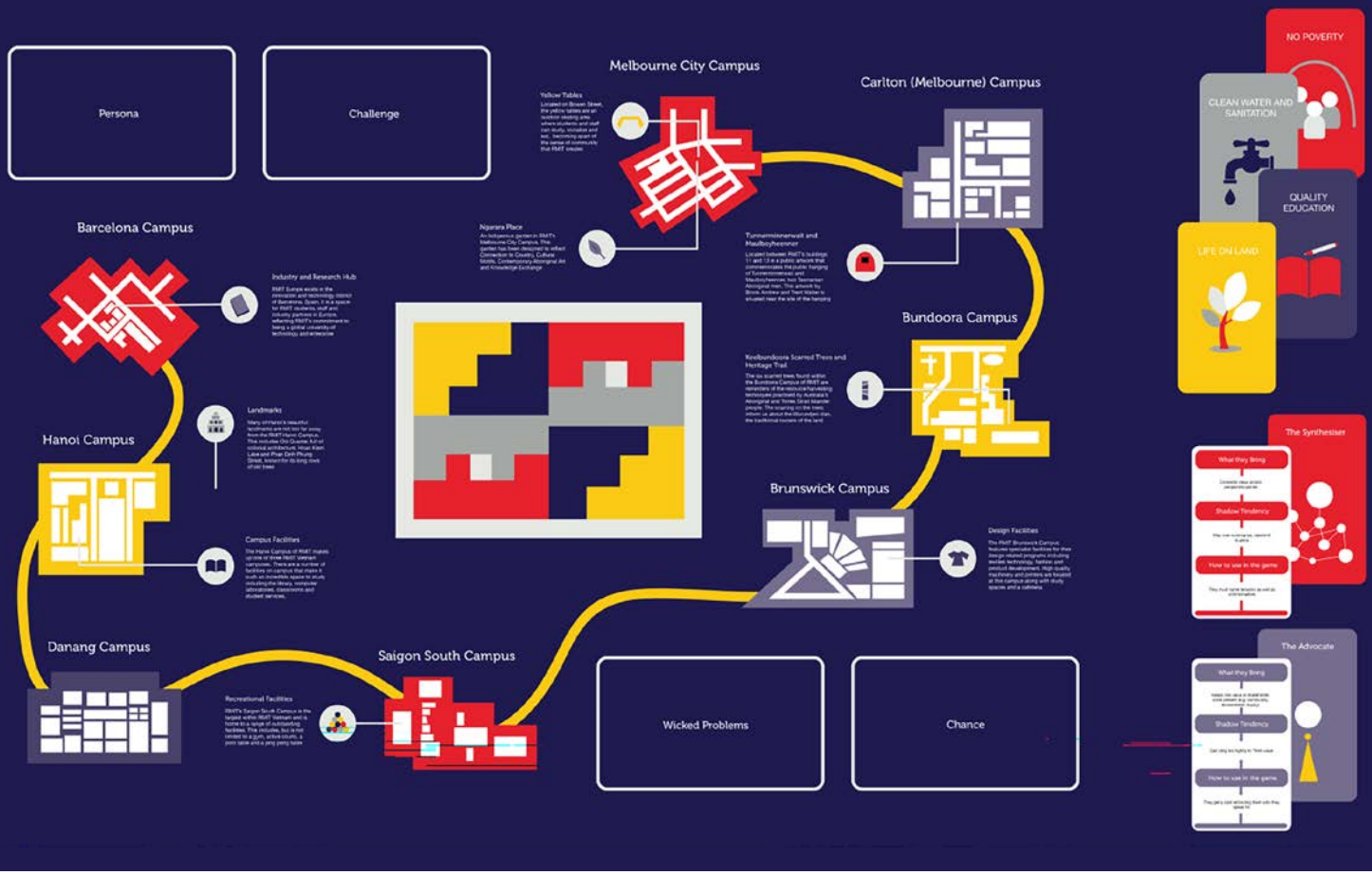
Education Innovation Lab

Completed in October 2025, RMIT's Education Innovation Lab is a purpose-designed educational research lab that supports experimental teaching practice across RMIT. The lab provides dedicated infrastructure for educators to test new pedagogies, push disciplinary boundaries and work collaboratively with students as genuine co-creators of learning.

Located within RMIT's Social Innovation Precinct and Melbourne's broader Innovation District, the lab sits within a connected ecosystem of purposeful, place-based innovation. Ten courses have been timetabled into the lab for semester 1 2026. Four of these are Regenerative Futures minor courses, embedding sustainability literacy and transdisciplinary thinking into the lab's inaugural teaching program and connecting experimental pedagogy with RMIT's commitment to equipping learners to address complex environmental and social challenges.

Educators were selected through a competitive expression of interest process and assessed against four criteria: teaching-led and experimental, collaborative and generative, reflective or reflexive, and shareability. These criteria reflect the lab's core purpose: not simply to provide a space, but to cultivate a community of educators willing to take genuine pedagogical risks and share what they learn. The lab sits at the intersection of people, pedagogy and place, bringing together educators and students, innovative teaching practice and a dedicated environment that supports testing, reflection and sharing of new approaches.





Interdisciplinary Learning and Teaching Toolkit

Development of the Interdisciplinary Learning and Teaching Toolkit continued in 2025 to strengthen institutional capability in interdisciplinary curriculum design and delivery. Key developments included a board game adaptation to support rapid, accessible engagement with interdisciplinary practice, an online Canvas course to enable scalable professional learning for educators, and an Interdisciplinary Manifesto Roundtable involving staff from across colleges and portfolios.

Together, these initiatives enhanced teaching quality, fostered cross-university collaboration and supported educators to design learning experiences that respond to complex global and societal challenges.

Education Focused Academic Community Framework

In 2025, the Education Focused Academic Community Framework was developed to support RMIT's education focused academic roles as they continue to be embedded across the University. The framework brings together community networks, peer exchange, collaboration and mentoring, while also building capability in scholarly teaching, the Scholarship of Teaching and Learning and educational leadership.

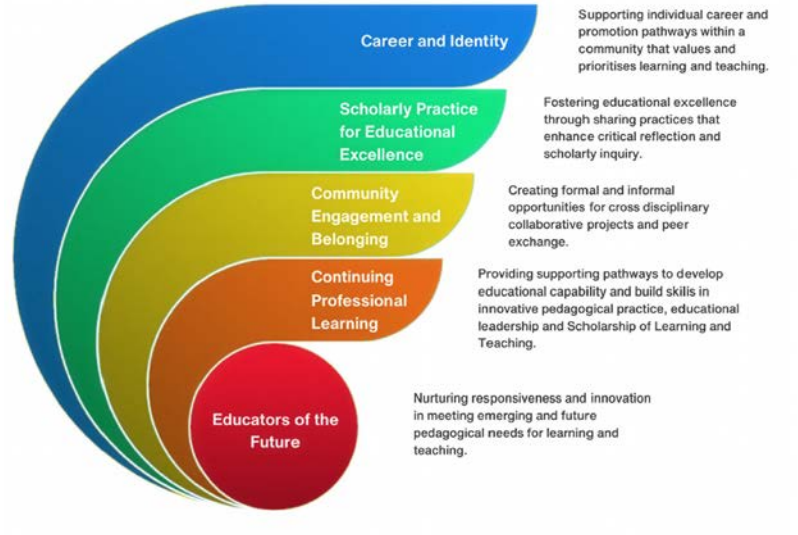
Establishing the framework this year created the foundation for longer term implementation and support. By strengthening connection, capability and clarity around career pathways for teaching-focused educators, the work supports sustainable academic careers and contributes to high-quality learning and teaching outcomes for students.



Inclusive assessment strategies

In 2025, RMIT continued to build educator capability in designing more inclusive assessments through co-designed workshops with Equitable Learning Services. The workshops focused on reducing assessment barriers, applying Universal Design for Learning principles and supporting practical redesign through reflection and shared strategies.

Developed with input and expertise from across the RMIT community, the work was recognised through a 2025 ADCET Accessibility in Action Award.





6.2 Future-focused capabilities and curriculum design

RMIT Capabilities: Ethical Global Citizen and Digitally Adept

RMIT extended its work on the RMIT Capabilities in 2025 by exploring how Ethical Global Citizen and Digitally Adept could be developed to provide discipline-specific learning to students across RMIT. This builds on last year's focus on Ethical Global Citizen in the context of generative artificial intelligence and capability development, while broadening the work into new learning formats for students and educators.

Focus groups with students and educators were used to better understand how the capabilities are perceived and how short course offerings could support students' learning and career goals. This work helped test demand, clarify design priorities and identify how the capabilities could be translated into practical learning experiences. It also supports RMIT's broader commitment to preparing graduates for a constantly evolving world of work by strengthening the human and digital capabilities needed to learn, adapt and excel across professional and personal settings, while helping ensure RMIT learners are well placed for lifelong learning and employability.

Workload and credit point design

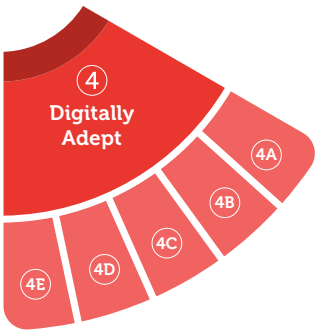
Work continued on the sizing learning and estimating student workload initiative in 2025, extending work that began in 2023 to address a persistent challenge in higher education: how to consistently size learning, estimate student workload and allocate credit points across increasingly flexible and modular curriculum offerings.

The initiative combined benchmarking of Australian and international practice with evidence-informed guidance, which was then translated into an interactive tool to help educators test workload distributions against curriculum and regulatory requirements. In 2025, the tool showed clear impact through strong uptake in course review activity, helping academics and program leaders identify workload imbalances, strengthen credit point justifications and reduce unintended over-assessment.

Used by more than 180 staff and recognised through the ASCILITE 2025 Best Poster Award, the initiative is contributing to more sustainable and high-quality curriculum design.



- 1A **Diversity**: Can embrace diversity and inclusivity, leading respectful and equitable interactions and exchanges.
- 1B **Aboriginal and Torres Strait Islander Knowledge Systems:** Can respect and integrate Aboriginal and Torres Strait Islander knowledge.
- 1C **Inclusion:** Can advocate for inclusion and equity, dismantling inequality structures.
- 1D **Global Perspectives:** Can apply globally inclusive perspectives, integrating diversity in decision making.
- 1E **Sustainable:** Can design and evaluate sustainable practices, influencing decision-making.
- 1F **Sustainability Development Goals:** Can use the UN's SDG's to guide decisions and actions for global well-being.



- 4A **Digital Skills:** Can evaluate and use digital functions proficiently across devices, applications, and networks.
- 4B **Emerging technologies:** Can analyse and integrate current technologies, foresee impacts, and ideate opportunities.
- 4C **Innovate:** Can apply critical analysis of technology to lead innovative projects solving real-world problems.
- 4D **Human skills:** Can adapt human skills, integrate with digital skills, and influence for positive outcomes.
- 4E **Digital Communication:** Can critically assess and adapt digital communication strategies to effectively share information across platforms.

Innovating in education

RMIT continued to innovate in education in 2025, designing programs that expand access, deepen industry connection and build futureready skills. From communitydriven pathways for Aboriginal and Torres Strait Islander learners, to industryembedded online experiences, a reimagined Executive MBA and targeted upskilling in cyber security, these initiatives show how flexible, workrelevant learning has been created for diverse learners at all stages of their careers.

Ngarara Willim Success

In 2025, RMIT received the Victorian Aboriginal Education Association award for Innovative Koorie Learner Pathways as a TAFE provider, recognising excellence in community-driven program design and pathways to employment for Aboriginal and Torres Strait Islander learners.

The award reflects sustained collaboration between RMIT and Aboriginal community organisations to deliver culturally responsive vocational education aligned to community priorities.

RMIT Online connections

RMIT Online launched an industry-led careers workshop series, connecting online accredited students with leading industry partners to enhance career development, build professional networks, and strengthen pathways from study to employment.

Co-curricular learning opportunities for award cohorts were expanded through the launch of RMIT Online's Step-Up Series, embedding industry engagement into award programs and strengthening learner employability and career readiness.



Reimagined Executive MBA program

RMIT revamped its Executive Master of Business Administration to offer unparalleled flexibility with six diverse specialisations. Built to transform the approach to senior business leadership, the evolution of the program aims to educate the kind of leaders who want to create a better future, and who are ready to tackle complex challenges and make a meaningful impact.

Supporting professionals transition into cyber security

The Centre for Cyber Security Research and Innovation developed and delivered the Safety By Design and Security By Design short courses – innovative 12-week short courses targeted at business professionals who want to develop skills in cyber security governance and risk management to help them transition to governance and risk management roles within the cyber security sector.

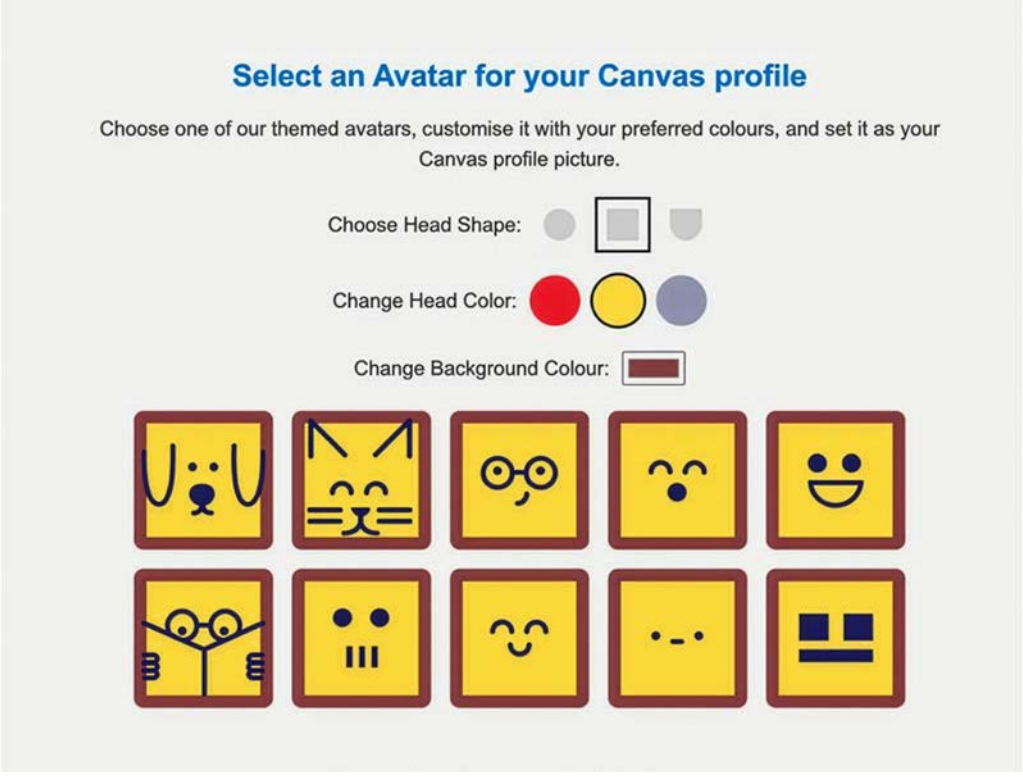
6.3 Digital learning, analytics and student support

Digital Learning Environments Innovation Engine (DLEIE)

In 2025, the Digital Learning Environments Innovation Engine (DLEIE) became an established University capability at RMIT, building on Digital Campus work introduced after COVID to improve online learning at scale. Using an agile experimentation pipeline in Canvas, DLEIE tests 'small change, big impact' digital interventions in live learning environments before broader rollout across the University.

In 2025, this work shifted from tool-led projects to a more evidence-informed model for digital learning improvement. Key outcomes included the thematic course navigation initiative, which reduced more than 700 unique menu items to a standardised, more user-friendly structure, and the avatar profile initiative, which recorded more than 2,600 adoptions and supported digital identity and belonging. Students benefited through clearer course navigation, reduced cognitive load and contextual wellbeing nudges, while educators gained streamlined feedback tools and a practical playbook for low-risk experimentation.

Impact data showed that the academic week indicator improved ease-of-use scores by 71 points and reduced unnecessary website navigation visits by 50 per cent, from 65,000 to 32,000. DLEIE also received external recognition through ANZ SAP Best in Tech Awards finalist status and a peer-reviewed publication.



Early support for students through learning analytics

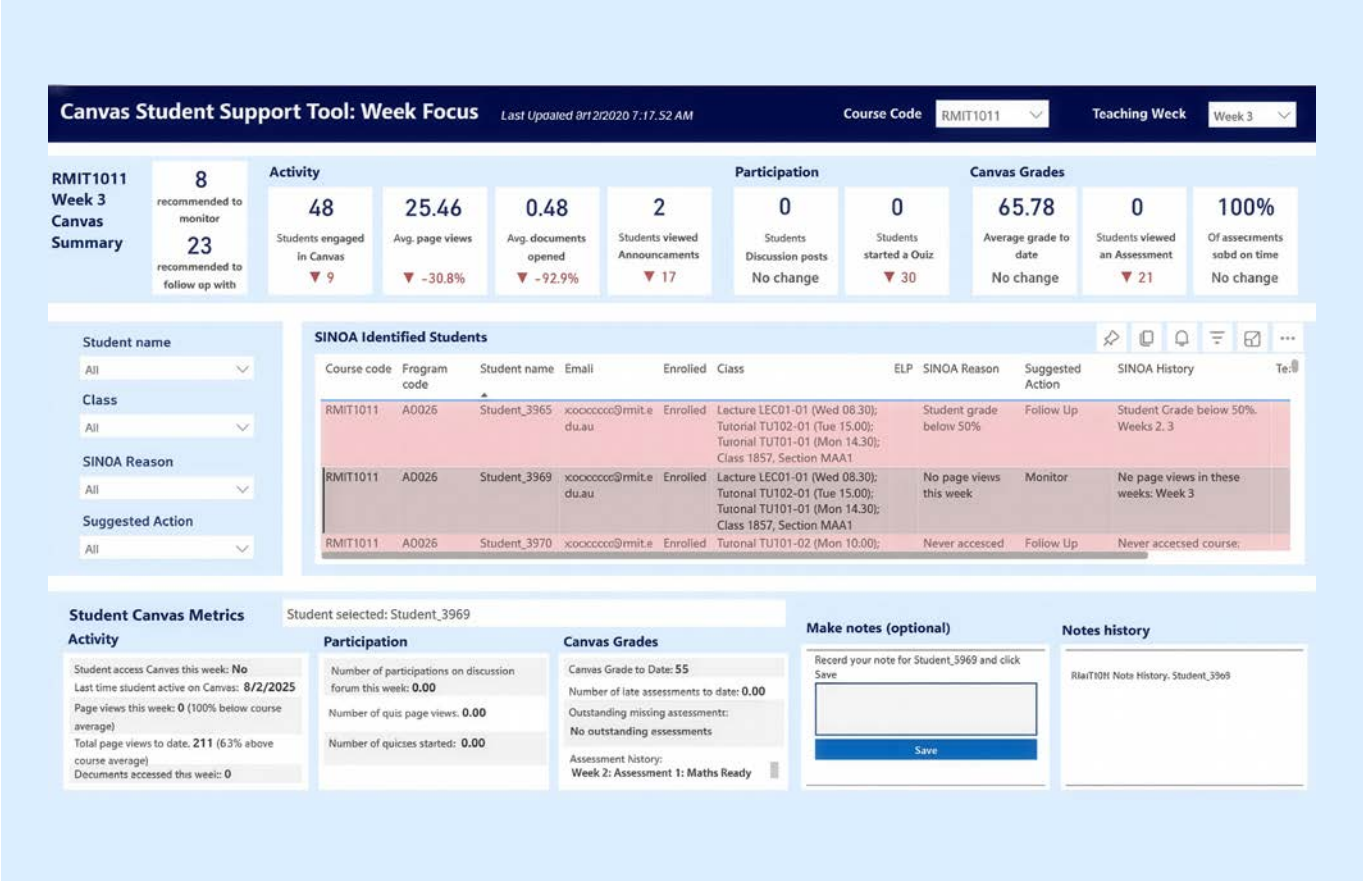
The exploratory Student Support Tool was piloted in semester 2 2025 to strengthen early support through data-informed teaching. Delivered through co-design with academic users and Information Technology Services, the pilot tested how existing Canvas data could be translated into clear, relevant and actionable insights to help academics identify students needing support earlier.

The pilot ran across 23 courses in all RMIT colleges and focused on practical engagement metrics, academic capability uplift and trusted collaboration around learning analytics. By reducing the time required to identify students needing attention, the initiative enabled timelier and more meaningful outreach. This supported the student experience by helping staff to identify students who may otherwise have been missed and offer appropriate support.

Generative AI Lab for Education (GAILE)

Rapid advances in generative artificial intelligence have created genuine opportunities for learning and teaching, alongside real risks to educational integrity, equity and academic oversight. In 2025, RMIT responded by designing the Generative AI Lab for Education (GAILE) to guide and enable human-centred adoption of AI in learning and teaching at RMIT and beyond.

GAILE formally launches in 2026 with a mandate to build educator capability and confidence to innovate with AI, strengthen curriculum, assessment and learning design, and foster a community of educators and students who engage with AI critically, responsibly and ethically. This will ensure AI adoption at RMIT is deliberate, transparent, evidence-informed and aligned with sustainable digital transformation.



6.4 Real-world learning and employability

Work-integrated learning

Work-integrated learning remained central to RMIT's industry-partnered approach to education and training throughout 2025, with activity continuing across placements, industry and community-engaged projects, and simulated workplace experiences tailored to different disciplines. Delivery included work-based placements and online projects with industry and community partners, showing the range of ways students apply their learning in real-world contexts across the University.

Scale also increased in 2025, with more than 51,700 work integrated learning activities, including more than 14,600 placements and involvement from more than 4,200 industry and community partners. This sustained level of activity strengthened authentic learning and employability-focused outcomes, while reinforcing RMIT's emphasis on real-world connection in learning and teaching.

This work supports *SDG 4: Quality education* and *SDG 17: Partnerships for the Goals* with RMIT and students engaging with external organisations to support tangible work experience for students.





RMIT Student Ambassador at the First Pacific Universities Biennial Conference

In November 2025, an RMIT student ambassador, Marc Pajares, represented the University at the inaugural Pacific Universities Biennial Conference, hosted by the University of French Polynesia (UPF) in Papeete, Tahiti. The event brought together partner universities from Australia, Aotearoa New Zealand, Hawai' i, Vanuatu and other Pacific Island nations, in collaboration with the Nārua Project, to address shared regional challenges.

Over three days, the program featured workshops and hackathons focused on climate change, traditional ecological knowledge and the maritime industry. Through these activities, the RMIT representatives deepened their understanding of sustainability challenges across the Pacific and contributed to how institutions can collaborate on transformative solutions.

The conference also provided rich opportunities to learn from academics and professionals across disciplines from sustainability, urban policy, climate policy, and international relations, shaping the student's current and future academic and career aspirations. Engagement with students from UPF and other Pacific universities strengthened a sense of regional community and shared purpose.

Immersion in Polynesian culture, including language, mythology, dance, storytelling, visits to heritage sites and local reefs, further enhanced the experience, building appreciation for Indigenous knowledge systems and lived realities of Pacific communities.

Supported by Convener of Languages at RMIT Professor Kerry Mullan and Sustainability Advisor Hayley Timmers, the student ambassador reported the experience as transformative, contributing significantly to their skills, confidence and commitment to sustainability and intercultural engagement.

SDG Alignment



Experiential learning

Experiential learning at RMIT is about students and professionals learning by doing – working directly with communities, industries and global partners to apply knowledge in real contexts. Whether building leadership capability in Aboriginal community-controlled organisations, testing climate-responsive urban design, engaging with global leaders, or delivering student-led health clinics, these experiences develop practical skills, deepen understanding and create tangible benefits for the communities RMIT serves.

Leadership pathways for Aboriginal and Torres Strait Islander peoples

RMIT continued to strengthen leadership pathways through delivery of the Diploma of Leadership and Management for staff from Aboriginal community-controlled health organisations, with 18 students commencing the program in 2025. Developed in close collaboration with the Victorian Aboriginal Health Service, the course content is tailored to community-controlled health settings and workforce priorities, supporting leadership development and workforce capability across the Aboriginal health sector.

Architecture and Urban Design students in China

Hosted by South China University of Technology, RMIT Architecture and Urban Design students joined the Designing Resilience Global network in Guangzhou. Their work, Prototyping Delta Urbanism, explored adaptive strategies for Changzhou Island facing climate risks. The prototypes engage urban, architectural, and landscape systems, enabling bottom-up processes of adaptation, aggregation, and propagation. The visit also included site tours to Changzhou Island and Yong Qing Fang, alongside researchers, academics, and students from 12 international universities.

Aviation students represent RMIT in South Africa

Eight outstanding Aviation Academy students represented RMIT at The Next Generation of Aviation Professionals Global Summit in Durban, South Africa, hosted by the International Civil Aviation Organization (ICAO). The summit brought together more than 1,100 policymakers, industry leaders, education and training experts, and students from around the world, to explore how the aviation community can nurture talent and build a strong future workforce.

Student-led health clinics

The School of Health and Biomedical Sciences' student-led health clinics delivered more than 8,000 consultations across multiple metropolitan and regional locations, including Bundoora, and Melbourne CBD. These clinics provide essential services to underserved communities and enable students in allied health and psychology to apply their learning.

SDG Alignment



Showcasing student excellence across disciplines and borders

In 2025, RMIT students demonstrated outstanding achievement across research, skills-based competition, design, architecture, vocational education and global business and technology challenges, reflecting the University's focus on applied learning and real-world impact.

Engineering students and technical staff exemplified RMIT's motto of "a skilled hand and cultivated mind". At the WorldSkills Australian National Championships, RMIT participants secured three gold, three silver and one bronze medal. RMIT Engineering students and staff also helped design and race a solar-powered car over 3,000 kilometres through the Australian Outback to take the top prize at the World Solar Challenge.

In design and architecture, more than 20 RMIT-affiliated projects were recognised at the Victorian Premier's Design Awards. Interior Design student Wenyu Zhang won Best in Category for Student Design for a sustainable furniture system using digital fabrication and repurposed furniture waste.

Architecture student Mandisa Sarker received the Victorian Student Ideas Prize at the Victorian Chapter of the Australian Institute of Architects' Victorian Honours, while alumnus Blake Hillebrand was a joint recipient of the Robert Caulfield Graduate Research Scholarship.

RMIT Vietnam students also achieved at an international level. Thirdyear Software Engineering student Seokyung Kim was runnerup at the ASEAN AWS x AI Singapore National AI Student Challenge after winning the Vietnam round and progressing through a fivemonth competition.

Students from the RMIT Vietnam Business School made history by becoming the first team from a Vietnamese university to win the HSBC Asia-Pacific Business Case Competition in Hong Kong, outperforming 23 national champions from 20 countries and regions.

Together, these achievements illustrate the depth and breadth of RMIT student talent, and the University's strength in preparing learners to excel in research, industry, community and creative contexts locally and globally.

SDG Alignment





6.5 SDGs in the curriculum

As part of RMIT's public commitment to the global 2030 sustainable development agenda, the University continues to demonstrate sustainability leadership by supporting and fostering education for sustainable development.

The diagram below provides a snapshot of the 1,255 active course units in 2025 that addressed one or more of the UN Sustainable Development Goals (SDGs), spanning SDG-aligned undergraduate, postgraduate and research offerings.

RMIT began measuring SDG impact in the curriculum in 2021, with the methodology serving as a baseline for future curriculum development and reporting. Since then, we have further refined our approach as we review active courses to ensure the currency of our offerings.

Our improved 2024 alignment results reflect the ongoing efforts of the University to engage students in understanding the SDGs as part of the Ethical Global Citizenship Capability, and our efforts to improve internal monitoring and evaluation approaches.

We are pleased with the progress made to embed this important framework across the curriculum as understanding of the SDGs continues to improve and grow in relevance for staff and students.



Students driving circular fashion Innovation

RMIT's Brunswick Campus is advancing a practical, education-led response to fashion's environmental challenges by embedding circular economy principles into student learning. Through the Circular Campus initiative, students from the School of Fashion and Textiles are equipped to design with sustainability at the core of their practice.

Each year, students participate in applied projects that divert more than 200 kilograms of textile waste from landfills. Working with surplus garments and production offcuts, they develop remanufactured designs and explore regenerative dyeing techniques through an Indigenous-informed dye garden. This initiative received significant recognition through the Green Gown Awards Australasia for its environmental and social impacts.

Supporting this work professor Alice Payne Dean of RMIT School of Fashion and Textiles led the delivery of a new guide and initiative *Refashioning: Accelerating Circular Product Design at Scale*, the guide translates leading research into practical design approaches, supporting students to prioritise durability, repair, reuse and end-of-life outcomes from the outset.

By applying these principles to real-world materials and industry-informed briefs, graduates develop the skills and mindset needed to address fashion's contribution to global emissions and waste.

The Brunswick campus approach to embedding the circular economy into the fashion curriculum advances RMIT's commitment to the United Nations Sustainable Development Goals by integrating circular design principles into education and practice and empowering students to lead innovation towards a more sustainable, inclusive and lowcarbon fashion industry.

SDG Alignment







SDG connections

Solid Yarns

The School of Design produced Solid Yarns, in collaboration with Solid Lines – Australia's First Indigenous Illustration Agency and supported by the Alistair Swayn Foundation. The podcast series explored how First Nations artists and industry leaders are influencing Australian design.

Listeners gained concrete strategies, reflections, and inspiration for reshaping Australia's design industry to better reflect and respect First Nations sovereignty and creativity.

RMIT Plus

RMIT Plus supports student employability and lifelong learning through an experiential learning and recognition framework (goal setting, confident communication, reflection, and recognition).

The program aligns with RMIT's IDEA framework, supporting equitable access to quality learning opportunities, student-led learning, and learning beyond the classroom.

Measuring SDG alignment in College of Business and Law Courses

CoBL continues to evolve innovative ways to foster social impact, ensuring SDG alignment in its courses and regularly measuring and reporting on SDGs in assessments.

In 2025, 25,186 undergraduate students and 2,500 postgraduate students engaged with SDGs in their course assessments.

RMIT Store and Deadstock Remanufacturing

The RMIT Store extended garment lifecycle past its sellable point and reduced textile waste by diverting unsold off-brand merchandise from landfill by donating these to DSC School. Bachelor of Fashion (Design) students remanufactured these garments as part of their coursework using the donated stock.

The coursework embeds circular economy principles into experiential learning. RMIT Store then sold the remodelled student tees and donated profits to the Remote OpShop Project.

SDG Alignment



Our students



7

RMIT University puts students at the centre of everything we do. From enrolment through to graduation, we create an environment where students can learn well, live well and belong.

Across our campuses and online, students are supported with services that promote wellbeing, connection, equity and success, alongside opportunities to engage in social, cultural, sporting and sustainability leadership activities. Together, these experiences help students to thrive, not just in their studies, but in their lives and future work.

RMIT actively advances the UN Sustainable Development Goals across student and campus life by embedding sustainability, equity and inclusion into everyday experiences. Through culturally responsive programs, community-building and wellbeing initiatives, expanded food security and ethical consumption efforts, inclusive sport and student leadership opportunities, and creative projects that explore social and environmental issues, students are supported to engage with real-world challenges, build capability and contribute to more just and sustainable communities on and beyond campus.

As a comprehensive research-intensive university, RMIT aspires to create beneficial change for the economy, environment, and society from the application of knowledge and solutions arising from the conduct of excellent research.

Recognising that our rich and diverse range of research activities can produce different impacts in different ways, we are committed to enabling a multitude of diverse, conventional, and unconventional, impact pathways.

Dene Cicci
Executive Director, Students, Education Portfolio and Executive Champion for RMIT's LGBTIQA+ community



7.1 Student access, retention and success

RMIT is committed to ensuring that background does not determine who can access, participate in and succeed at university. We know that students from equity and diversity cohorts bring vital insights, resilience and capabilities, yet too often face financial, social and structural barriers to study and progression.

We therefore prioritise improving access, retention and success for Aboriginal and Torres Strait Islander students; students from low socio-economic, regional and remote communities; those from humanitarian and refugee backgrounds; students with disability; women in fields where they are under-represented; and others who have experienced socio-educational disadvantage. Our goal is to open doors to education and pathways into meaningful work and leadership for all of these students.

In 2025, RMIT progressed work on a suite of University-wide strategies to strengthen equity and inclusion in education. The Inclusive Access Plan set targets and actions to increase participation by priority equity cohorts, including students from low socio-economic backgrounds, First Nations students and women in selected disciplines across STEM and Architecture and Building. Complementing this, the Inclusive Teaching Action Plan outlined a whole-of-RMIT approach to embedding inclusive teaching practices. This includes greater adoption of Universal Design for Learning principles to ensure learning environments, curricula and assessments are more accessible, flexible and responsive to diverse student needs, alongside initiatives to build staff capability in inclusive education.

Scholarships and financial assistance continued to play a central role in supporting access, retention and success. In 2025, 2,200 equity scholarships worth $5.7 million were awarded across 84 scholarship schemes to students from equity groups. These scholarships provided support for study expenses, accommodation, assistive technology, laptops, travel grants and work-integrated learning (WIL) costs. A further 12 new equity scholarships, worth nearly $460,000, were secured from industry and donors, offering cash stipends, work placements or paid work and other tailored supports for equity students in particular programs.

RMIT's equity access schemes through VTAC continued to drive improved access for under-represented cohorts. Special Entry Access Scheme (SEAS) applications increased by 46 per cent compared with 2024, with offers up 34 per cent. Through the Schools Network Access Partnership (SNAP), 4,604 offers were made, representing a 19 per cent increase on 2024. Overall low-SES enrolments remained steady at 9 per cent of the commencing higher education cohort, indicating that equity schemes are effectively targeting almost all low-SES commencing students.

Affordable student accommodation

To support safe and accessible accommodation for students, RMIT continued its program to endorse more than 25 Purpose Built Student Accommodation (PBSA) providers in 2025. This network offers over 10,000 beds in affordable residences located close to RMIT campuses.

RMIT's Students Group manages three main types of student accommodation arrangements: Walert House Student Accommodation, PBSA providers and the Australian Homestay Network (AHN) Pty Ltd.

Walert House provides oncampus accommodation at the Bundoora campus, with more than 360 beds available yearround. In 2025, it remained one of the most affordable local options, responding to students' financial pressures.

The Students Group also offers a range of accommodation support services, including guidance to help students understand housing options and tenancy rights. Accommodation support scholarships are available for students who are experiencing difficulty with rental costs, while PBSA scholarships support eligible Indigenous students and students experiencing disadvantage. Emergency accommodation, typically for up to five nights, is also available and may be extended based on individual circumstances.

Commonwealth Prac Payments

The Commonwealth Prac Payments scheme was launched by the Australian Government in July 2025 to support undergraduate and master's degree students in nursing, teaching and social work who were undertaking mandatory unpaid placements.

RMIT received 1,053 applications of which 740 students were eligible and $1,510,334 was awarded. This also included 19 exceptional circumstances applications that supported students with exceptional life circumstances who didn't meet the required criteria but still required support.



Student success

At RMIT, student success is celebrated at every stage of the journey, not just at graduation. Well known for outstanding graduates, the milestone moments that shape their futures often begin years earlier. Standout students showcase exceptional talent, inspire their peers and communities, and set a powerful example for those who follow.

Each year there is more to recognise, and in 2025 some shining examples included:

Student and community-engaged creative work was recognised through sector awards. *Metropolis: We Belong*, an Art for Social Change initiative exploring how the built urban fabric impacts Deaf and Disabled communities and aligning with RMIT's IDEA commitments, was a 2025 winner of a **Green Gown Awards Australasia** in the Diversity, Equity and Inclusion category.

In research, Bao TanHoang Nguyen from the School of Property, Construction and Project Management won the **RMIT Three Minute Thesis (3MT) Competition**, emerging from heats involving 91 Higher Degree by Research candidates. As one of eight finalists given three minutes and a single slide to communicate their research, Bao went on to represent RMIT at the AsiaPacific 3MT competition.

RMIT Vietnam students were also recognised at the **Young Ones Student Award** in New York, one of the world's leading student awards in advertising, communication and design.

These achievements offer a snapshot of RMIT student talent and highlight the value of combining formal study with cocurricular and realworld experiences, enabling students to thrive both at university and beyond.

SDG Alignment



7.2 Aboriginal and Torres Strait Islander student success

In 2025, RMIT continued to deliver the Indigenous Student Success Strategy 2024–2025 (4MB), with activity aligned to the Strategy's objectives across both higher education and vocational education. This work supported culturally safe learning environments and contributed to improved student engagement and progression.

The strategic objectives of the ISSS focus on:

- Planning and investment
- Community and industry partnerships
- Academic readiness, transitions and learner journeys
- Experiences and engagement
- Support





The next iteration of the Indigenous Student Success Strategy will be developed in early 2026, informed by outcomes and learnings from the 2024-2025 Strategy. Highlights of the completed strategy include:

- **Graduation of Aboriginal and Torres Strait Islander students**

  More than 80 Aboriginal and Torres Strait Islander students graduated from higher education and vocational education programs in 2025 across a wide range of disciplines, including business, fashion styling, accounting, environmental science, and screen and media. These graduates reflect the breadth of study pathways being accessed by Aboriginal and Torres Strait Islander students at RMIT.

- **Indigenous Careers Fair**

  In 2025, RMIT delivered the Indigenous Careers Fair, with strong engagement from vocational education students and community members. The event supported early connections with employers and industry, with several participants connecting with industry to progress employment opportunities following the Fair. A student and alumni panel shared practical insights into study-to-work transitions and was identified as a highlight by attendees.

- **Global and sector engagement**

  Aboriginal and Torres Strait Islander students and staff participated in national and global learning opportunities in 2025, including the World Indigenous Peoples Conference on Education in Aotearoa New Zealand, the National Indigenous Learning Support Conference in Geelong, and a Vietnam cultural exchange program. These experiences supported cross-cultural learning, knowledge exchange and connection with First Nations communities nationally and globally, strengthening cultural pride, global perspectives and a sense of belonging.



Ngarara Willim Centre student engagement initiatives

Ngarara Willim Centre continued to lead RMIT's work to support Aboriginal and Torres Strait Islander students across both higher education and vocational education. The Centre is Indigenous-led, with programs and services shaped by Aboriginal and Torres Strait Islander knowledges, leadership and community connections.

The Centre delivered a range of activities to support student retention, progression and completion, including Gama-dji Orientation in February and July, weekly lunches, wellbeing sessions and Crafternoons, Indigenous Nationals in Western Australia, Victorian Indigenous Intervarsity Games, and global experiences through the Vietnam Study Tour and the World Indigenous Peoples Conference on Education in Aotearoa New Zealand.

Community-led activities such as clapstick workshops and the camp on Gunditjmara Country, along with participation in NAIDOC Week, strengthened students' sense of belonging and connection to culture.

Academic support was expanded through increased access to tutoring, weekly study nights at the City campus, and improved study facilities. After-hours tutoring increased access for students balancing study with work, family and community commitments. In 2025, 27 students accessed the Ngarara Willim Tutoring Program through regular weekly sessions. Dedicated group study rooms, computer facilities and a sensory room supported flexible study and wellbeing needs. In partnership with Library Services, Indigenous Advisers were embedded within the Northern Precinct Vocational Education Library, improving access to support services and enabling more timely engagement with students in familiar study environments.

Outreach remained a key focus for the Ngarara Willim Centre in 2025, with 25 outreach activities delivered to 796 Aboriginal and Torres Strait Islander secondary students and community members. This work strengthened early connection with RMIT and supported awareness of study pathways across metropolitan, regional, and community settings.

In 2025, the Centre strengthened relationships with community through new partnership development with Worawa Aboriginal College, the Victorian Aboriginal Child Care Agency (VACCA), and the Victorian Aboriginal Community Services Association (VACSAL), building on deeper collaboration and pathways for engagement.

Aboriginal and Torres Strait Islander students were also supported by the Ngarara Willim Centre to participate in national and global learning opportunities, including the World Indigenous Peoples Conference on Education in Aotearoa New Zealand and a Vietnam cultural exchange program.

7.3 Student gender equality

RMIT has a longstanding commitment to student gender equality, embedded in its strategies, policies, programs and practices. In 2023, the Student Gender Equity Action Plan 2023–2026 was published, bringing together existing initiatives and new priority actions to support gender equity. The Plan addresses key issues facing students who are female-identifying and/or female-expressing, including under-representation in particular disciplines, higher-level studies and leadership roles, and the need to tackle systemic biases and cultural impediments such as gender-based violence.

In 2025, RMIT continued to implement the Student Gender Equity Action Plan through targeted outreach, scholarships, partnerships and capability-building initiatives. Equity outreach activities raised awareness of education pathways and careers in fields in which women are traditionally under-represented, particularly in science, engineering and technology disciplines. Equity access schemes provided additional consideration for women applying to these programs, improving their likelihood of receiving an RMIT offer.

Internal collaboration on gender equity was also enhanced. A Gender Equity Source Document was completed and reviewed, reflecting contemporary research and practice, and drawing on contributions from key groups including the Gender-Based Violence team, Women Researchers' Network, RUSU Women's Officer, Research Action Gender Equity, Athena SWAN, the People team and Women in STEM. This collaborative work will underpin the development of shared resources and consistent messaging on gender equity across RMIT, including the creation of online modules for students and staff.

Targeted career development initiatives continued to support women and gender-diverse students in STEM disciplines. The STEM mentoring program for women and gender-diverse students expanded significantly in 2025, attracting over 200 applicants from Engineering and Information Technology programs. A total of 77 students were matched with industry mentors. The program included a series of one-to-one mentoring sessions, a site visit, a networking evening, curriculum vitae and career preparation, a job interview preparation workshop and an academic pathways panel with questions and answers, helping participants to build confidence, professional networks and career readiness.

7.4 Student engagement and outreach

Student engagement work is strongly aligned to the UN Sustainable Development Goal Framework and intersects across various goals including SDG 3: Good Health and Wellbeing; SDG 4: Quality Education; SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequalities and SDG 11: Sustainable Cities and Communities.

In 2025, RMIT's Kirrip program enabled a significant step forward in social sustainability, responding directly to student needs for connection, equitable access, and proactive wellbeing initiatives.

Over 4,000 students (a 46% increase on 2024) engaged in various activities including drop-in sessions, Friends Lunches and Foodie Friends events with 2,183, 1,149 and 204 participants respectively.



Kirrip connections

Expanding Healthy Campus Experiences

Foodie Friends: Supported by Medibank, this program offered inclusive, culturally diverse, and budget-friendly meal preparation sessions, helping students build healthy eating habits and cross-cultural friendships while learning about food security and sustainable practices.

Friends Lunch and Meets and Eats: These regular gatherings created inclusive, reliable chances for every RMIT student to belong and share a meal, with peer-facilitated icebreakers and conversations enhancing inclusion and confidence.

Explore Melbourne: City-based excursions provided fair access to civic experiences, socialising, and civic pride, serving over 230 students from diverse backgrounds.

Scaling Student-Led Peer Wellbeing

Kirrip's Peer Support Program was embedded across City, Bundoora, and Brunswick campuses, offering more than 52 formal Peer Chats and over 2,000 informal connections through drop-ins.

Peer Supporters and Ambassadors, trained in Inclusion, Diversity, Equity, and Accessibility (IDEA), provided approachable, non-clinical support, signposting, and navigation to specialist services when needed.

This scalable approach reduced stigma, collaborated with professional services, and contributed to RMIT's stepped care wellbeing model.

Building Leadership and Sustainable Impact

Over 100 Kirrip volunteers and Student Life Ambassadors received IDEA and leadership training, creating meaningful paid employment and career pathways.

295 students attended three or more events, highlighting the development of resilient peer support networks.

Kirrip's consistent use of student feedback drove continuous improvements – adapting menus, activities, and engagement to ensure true accessibility and relevance.

Amplifying Digital and Cross-Campus Reach

Over 2,500 digital engagements through wellbeing podcasts, Life Hack videos, and promotional campaigns widened Kirrip's reach and reduced barriers for off-campus and remote students.

While major expansion occurred at all core campuses in 2025, a strategic focus shift will concentrate future efforts on enhancing the quality and inclusivity of main campus programming, with targeted outreach for equity groups as needed.

Measurable Community Benefits

Kirrip activities were well received by participants with many events rated 100 for satisfaction and inclusion.

Students consistently reported making new friends, feeling less isolated, and gaining leadership, public speaking, and self-advocacy skills through involvement.

The program contributed to the wellbeing and retention of a diverse student body while reducing demand on clinical mental health support.

Sustaining RMIT's Social Responsibility

Kirrip's blend of preventative, peer-led support and strengths-based, culturally safe activities are now integral to RMIT's social sustainability vision, shaping a campus where every student is equipped to thrive, connect, and give back to their community.

Strengthening food security and wellbeing at RMIT

In 2025, RMIT and the RMIT University Student Union (RUSU) significantly expanded food security support for students, responding to a growing need across Australia. The 2025 Foodbank Hunger Report showed that 33% of Australian households experience moderate to severe food insecurity, and 66% of low-income households experience severe food insecurity. These pressures were reflected on campus, where many students reported sacrificing fresh produce and protein due to time and cost constraints.

RUSU remained the primary food security provider and increased food services by 35% in 2025. Together with Student Life and social enterprise partners, the University delivered:

- 122,000 free or low-cost meals.
- 15,000 pantry packs.
- The Free Campus Grocer, provided large bags of fresh, healthy produce to more than 400 students per week.
- Alex Makes Meals, supplied takehome meals to 500 students per week.
- The Frugal Canteen, served almost 3,000 fresh, culturally diverse meals in a single day.
- The Just Food Collective increased food delivery by 130%, offering weekly free meals, cooking workshops and pantry packs.

Student Life also led “testandlearn” projects, supported by the City North Social Innovation Precinct and Activate Bundoora funds, and codesigned with Master of Service Design students and interns. These projects enabled:

- Provision of indemand, quickcooking proteins such as tofu, red lentils and tinned beans.
- Increased access to fruit, vegetables and protein.
- 40 cooking workshops for students and staff, building food literacy and reducing waste.

A key highlight of these initiatives was the combined total of 21.8 tonnes of rescued fresh produce that was utilised.

Looking ahead, RMIT will work with RUSU to build on what was learned in 2025 and align food initiatives with Healthy Campus standards. Key to this will be making fresh produce and protein-rich whole foods the core of student food relief and improving storage and access to lowcost meal options on campus.





RMIT Plus

RMIT University is committed to advancing the Sustainability Development Goals by giving students meaningful opportunities to develop real world workforce capabilities, engage with their communities, and explore diverse career paths.

RMIT Plus is a free capability development and recognition program that extends learning beyond the classroom by guiding students through a four-stage process: self-assessment, goal setting, reflection and articulation of experiences, and recognition with a digital certificate. Through this program, students engage in activities such as community volunteering, peer mentoring, sustainability-focused projects, industry networking, and career development programs.

These experiences give students opportunities to make a positive impact on their communities, build confidence, and develop the capabilities needed to contribute to a more sustainable and inclusive future, leaving them better prepared for life and work. They also strengthen core skills such as communication, teamwork, ethical judgment, and problem solving in practical settings, especially through projects that address social and environmental challenges.

RMIT formally recognises these experiences on students' academic transcripts, showcasing the value of their learning beyond the classroom and highlighting their leadership, civic participation and commitment to meaningful change.

This project supports RMIT's commitment to advancing SDGs 4, 8, and 10 by equipping students with the skills, experiences and recognition needed to drive social, economic and environmental impact in their communities and future careers.



RMIT Creative

RMIT Creative, part of the Students Group, co-creates vibrant oncampus experiences through artistic activities and installations made by and for students. This important program supports student voice, fosters social connection and strengthens belonging, while building creative thinking as a vital capability for 21stcentury graduates.



Long Table Sessions

RMIT Creative facilitated a series of Long Table Sessions designed for students and led by students. They provided a low-key space for participants to drop in and engage in creative activities.

There were no expectations for participants to remain for the entire session. Attendance was open to all students and participants were not required to identify as artists. No materials or prior creative experience were required, as Student Artists shared their creative skills and materials with participants.

Students were able to attend and be guided by gentle facilitation, or to bring along and continue working on their own creative projects. Example sessions included:

- During Wellbeing Week, students were encouraged to attend the final Long Table Sessions for the semester to create something beneficial for themselves and the planet. Participants joined the Applied Chemistry and Environmental Sciences Society (ACESS) in reusing local coffee grounds to create eco-friendly native seed bombs and coffee scrubs. The seed bombs could then be planted to enhance the appearance of local areas and improve the survival of native pollinators.
- For Sustainability Week, the ACESS Club ran a Visible Mending Workshop. The workshop focused on sustainability practices by repurposing and mending old clothes. Students were invited to repair holes in items such as socks or to update older clothing by adding creative patches or undertaking simple sewing to extend the life of their clothes. The workshop was designed to shift thinking from fast fashion to a more circular economy.





7.5 RMIT University Student Union (RUSU)

The RMIT University Student Union (RUSU) continued to make a significant contribution to student wellbeing, equity, participation, sustainability, and inclusion throughout 2025. Through large-scale food security initiatives, student advocacy, volunteering, community partnerships, inclusive programming, and environmental activities, RUSU delivered programs that strongly align with several United Nations Sustainable Development Goals (SDGs).

SDG Alignment



Food Security Program

Addressing cost-of-living pressures and food insecurity remained a major focus for RUSU in 2025. RUSU expanded its free food and welfare programs across all campuses to improve access to nutritious meals and essential groceries for students experiencing financial hardship.

In 2025, more than 175,000 students accessed free lunches, breakfasts, grocery packs, or fresh produce initiatives delivered by RUSU. Expanded lunch programs supported more than 70,000 students, while over 51,000 students accessed free breakfasts across seven campus locations. RUSU also distributed 3,565 kilograms of fresh vegetables through free produce initiatives and provided over 3,850 grocery packs through Compass Cupboard. A free breakfast program within the Ngarara Willim Centre provided breakfast to 220 students. Partnerships with Foodbank and the Just Food Collective further expanded sustainable food access and contributed to food waste reduction efforts.

These initiatives improved food security outcomes while also promoting dignity, accessibility, and community connection for students.

Mental Health and Wellbeing

RUSU delivered a broad range of programs focused on mental health, wellbeing, social connection, and harm reduction.

In 2025 Compass outreach and welfare programs reached more than 6,500 students through programs like Compass Marketplace. RUSU continued to deliver Neurodiverse Study Sessions in partnership with the RMIT Library and Equitable Learning Services, providing safe and supportive study environments for students. Women's strength training programs delivered in partnership with RMIT Active promoted physical wellbeing and social connection. Major campaigns and initiatives including Cost of Living Week, Stress Less Week, Save Your GPA activities, and free breakfast programs supported student wellbeing during periods of financial and academic stress. RUSU also continued Let's Get Consensual programming to promote consent education and contribute to a safer campus culture.

RUSU's welfare and wellbeing initiatives strengthened preventative support services and created inclusive opportunities for social engagement.

Student Engagement, Leadership and Participation

RUSU strengthened student engagement, leadership development, representation, and campus participation throughout 2025. Through volunteering, student-led activities, advocacy, and clubs programming, RUSU created opportunities for students to build community connections, develop leadership skills, and actively contribute to university life.

In 2025, 208 student volunteers contributed 2,822 volunteer shifts across welfare, events, student rights, and campus engagement activities, creating valuable opportunities for student leadership development and peer connection. More than 23,300 students were members of ninety-five clubs and societies operating across academic, cultural, social, political, spiritual, and recreational categories, supported by over $190,000 in grants for student-led activities and events. Student representatives participated in advisory groups, boards, committees, and policy consultations across RMIT, ensuring students contributed directly to institutional decision-making. RUSU also delivered large-scale orientation activities, festivals, campaigns, and community events that promoted student participation, belonging, and campus culture.

These initiatives strengthened student leadership pathways, increased participation in campus life, and fostered a more connected and engaged student community.



Celebrating and Supporting Diversity

RUSU continued to prioritise inclusion, accessibility, and equity through dedicated departmental programming and representative structures.

Dedicated initiatives were delivered through RUSU's Women's, Queer, Indigenous, Disability and Carers, International, Postgraduate, Sustainability, and VE student departments throughout 2025. Pride Week activities and the RMIT Pride March celebrated LGBTQIA+ inclusion and visibility, while Indigenous student initiatives included welcome meals, food support, and self-care programs. Neurodiverse and disability-focused activities improved accessibility and inclusive participation across campus life. International student events and multicultural festivals further strengthened belonging, representation, and intercultural engagement within the RMIT community.

These programs helped foster a safer, more inclusive and equitable student community.

Sustainability in Practice

RUSU integrated sustainability into student engagement, food programs, and campus activities.

RUSU's Sustainability Department delivered practical sustainability education initiatives including edible garden workshops and seed paper making workshops throughout 2025. Partnerships with the Just Food Collective supported food waste reduction and sustainable food distribution initiatives across campus. Welfare food programs increasingly incorporated fresh produce and ethical food sourcing, while free produce initiatives improved access to healthy food and reduced barriers to sustainable consumption. In total RUSU provided 12.4 tonnes of sustainability sourced fresh fruit and vegetables to students in 2025. The RUSU run Realfoods Café continued to operate in 2025 offering affordable, nutritious, vegetarian, and vegan meals to students. Broader campus community-building activities also strengthened participation, inclusion, and social connectedness, contributing to more sustainable and resilient campus communities.

RUSU Partnerships

Collaboration remained central to RUSU's impact throughout 2025.

RUSU worked in partnership with Foodbank, the Just Food Collective, RMIT Active, RMIT Library, RMIT Creative, Equitable Learning Services, Walert House, Activate Bundoora, and other University and community stakeholders to expand services, improve student wellbeing, and strengthen sustainability outcomes.

These partnerships enabled RUSU to increase the scale, reach, and effectiveness of student-focused programs across all campuses.

Our staff



8

At RMIT, people are central to the vision of being a global, dual sector university of technology, design and enterprise. Our strength lies in the diversity of our community and the values that unite us. We are proud to welcome staff from all backgrounds, cultures and faiths, with respect and inclusion regarded as fundamental to who we are.

RMIT prioritises a values-based culture and an inclusive work environment. In 2025, amid ongoing social and economic pressures, the University remained committed to supporting the health, safety and wellbeing of its staff, recognising that feeling safe and supported is the foundation for people to perform at their best and pursue their aspirations with confidence.

Grounded in compassion and responsibility, RMIT's purpose is to empower staff to shape their futures, realise their potential and experience a strong sense of belonging. By fostering collaboration, valuing diverse perspectives and living our values in practice, the University aims to make a positive impact locally and globally.

Providing Decent Work

Example initiatives that demonstrate how RMIT continues to translate its values into action are outlined here. By creating a more inclusive, equitable, and supportive environment for all, we continue to create and provide decent work in line with SDG 8.

- Our sustained excellence is reflected in obtaining Disability Confident Recruiter again and applying for another consecutive Workplace Gender Equality Agency (WGEA) Employer of Choice citation, continuing RMIT's leadership in gender equality for 18 years. RMIT is one of only three universities Australia wide to hold this certification.
- Alongside these recognitions, we are focused on long-term, systemic impact. Through 2025 we worked on the last elements of the 2022-2025 Gender Equality Action Plan (GEAP), while actively developing the next iteration that will guide our work through to 2030. This ensures our approach remains forward-looking, evidence-based, and responsive to the evolving needs of our community.
- We also developed a new leadership program to further support RMIT's values, with modules due for rollout in 2026 to strengthen how we embed inclusion into everyday practice. These values are shaping leadership capability, accountability, and culture across the organisation.

8.1 Our workforce

As a global education provider with more than 13,000 staff, our people underpin the University's reputation and strengthen our contribution to the community.

Table: Employment Statistics

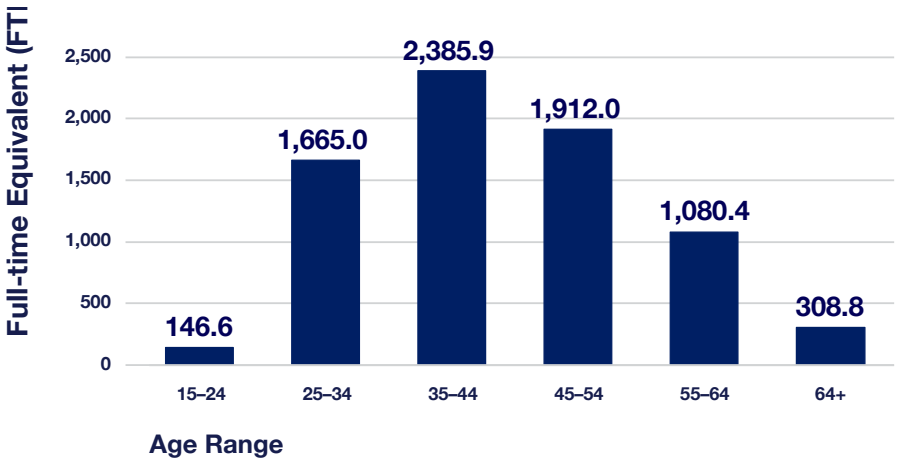
	All Employees		Ongoing			Fixed Term and Casual	
2025	Number (headcount)	FTE*	Full-time (headcount)	Part-time (headcount)	FTE*	Number (headcount)	FTE*
Gender							
Female Executives	61	60.9	35	0	35.0	26	25.9
Female (total staff)	7,288	4,157.4	2,463	529	2,825.5	4,296	1,331.9
Male Executives	61	60.3	34	1	34.5	26	25.8
Male (total staff)	5,856	3,282.3	1,936	168	2,040.0	3,752	1,242.2
Self-described	166	59.0	23	9	29.5	134	29.5
Age							
15-24	777	146.6	36	6	38.9	735	107.7
25-34	3,583	1,665.0	807	76	857.8	2,700	807.2
35-44	3,987	2,385.9	1,398	260	1,571.4	2,329	814.4
45-54	2,755	1,912.0	1,273	190	1,404.8	1,292	507.2
55-64	1,595	1,080.4	737	113	812.1	745	268.2
64+	613	308.8	171	61	209.9	381	98.9
Total Employees	**13,310**	**7,498.7**	**4,422**	**706**	**4,895.0**	**8,182**	**2,603.6**

FTE: full-time equivalent (two people both working 0.5 time fraction = 1 FTE).
Data is inclusive of all entities (aligned to the RMIT Annual Report) as at 31 December 2025.

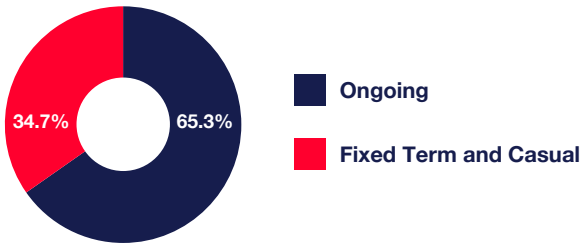
Key University workforce statistics

All onshore Australian employees are covered by Enterprise (Collective) Bargaining Agreements. RMIT's enterprise agreement was negotiated and approved in late 2025.

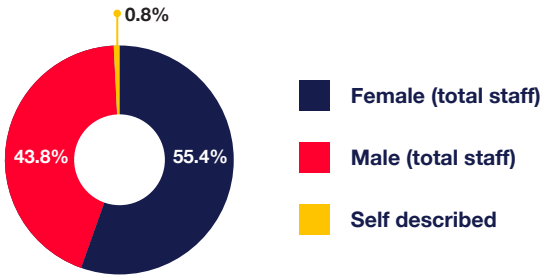
Graph: 2025 RMIT Workforce by Age (FTE)



Graph: 2025 RMIT Workforce by Contract Type (FTE)



Graph: 2025 RMIT Workforce by Gender (FTE)



RMIT is committed to empowering its staff through targeted learning initiatives that build capability and support long-term career success. Development occurs through practical experience, exposure to a wide range of contexts, and structured learning. Regular performance and career conversations, recorded in Workday, guide this ongoing growth.

Staff can access a broad suite of development options, including compliance training, online modules, workshops, peer learning and mentoring. Each activity is mapped to specific capability areas, creating tailored pathways that align with individual aspirations and advance the University's strategic goals.

We focus on customising professional development for every career stage, strengthening excellence and nurturing dynamic communities of practice across RMIT. Multiple delivery formats ensure all staff can participate, promoting equitable access to learning for everyone.

8.2 Flexibility

In 2025, RMIT remained committed to supporting its people through fit-for-purpose flexible working arrangements that foster a diverse, adaptable workforce and enable staff to meet both professional and personal needs. The University continued its principles-based approach to hybrid working, balancing the benefits of remote work with opportunities for meaningful in-person connection. RMIT also launched the Together at Work project to better understand community needs and experiences of hybrid work.

While formal flexible working arrangements decreased slightly across the University in 2025, approximately one in five staff continued to utilise such arrangements. This decline was observed across both women and men and reflects the ongoing embedding of hybrid work practices. As hybrid working becomes more established, many staff are able to manage work and life commitments without relying on formal agreements.

This shift highlights RMIT's continued evolution towards a flexible work environment that supports both formal and informal arrangements. These include part-time work, leave purchase programs, compressed work weeks, varied start and finish times, time-in-lieu, job sharing, and other tailored approaches designed to meet individual staff needs.

Table: RMIT staff with formal flexibility arrangements in place

Formal Flexibility Rates	2022	2023	2024	2025
Female	20.4%	21.7%	20.4%	20.4%
Male	11.5%	12.0%	12.4%	11.8%
Total	16.6%	17.6%	17.0%	16.8%

Note: Data is inclusive of all entities and as at 31 December 2025.

Table: Parental leave taken by RMIT workforce

	Primary Carer's Leave		Secondary Carer's Leave	
2025	Female	Male	Female	Male
Managers	10	0	0	11
Non-Managers	156	9	2	48
Total	**166**	**9**	**2**	**59**

Note: Data is inclusive of RMIT University only and as at 31 March 2025 (aligned to the WGEA submission).

"Flexibility is critical to our people, teams and organisation thriving. While not every type of flexibility suits every role, considering the many forms it can take helps us support our people well. Connection and belonging matter too, so getting that balance right is key. Whatever someone's reason for wanting flexibility, getting it right helps us attract talented people and enables them to do their best work."

Tara Waller
Director, Employee Experience and Capability

School Holiday Program

The KidsCo program was delivered at RMIT for the first time this year, designed to support employees balancing work responsibilities with school holiday care. The initiative generated strong interest across the University, with more than 100 employees submitting expressions of interest.

Across the two-week program, 62 employees participated, with a total of 82 children attending the daily activities. Feedback from staff and children was overwhelmingly positive, highlighting both the quality of the program and the value of having an on-campus school holiday option.

Importantly, 93% of participating employees indicated they would be interested in engaging with the program again in future school holiday periods. This response strongly reinforces the program's impact in enhancing employee experience and supporting work–life balance.

The successful pilot provides a strong foundation for ongoing school holiday support options at RMIT and demonstrates the significant demand for family-friendly initiatives across our community.

SDG Alignment





8.3 Gender equality

RMIT continues to build on its strong legacy of leadership in advancing gender equality and remains committed to fostering a diverse and inclusive workforce. In 2025, our focus extended beyond representation to actively dismantling systemic barriers, stereotypes, and biases that shape workplace experiences and outcomes. This work is progressed through a range of targeted projects, strategies, and actions.

Our approach recognises that gender inequality is shaped by intersecting systems, structures, and social norms. By addressing these complexities, we are creating more equitable opportunities and a culture where all staff can thrive. This commitment strengthens our ability to attract, develop, and retain talented people, while enhancing organisational performance and innovation.

In compliance with the Workplace Gender Equality Act 2012 and the Victorian Gender Equality Act 2020, RMIT reports on all Australian employees, including those who are full-time, part-time, casual, or temporary. The Victorian Gender Equality Commission's assessment of RMIT's Gender Equality Action Plan (GEAP) progress report confirmed demonstrated progress across all seven gender equality indicators, with RMIT deemed compliant.

A key focus in 2025 was the development of RMIT's next Gender Equality Action Plan (GEAP) 2026-2030. This plan will guide the next phase of our gender equality work in partnership with initiatives such as Athena Swan, Gender-Based Violence prevention, and Working Together with Men programs. This year also marked the completion of the GEAP 2022-2025, with a formal progress report capturing the impact achieved over the life of the plan.

RMIT was again recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency, reinforcing our sustained commitment to gender equality. Having held this citation for 18 consecutive years, RMIT is one of only three universities in Australia to achieve this distinction.

RMIT continued to make progress in gender equality. Our gender pay gap decreased from 6.7% in 2023-2024 to 6.1% (average total remuneration) in 2024-2025. This showcases RMIT as a leader in this space compared to our peers (8.6% for comparison group).

Additional key initiatives in 2025 included:

- A refreshed program of Parent and Carer support sessions for staff and managers.
- Targeted promotion of these supports, including communications to staff and managers outlining available resources to assist smooth transitions to and from parental leave, long service leave, and other significant periods of leave.

Table: Women in leadership roles

	Total		Female		% Female	
	2024	2025	2024	2025	2024	2025
Governance bodies	9	14	4	9	44.4%	64.3%
Managers	1,066	1,093	568	575	53.3%	52.6%
Non-managers	8,007	8,629	4,466	4,711	55.8%	54.6%

Note: Data is inclusive of RMIT University only and is as at 31 March 2025 (aligned to the WGEA submission).

Table: Promotions, appointments and resignations (% female)

	Promotions		Appointments		Resignations	
	2024	2025	2024	2025	2024	2025
Managers	51.9%	58.5%	57.3%	56.3%	50.0%	44.1%
Non-managers	61.3%	50.8%	55.0%	55.8%	58.6%	59.3%

8.4 Aboriginal and Torres Strait Islander workforce

RMIT dhumbali (commitment) is to strengthen education, training and employment outcomes with Aboriginal and Torres Strait Islander communities. Building on past successes and deepening these relationships, this commitment is supported by a sustained focus on quality career development that fosters culturally safe, thriving workplaces and supports the retention and growth of an exceptional Aboriginal and Torres Strait Islander workforce.

Employment strategy and plans

- Reviewed the Aboriginal and Torres Strait Islander Future Workforce Strategy (2021-2025) in 2025.
- Continued delivery of the third Aboriginal and Torres Strait Islander Employment Plan (2024-2026).

The Employment Plan supports the seven action areas of the Aboriginal and Torres Strait Islander Future Workforce Strategy and, through this work, embeds clear internal accountability. This is achieved via local College and Portfolio Employment Plans and annual continuous improvement processes that track progress and guide ongoing action.

Aboriginal and Torres Strait Islander Staff Network

The Aboriginal and Torres Strait Islander Staff Network (ATSISN) provides a dedicated space for Aboriginal and Torres Strait Islander staff at RMIT to connect, share experiences and support one another across the University.

Open to all Aboriginal and Torres Strait Islander people working at RMIT, the Network is facilitated by the University to:

- Strengthen engagement with the wider University community in ways that advance RMIT and its Aboriginal and Torres Strait Islander employees and students.
- Create opportunities to discuss the lived experiences of Aboriginal and Torres Strait Islander staff at RMIT.
- Make recommendations and raise concerns with the Aboriginal and Torres Strait Islander Employment and Inclusion Committee (ATSIEC) and other areas of the University on employment-related matters.

Through this Network, Aboriginal and Torres Strait Islander staff contribute to shaping a more culturally safe, responsive and inclusive workplace.

Metrics and targets

The retention target of 80 per cent was exceeded in 2025, with 84.5 per cent achieved. This was a significant improvement on the Q4 2024 result of 53 per cent which highlighted the need for strengthened retention strategies when this metric was adopted.

Workforce overview

By the end of 2025, RMIT employed 50 FTE and 58 PTE Indigenous staff, with 54 per cent in professional roles, 40 per cent in academic positions and 6 per cent in vocational education roles.

The roles offered increased in diversity, internal mobility, and flexible arrangements, supporting a more inclusive and dynamic workforce.

Table: Aboriginal and Torres Strait Islander Workforce

	2022	2023	2024	2025
Total	**81**	**95**	**88**	**108**

*Workforce headcount includes continuing, fixed term and casual staff.
2024 result updated to reflect data error identified.

8.5 Health, safety and wellbeing

RMIT is dedicated to building a values-driven health, safety and wellbeing (HSW) culture that supports our community to thrive at work and in life. We place strong emphasis on both mental and physical health and uphold the principle that no outcome justifies compromising safety.

Now in its fifth year, the RMIT Health, Safety and Wellbeing Strategy continues to embed our values and a strong sense of care across the University. Central to this is the Mental Wellbeing Strategic Action Plan, which further strengthens our focus on the mental wellbeing of students and staff.

Safety

RMIT continued to strengthen its health, safety and wellbeing foundations by consolidating new initiatives and maturing its reporting and governance frameworks. Improved internal resourcing, structures and systems better enabled the University to meet its legal and internal risk management commitments.

Greater accessibility of reporting channels, combined with increased staff awareness and confidence in raising safety concerns, led to sustained higher levels of incident and hazard reporting. This enhanced visibility supports earlier intervention, clearer identification of trends and more informed notification to WorkSafe where required.

Targeted deep-dive reviews of higher-risk operations, with a continued emphasis on laboratory safety, further improved oversight and drove continuous improvement in critical areas. In parallel, RMIT enhanced its Health and Safety technology platform, SafetyNow, and continued to refine and amplify its Global Safety Model. A focus on simplification and practical application remained central to building a strong, consistent culture of safety and care across the University.

Wellbeing and psychosocial risk management frameworks were further embedded into practice, supporting a more holistic approach to health and safety that recognises both physical and psychological risks. Together, these efforts are helping to create a safer, more transparent and more accountable environment for staff, students, contractors and visitors.

Table: Key Occupational Health and Safety Statistics

	2022	2023	2024	2025	Annual Change
WorkSafe improvement notices	1	0	1	0	100% decrease
Average cost per claim	$120,017	$71,042	$59,300	$59,730	0.7% increase
LTIFR at the end of 2025*	0.83	0.41	0.86	0.73	15.1% decrease
Workcover claims submitted	20	36	38	33	13% decrease
Health and safety incident reports	532	427	715	881	23.2% increase
Notifiable incidents	11	13	21	15	28.6% decrease

*LTIFR refers to Lost Time Injury Frequency Rate. LTIFR measures the number of lost time injuries (incidents that result in an employee being unable to work for at least one full shift) per one million hours worked. The LTIFR is a measure of staff and contractor health and safety data but excludes student reported injuries.

Mental wellbeing

In 2025, RMIT continued to place mental wellbeing at the centre of a safe, inclusive and respectful environment as the Strategic Action Plan concluded.

The Staff Survey combined engagement and mental wellbeing measures for the first time, with a 78 per cent response rate and the integration of key psychosocial risks informing an Enterprise-wide Action Plan and elevating staff wellbeing as a whole-of-RMIT priority. Staff feedback also affirmed that flexible and hybrid work remain the most significant enablers of wellbeing, inclusion and work–life balance, highlighting areas where RMIT is already making a positive difference.

The Peer Support Program progressed from a successful pilot to a fully established RMIT-wide initiative across Australia, further strengthening our Culture of Care. A network of 53 trained academic and professional staff now provide local, peer-led support that reduces stigma, normalises help-seeking and offers an empathetic listening ear to help colleagues navigate life's ups and downs.

Our psychosocial risk management framework was integrated into the central Health and Safety Management System, aligning with December 2025 legislation and embedded an RMIT-wide approach to identifying and managing psychosocial hazards.

An award-winning collaboration between Wellbeing, IDEA and Service Connect teams redesigned frontline services and internal processes through a psychosocial safety and accessibility lens and delivered scalable training for advisors managing incivility, aggression and distress.

To further equip our people, more than 800 staff engaged in wellbeing and psychosocial safety-related professional development, gaining key skills and knowledge to support their own and others wellbeing, and help foster psychologically safer working environments around them.

Our commitment also extended globally: RMIT Vietnam was again recognised as one of the Best Companies to Work for in Asia, hosted the Wellbeing and Safeguarding Summit, and launched the RMIT Week of Service program encouraging volunteering and connection, while RMIT Europe appointed staff wellbeing champions to foster open communication and support.

These achievements reflect our unwavering dedication to mental wellbeing and bringing a Culture of Care to life.



Sustainability Activations @ OurPlace

OurPlace is RMIT's 5-star Green Star rated, shared staff hub at the City campus, was specifically designed to support collaboration, wellbeing and a sense of community.

In 2025, OurPlace delivered a full calendar of staff engagement and wellbeing activities that combined creativity, connection and sustainability. A standout initiative was the monthly themed lunchtime quiz, covering topics from sustainability to local culture and featuring taste-testing and interactive learning. These sessions drew broad participation and helped build a strong sense of belonging.

Alongside this, OurPlace hosted more than 10 creative lunchtime workshops as part of the Annual OurPlace Staff Art Exhibition. Staff experimented with collage using recycled materials, photography skills, creative bookmaking and other artforms. The program culminated in a two week exhibition showcasing outputs from the workshops and other staff artworks.

For the first time, digital photography was included, with staff images displayed on screens across OurPlace, and artworks installed in focus rooms to enrich shared spaces. The annual Christmas market promoted sustainable gifting by featuring handmade items crafted by staff.

Together, these activities strengthened engagement, championed sustainable practices, and contributed to a vibrant, connected RMIT staff community.

SDG Alignment







Living our values



9

At RMIT, living our values is more than a commitment. It is in everything we do, and it continues to be a driving force behind our progress in equity, diversity, and inclusion.

This section of the report highlights our ongoing achievements, including completing RMIT's second Platinum Project through Pride in Diversity. This work focused on uplifting the LGBTIQA+ Multilingual Terminology Guide and website, developed by Dr Miranda Lai, expanding access to inclusive language and supporting culturally diverse communities.



9.1 Inclusion, Diversity, Equity and Access

Our sustained excellence was reflected in achieving the Disability Confident Recruiter again and applying for another consecutive Workplace Gender Equality Agency (WGEA) Employer of Choice citation, continuing RMIT's leadership in gender equality for 18 years. RMIT is one of only three universities Australia wide to hold this certification.

Significant achievements for IDEA implementation included:

- 1,447 staff and students participated in IDEA professional development programs and events online, face-to-face and hybrid, to build diversity and inclusion capability and awareness. Topics included inclusive practices for LGBTQIA+, accessibility, race, gender, disability and neurodivergence.
- Data insights informed dashboards to understand the representation, experience and outcomes of vocational education students and culturally and linguistically diverse students.
- We worked on the final elements of the 2022–2025 Gender Equality Action Plan (GEAP) while developing the next iteration that will guide our work through to 2030.
- Supported the local area IDEA implementation with the continued maturity model assessments against IDEA in colleges, and the establishment of College Equity and Inclusion Working Groups to drive local action. The suite of diversity working groups, including 'IDEA in Action' continued to provide a forum for sharing insights, concerns and good practice.
- Developed a new leadership program to further support RMIT's values, with modules due for rollout in 2026 to strengthen how we embed inclusion into everyday practice.

"RMIT University recognises the importance of an environment that celebrates and welcomes diversity. Fostering an inclusive culture where everyone can be their authentic self and thrive is fundamental to RMIT."

Tara Waller
Director, Employee Experience and Capability

Inclusive campuses and activities

The **Inclusion, Diversity, Equity and Access (IDEA) Framework** continued to guide the creation of inclusive sporting and campus environments. RMIT Pride in Sport initiatives were supported by the **RMIT Student Union (RUSU) Queer Department** and active LGBTQIA+ staff networks.

- **February – Midsumma Pride March:** RMIT staff, students and alumni marched in solidarity together, celebrating diversity and inclusion within the LGBTIQA+ community.
- **August – Wear it Purple Day:** Marked with events for students and staff to show visible support for LGBTQIA+ young people.
- **September – UniSport Nationals:** Over 220 students competed at the UniSport Nationals on the Gold Coast, with standout results including Gold in Women's Basketball and Silver in Lacrosse.
- **October – Pride Cup:** A Pride Cup event was held at the Bundoora campus on 21 October 2025, promoting inclusion through sport.



9.2 Responsible Practice and Indigenous engagement

With Treaty legislation passing in Victoria in late 2025, RMIT is well positioned to play a leading role among tertiary institutions in how universities engage with Treaty, truth-telling, and self-determination. This builds on the work of the Yoorrook Justice Commission's Inquiry into Tertiary Education, which has brought renewed attention to past and ongoing injustices experienced by Aboriginal and Torres Strait Islander peoples within the tertiary education system. Together, these developments create new expectations for how institutions work with Aboriginal and Torres Strait Islander communities and respond to truth-telling in practice.

Against this backdrop, RMIT reached a significant milestone in 2025 with the establishment of the University's first Indigenous Governance Committee. The Committee will provide advice to the University Executive on matters that affect Aboriginal and Torres Strait Islander peoples and communities, including how the University implements its strategy. Importantly, the Committee includes external community representatives, including Woi wurrung and Boon wurrung Traditional Owners, the Victorian Aboriginal Education Association, and members of the broader Victorian Aboriginal community.

In 2025, staff across the University continued to engage with Responsible Practice by listening, learning, and taking practical steps in their day-to-day work to strengthen understanding of Aboriginal and Torres Strait Islander cultures and knowledges, and to address barriers that affect participation and success in tertiary education.

A Responsible Practice Showcase provided an opportunity for staff to share projects and initiatives from across the University. These included culturally responsible research training being developed with the Koorie Heritage Trust, Responsible Practice principles within Library Services, a public art project focused on truth-telling, and a virtual reality cultural awareness tool. Together, these projects illustrate how Responsible Practice is being applied across research, learning and teaching, library services, and place-based work.

In December 2025, a cross-University workshop reviewed reconciliation-focused data from the Student Experience Survey and gathered insights to shape how the impact of Responsible Practice on student experience will be evaluated from 2026.





9.3 LGBTIQA+ inclusion

Building on RMIT's strong record in LGBTIQA+ inclusion, 2025 focused on increasing the visibility of LGBTIQA+ people across the University and deepening students' and staffs' sense of community and belonging. Key initiatives centred on recognition through external benchmarks, celebration of days of significance, and improvements to systems and processes that affirm gender identity.

Students and staff marked days of significance for the LGBTIQA+ community through visible, community-building events. RMIT hosted stalls at the Melbourne Midsumma Carnival and Pride March, and celebrated IDAHOBIT and Wear It Purple, including displays of artwork created by students and staff and a Pride March along Bowen Street. These activities promoted inclusion, visibility and pride across campus.

To continue RMIT's community involvement and support in 2025 RMIT became a major sponsor of Midsumma. This collaboration builds on RMIT's leadership in diversity and inclusion and deepens existing connections with Midsumma to foster new collaboration in digital design, fashion, media, research, and community engagement. Through the partnership, RMIT can contribute to festival programming, design and media projects, student placements and collaborative initiatives aligned with both organisations' values of inclusion, innovation and community impact.

In 2025, RMIT also introduced extended gender identity options in its systems, giving students a broader range of options to reflect their identity. The University enabled students to use their preferred name on student ID cards for the purposes of gender affirmation. This option, introduced in Semester 2, was taken up by 10 students in 2025, supporting a more inclusive and affirming experience for gender diverse students.

Expanding access to HIV self-testing on campus

In 2025, RMIT established a new partnership with Thorne Harbour Health to bring the CONNECT Project to Victoria, improving access to HIV testing for students and the broader community.

The CONNECT Project was developed to overcome common barriers to HIV testing, particularly for men who have sex with men from culturally and linguistically diverse backgrounds, migrants and international students. These barriers included cost, discomfort discussing sexual health with doctors, concerns about visa implications, and fear of HIVrelated stigma and discrimination.

The model had already proven effective in South Australia, where CONNECT was implemented in late 2021 with funding from the Australian Government Department of Health, Disability and Ageing. Eight vending machines were installed across five university campuses, two TAFE colleges and one sex-on-premises venue. Between March 2022 and June 2025, 3,600 people registered to use the service and 4,627 tests were dispensed. The success of this pilot led to funding for a national rollout of CONNECT, the first initiative of its kind globally.

Through the partnership, RMIT became one of the Victorian sites for a CONNECT vending machine, providing free rapid HIV selftests in a discrete and safe location on the City campus (Building 10, behind Career Connect), along with referral pathways to treatment and support. The University also began work to increase student awareness around sexual health, complementing Thorne Harbour Health's decades-long leadership in HIV prevention, testing and treatment in Victoria and South Australia.

This project strengthens RMIT's commitment to health and wellbeing of its students, especially those in the LGBTIQA+ communities who historically have been impacted by HIV.

SDG Alignment



Pride Palette – A Queer Art Exhibition

In 2025, RMIT marked IDAHOBIT (International Day Against Homophobia, Biphobia, Interphobia and Transphobia) on 17 May with the second annual Pride Palette exhibition, showcasing artworks created by staff and students from LGBTQIA+ communities.

Pride Palette highlighted the depth and diversity of queer creative practice at RMIT, offering a visible platform for LGBTQIA+ voices and perspectives. The exhibition reinforced RMIT's long-standing support for LGBTIQA+ communities and contributed to a campus culture where staff and students feel seen, heard and included.

More than a celebration, Pride Palette also invited reflection. Visitors were encouraged to ask questions, discuss the works with others and consider how the lived experiences of LGBTQIA+ communities shape the creativity on display and broader conversations about inclusion.

Featuring over 25 artists, the exhibition was a collaborative effort, organised and supported by the School of Art, the Students Group IDEA Team, the Sustainability Team and the Library Team, demonstrating how different parts of the University work together to foster a more inclusive and affirming environment.

SDG Alignment





9.4 Accessibility

RMIT continued to lead the education sector in 2025 with a strong focus on making the University a more accessible place to work and learn. Selected highlights include:

Equitable Learning Services

The Student Equity team led initiatives, services, plans and adjustments for individual students with disability.

- Provided services, tailored plans and reasonable adjustments for 2,412 individual students, up from 2,042 in the previous year, with more than 600 additional student appointments delivered across multiple campuses.
- Enhanced staffing and support within the student disability services team by refining role scope, workflows, escalation processes, boundaries, ways of working, culture, and professional development, and by leading improved recruitment, onboarding, role clarity and accountability.
- Led and contributed to technology enablement and process improvements, streamlining disability related documentation workflows and individual student case management.
- Published updated terms for adjustments in student Learning Plans and assessments and produced new guides for educators.
- Designed and implemented the STEM Pilot service for students requiring multiple assessment adjustments.

Workplace Adjustments

The Staff IDEA team has led a number of enhancements to strengthen the workplace adjustment process for staff with disability and/or neurodivergence.

- Reviewed and refined processes to improve clarity, sustainability, and flow, enabling staff to access the support they need.
- Supported over 250 workplace adjustment cases, helping staff to thrive in their roles.
- Awarded the 2025 AHEIA Award for Workplace Culture Excellence, recognising leadership in fostering a more inclusive and accessible University environment.
- Developed and delivered the first workplace adjustment training sessions for managers, building capability across the organisation.



Award-winning innovation in workplace inclusion and accessibility

In 2025, RMIT's Inclusion, Diversity, Equity and Access (IDEA) team received the AHEIA Award for Workplace Culture Excellence, recognising its leadership in building a more inclusive and accessible workplace across the University.

The team significantly improved workplace adjustment processes, strengthening support for staff with disability and neurodivergence. They redesigned the adjustments process, embedded inclusive practices across recruitment, facilities, IT and leadership, and introduced a dedicated Workplace Adjustments Officer. As a result, the number of staff accessing workplace adjustments increased from just four in 2023, to 93 in 2024 and over 200 in 2025.

These changes helped embed universal design principles into core people practices, improve access to facilities, lift staff engagement and support more inclusive leadership, contributing to RMIT's ambition to be inclusive by design for all staff.

The IDEA team also co-developed the Sustainability and Equity Evaluation (SEE) tool with RMIT's Sustainability team. This tool is now used in major university-wide projects to integrate inclusive and sustainable practices from the earliest design stages. Their work extended beyond RMIT through collaboration with the Australian Disability Network and other universities, influencing sector-wide approaches to accessibility and inclusion.

The award recognised the IDEA team's role in amplifying the voices of staff who may otherwise have been overlooked and in delivering sustained cultural change across the University.

SDG Alignment







Professional development, capability building and recognition

In 2025 RMIT strengthened its strategic focus on Universal Design for Learning (UDL) and inclusive practice. Co-designed aspirations and principles for Inclusive Practice and UDL were developed through workshops in Melbourne and Vietnam and published on a new SharePoint site for educators. These principles are informing policy updates, capability-building resources and revisions to learning and teaching procedures, including assessment.

Inclusive learning and assessment commitments were embedded in the Education Plan to 2028, supported by college and portfolio consultations on a UDL action plan. New equity-funded roles were established to drive local leadership, and an expert consultancy was engaged to improve accessibility across learning technologies.

Capability building continued through the 'Universal and Inclusive by Design' Community of Practice, collaborative workshops led by CEIQ and Student Equity, contributions to the RMIT Learning and Teaching Festival, and a new $50,000 grants program supporting 14 cross-college projects focused on inclusion for students with disability, mental health conditions and neurodivergence. Broader engagement included Global Accessibility Awareness Day events and ongoing collaboration with RUSU's Disabilities and Carers Officer.

RMIT staff received national recognition from the Australian Disability Clearinghouse on Education and Training (ADCET) for accessibility leadership and an accessibility-focused approach to assessment design. The RMIT Chief Operating Officer was appointed as the new Executive Sponsor for Disability and Accessibility, and we commenced research collaborations with internal researchers and external partners such as ACSES to evaluate and extend the implementation of inclusive teaching approaches.

Place and Belonging

The Property Annual Works IDEA Program supports an accessible and inclusive on-campus experience through annual improvements for disability access, all-gender bathrooms and signage across RMIT's Melbourne campuses.

In 2025, the PAW (IDEA) program featured a project to support wellbeing services and the Equitable Learning Services (ELS) unit by creating a calm, sensitive zone of consultation and support spaces in the heart of the City campus. The updated consultation space activates the waiting area adjacent to the Student Wellbeing consulting rooms, in line with the University's Sensory Sensitive Spaces approach.

Key features and benefits of the new consultation space include:

- Calmer lighting, reduced noise, soft furnishings, and clear signage can lower pre-appointment stress, especially for students with anxiety, trauma histories, ADHD, or autism.
- Making it easier for students to engage meaningfully in their counselling session rather than using the first part of the session to settle into the environment.
- Supporting neurodivergent students and those with sensory sensitivities related to light, noise, crowding, and smells.
- Aligning with principles of universal design and disability inclusion, moving from "accommodations for a few" to design that works for many.

9.5 Cultural and faith inclusion, and racial equity

RMIT advanced its anti-racism agenda through both engagement and strategy development.

Development of RMIT's Anti-Racism Strategy was guided by staff and student voice, sector best practice and evidence. Student Listening Sessions and yarning circles (facilitated by MindTribes), co-design workshops with student leaders, and a formal RUSU submission ensured lived experience shaped the framework and action plan. Implementation is supported by a new student quantitative data framework and a gap analysis of sector, national and state requirements, strengthening governance, accountability and alignment with RMIT's broader equity and inclusion commitments.

RMIT strengthened its partnerships and community engagement to support gender equity and inclusion. Student Equity proudly sponsored the Women of Colour Melbourne Annual Event, extending a six-year relationship with the organisers. In 2025, the event sold out for the first time, attracting 170 attendees. The community-led gathering featured inspiring speakers, interactive workshops, panel discussions and a shared meal, providing a space for empowerment, connection and a sense of belonging for Women of Colour.



Multicultural Film Festival – celebrating migration, identity and belonging

RMIT University partnered with the Victorian Multicultural Commission to host a special screening for the Multicultural Film Festival (MFF), an annual celebration of diversity, storytelling and community. Held at RMIT, the event showcased eight short films that explored migration through powerful narratives of movement, belonging and identity, highlighting stories of resilience and hope.

Associate Dean of Media, Writing and Publishing, Professor Sean Redmond, opened the event, framing cinema as a vital medium for understanding family, community and the lived realities of longhaul migration.

Victorian Multicultural Commissioner Sylvia Coombe joined the screening and a postfilm discussion with *Outpicker* director Lesley Le Luo and RMIT filmmaker and lecturer Pinar Fontini. The conversation examined how screen stories can transcend time and place, connect different communities and capture both the joys and challenges of making home again.

The partnership reinforced RMIT's commitment to multiculturalism, inclusion and the role of the arts in fostering understanding and social cohesion.

SDG Alignment

9.6 Athena SWAN

For almost 20 years, the Athena Swan Charter has demonstrated success in addressing gender equity issues in UK universities. Women and gender diverse people in participating organisations report greater career satisfaction, fairer workload distribution and increased training opportunities. There are now approximately 40 Australian institutions participating in the Science in Australia Gender Equity (SAGE) version of this program.

The RMIT Athena Swan Steering Group governs, oversees and champions the implementation our Athena Swan initiatives. It is led by Professor Kay Latham, Associate Deputy Vice-Chancellor, Gender Equity, and co-sponsored by Distinguished Professor Calum Drummond, Deputy Vice-Chancellor Research and Innovation and Vice-President, and Professor Sherman Y oung, Deputy Vice-Chancellor Education and Vice-President.

RMIT was awarded SAGE Athena Swan Bronze accreditation in February 2020, demonstrating our commitment to driving further progress in gender equity.

In the seven years since achieving the Bronze Award, we have been implementing actions designed to remove or reduce five key barriers to attraction, retention or progression, with each key barrier, linked to applying for a SAGE 'Cygnet Award'.

RMIT has previously achieved two Cygnet Awards addressing 'Recruitment of women and gender-diverse staff in STEMM fields' and 'Barriers to participation and career fulfilment for parents and carers', and in 2025, we achieved 'Supporting LGBTQIA+ inclusion', in recognition of work to support LGBTIQA+ staff and students.

SDG Alignment



A people-first approach to systemic change

RMIT has tackled barriers including low representation, invisibility, and limited systemic support with a strategy focused on both structural reform and community connection, combining inclusive recruitment, policy change, and visibility initiatives with a strong emphasis on education and allyship.

Staff and students have benefited from gender affirmation leave, inclusive hiring practices, and visibility through Pride events and ally networks.

These were backed by LGBTIQA+ 101 modules and a popular "Top 10 Tips to be an Effective Rainbow Ally" guide. These steps created tangible improvements in visibility, safety, and inclusion. But for many, the most powerful impact has been cultural.

The remaining two Cygnet applications will report the work RMIT has done 'Enabling accessibility – supporting people with disability and neurodiversity' and to foster 'Respectful cultures and behaviours' which were developed and submitted in 2025, with results available in 2026.

Having all five Cygnet Awards will enable RMIT to apply for Silver accreditation, in recognition of our sustained progress and measurable impact in advancing gender equity, diversity and inclusion, while providing an opportunity to reflect on progress made and set clear priorities to address the goals and challenges ahead.

"We're committed to supporting the gender-diverse staff and students within RMIT's community, prioritising an intersectional approach to ensure our systems reflect our values of inclusion and impact, and this third Cygnet is an incredible recognition of this work."

Professor Kay Latham
Associate Deputy Vice-Chancellor, Gender Equity Image

9.7 Addressing gender-based violence

RMIT remains committed to driving long-term cultural change, ensuring that safety and respect are embedded across the University.

We have made meaningful progress to consolidate many initiatives taken by RMIT in recent years into our organisation-wide approach. Our work continues to evolve to meet the needs of our students and staff and to strengthen our data-driven insights and compliance with the National Code.

Our work is guided by the Addressing Gender-Based Violence Strategic Action Plan 2023–2027 [18.3 MB] and the Addressing Gender-Based Violence Annual Report 2025 [6.4 MB] outlines and tracks RMIT's pathway to stronger alignment with the National Higher Education Code to Prevent and Respond to Gender-based Violence, including its whole-of-organisation requirements from 1 January 2026.

Throughout 2025, RMIT continued to provide trauma-informed support to staff and students, regardless of where harm occurred. As a result, disclosures captured for the year included incidents both connected and unconnected to the University (such as family violence and harm in personal relationships), reflecting the lived experiences of a diverse community across a large, open CBD campus and beyond.

The Safer Community team received 252 disclosures of sexual harm and family violence (relating to 247 respondents), a 37 per cent increase from 185 in 2024. While any disclosure is a cause for concern, the increased reporting from both students and staff suggests rising trust in Safer Community and greater awareness of available support.

This combination of on-the-ground support, planning and transparent reporting reflects RMIT's ongoing commitment to a culture where everyone feels safe, respected and supported. View RMIT's Respect Week webpage for more information.



Walk Against Family Violence

RMIT staff from across the University came together for the Walk Against Family Violence. They joined the walk as part of the global 16 Days of Activism Against Gender-Based Violence campaign. Hosted by Respect Victoria, the walk highlighted the ongoing need to prevent violence against women and children. RMIT stands united in the message that gender-based violence has no place in our community.



Operations

10

RMIT integrates sustainability across its operations, with a focus on reducing environmental impact and managing supply chains and investments responsibly. This approach is designed to deliver positive environmental, economic and social outcomes for the University and the communities it serves.

10.1 Sustainable campuses

Transforming Places

Property Services Group (PSG), in the Operations Portfolio, is responsible for managing the University's estate. Comprising 109 buildings across RMIT's Australian campuses in the City, Brunswick, Bundoora, Point Cook and Bendigo, the University's land holding is 67.3 hectares. PSG also supports our offshore campuses in Vietnam and Barcelona.

The mission of PSG is to transform and manage places to support learning, community and the future success of RMIT. By combining strategic insight with operational excellence, PSG aim to create environments that inspire and enable the University's ambitions.

PSG is formally certified and externally audited against five ISO standards, recognised international management systems, which support robust governance and effective management of sustainability-related risks:

- ISO 9001: Quality
- ISO 14001: Environmental
- ISO 41001: Facilities Management
- ISO 45001: Occupational Health and Safety
- ISO 55001: Asset Management

Alignment to these international standards provides greater assurance of our service delivery outcomes to our students, staff, contractors, and other stakeholders.

Sustainable Design

RMIT's commitment to sustainability is embodied in its Sustainable Design Principles, which guide designers and consultants in implementing best practice sustainable outcomes throughout the lifecycle of both new and existing spaces. By aiming to create spaces that are not only sustainable but also inclusive, RMIT enhances the wellbeing of its community while positively impacting the environment and society.

SDG Alignment



RMIT aims to achieve sustainable outcomes in capital projects by encouraging design and operation practices that:

- **Reduce emissions** through passive design, energy efficiency, renewable energy and the consideration of embodied carbon.
- Ensure infrastructure is **resilient**, future-proofed and adapted to the vulnerabilities of a changing climate.
- Use best-practice **regenerative design** and **innovative technologies** in all planning, development and refurbishments.
- Pursue **precinct-based**, **connected** infrastructure and **flexible** spaces that deliver sustainable solutions at scale.
- Responsible **water management** through capture, reuse and water sensitive urban design.
- Responsible use of resources – considering the **circularity of material** flows and progressive waste avoidance and management practices.
- Be **inclusive by design** and drive **social impact**.
- Deliver places that foster opportunities for **wellbeing**, **social engagement** and encourage **sustainable behaviours**.
- Prioritise **sustainable transport** modes, by providing safe pedestrian access, public transport connections and high-quality cycling facilities.
- Respect and recognise **Indigenous knowledge**, **culture** and **traditional practices**.
- Protect and regenerate ecological value to promote **healthy functioning ecosystems**, increase biodiversity and connect people to nature.
- Act as stewards for our campuses to preserve and enhance **architectural**, **social** and **creative** value.
- Leverage the campus to provide a mechanism for learning and research, creating a **living lab**.

RMIT's Design Standards guide the creation of sustainable facilities, supporting highquality environments for learning and research. They provide clear performance criteria for designers while encouraging innovative solutions that enhance the built environment.

The Sustainable Design Principles are embedded in the project management processes and the RMIT Design and Furniture Standards.

As a founding member of the Green Building Council of Australia (GBCA), RMIT has a longstanding commitment to the Green Star rating tool. We ensure that changes to the built environment demonstrate leadership excellence in sustainable design and innovation. For more information on RMIT's Green Star-rated projects and other sustainable buildings, please visit our website.

RMIT's Capital Development Plan, aims to enhance learning, teaching, and research spaces to provide students and staff with world-class facilities. Additionally, the property annual works program focused on upgrading spaces, accessibility, infrastructure, sustainability initiatives, and public artwork.

Projects from the 2025 Capital Development Plan include:



Upfront Embodied Carbon Study

RMIT's upfront embodied carbon study demonstrates the University's commitment to reducing the environmental impact of its built environment and embedding sustainability into decision making across its capital works program. Delivered in collaboration with Turner & Townsend, the initiative reviewed nine recently completed and planned projects to better understand the upfront embodied carbon associated with building materials and construction processes.

The study deliberately included a mix of new builds and refurbishments, reflecting the significant proportion of upgrade and renewal works across RMIT's portfolio. This ensured the findings were representative of the types of projects most commonly delivered. As a result, RMIT has established a consistent evidence base and a clearer understanding of where emissions occur and where meaningful reductions can be achieved.

A key outcome of the study was the identification of upfront embodied carbon "hotspots" across projects. This included areas such as structure and façade, but also highlighted the impact of decisions around re-use and refurbishment of existing assets, which make up a large portion of RMIT's program.

These insights provide a clearer understanding of where changes can have the greatest impact and enable project teams to consider carbon alongside cost, function and program from the earliest stages of design and planning, when opportunities to influence outcomes are greatest.

The study also supports more informed and consistent decision-making across projects, including setting benchmarks, improving transparency in reporting, and guiding design and delivery choices. This includes encouraging more sustainable practices such as prioritising refurbishment, re-use of existing assets, and more efficient material selection.

By embedding upfront embodied carbon into project planning and delivery, RMIT is strengthening its ability to reduce emissions across its portfolio and support ongoing improvement as industry approaches continue to evolve.

ARC Centre of Excellence Optical Microcombs for Breakthrough Science (COMBS)

Light is the most precise way to measure things on Earth. From accurately tracking and estimating our Google Maps journeys to gaining insight into our bodies through biomedical imaging, being able to measure things precisely underpins almost everything we do.

The team at the ARC Centre of Excellence in Optical Microcombs for Breakthrough Science (COMBS) is using technology – called the optical frequency comb – to drive society-wide transformations in the fields of biomedical imaging, communications, precision measurement and astronomy.

Optical frequency combs are still generally confined to the most advanced science labs due to their size and complexity, however our team at COMBS aims to transform these systems into light-powered chips the size of a fingernail.

This work is achieved through partnering with scientific and industrial end-users to create new approaches and solutions in the biomedical imaging, communications, precision measurement and astronomy.

COMBS is led by Distinguished Professor Arnan Mitchell from RMIT's School of Engineering and brings together a team of multi-disciplinary researchers spanning optical physics, photonic chip technology, materials science, and sophisticated digital and microwave electronics from eight universities.

In 2025, Property Services delivered new laboratory spaces for COMBS in Building 14, Level 12 marking a major enhancement to RMIT's City campus research infrastructure. The project refurbished approximately 300 square metres of existing space to create a purpose-built Microcombs Research Facility comprising six highly specialised laboratories and a shared technical workspace.

Designed to support advanced, multidisciplinary research, the facility provides bespoke environments for telecommunications, precision measurement, free-space optics, bio-optics, optoelectronics, and photonic chips and materials integration. The laboratories are configured to enable flexibility, shared use and interaction across research teams, while accommodating the highly technical requirements of cutting-edge photonics research.

The new facility provides the capacity and quality of environment required to support visiting researchers, industry collaboration and global engagement. Delivering long-term value through adaptable, future-ready research environments and reinforcing RMIT's position as a global leader in photonics research and translation.





Australian Solar PV installations

RMIT has systematically expanded its on-site solar program over the last decade. The installation of photovoltaic (PV) solar reduces demand on the grid, delivers ongoing operational savings lowers the University's carbon emissions.

In 2025, RMIT's solar PV portfolio generated 548 MWh of renewable energy which was fully consumed onsite. Major solar PV systems comprising of 2,083 new solar panels were installed in the year at both the City and Bundoora West campuses.

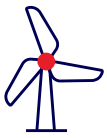
At Bundoora West, a solar energy system of approximately 1,028 kW is forecast to generate around 1,115 MWh of electricity each year. This solar generation is expected to offset about 11% of Bundoora West's grid electricity consumption by 2035, reducing the campus's dependence on external energy supply. The project is estimated to reduce carbon emissions by around 817 tonnes annually, contributing directly to RMIT's broader emissions reduction and net zero goals. The Bundoora West solar system will also enable RMIT to apply for Victorian Energy Efficiency Certificates (VEECs) under the Victorian Energy Upgrades (VEU) program, with each certificate representing one tonne of greenhouse gas emissions reduced.

At the City campus, the installation of a 450 kW solar PV system, which is expected to provide up to 6,000 MWh of annual generation. This additional renewable energy generation at the City campus further reduces reliance on grid electricity and supports long-term energy resilience. This project marks the completion of the City campus solar program as all appropriate available roof space has been maximised for solar.

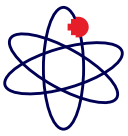
Together, the City and Bundoora West solar projects demonstrate RMIT's ongoing investment in on-site renewable energy infrastructure, forming an important part of RMIT's strategy to reduce operational emissions and progress toward a science-based net zero position.

10.2 Energy and emissions

2025 Achievements



Maintained **100% renewable energy** for all onshore grid electricity



Gained approval to transition to a science-based, net zero approach



Reduced scope 1 and scope 2 emissions by 92% since 2007



Installed 2,083 new solar PV panels across the City and Bundoora campuses



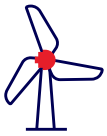
Generated 548 MWh of electricity from the entire solar PV portfolio



Continued to strengthen global emissions reporting and improve scope 3 emissions measurement



Procured high-quality carbon credits to address 30,000 tCO_2-eq of residual scope 1 and high confidence scope 3 emissions



Upheld our commitment to transition away from fossil fuels by preventing the installation of any new natural gas assets



Strengthened the Responsible Investment guidelines to ensure fossil fuels would remain an exclusion in any new investment strategy

Climate action

RMIT prioritises practical action to reduce emissions at the source and strengthen resilience to climate change through innovation, renewable energy, infrastructure improvements and better emissions data. In doing so, we are reducing our environmental impact, supporting more sustainable places and operations, and contributing to the transition to a low-carbon future.

Since 2022, our Carbon Management Plan has set the foundational principles for measuring, reporting and managing our greenhouse gas emissions.

In 2025, RMIT undertook a substantial review of its carbon management approach, gaining approval to move away from a carbon neutral commitment, certified under Climate Active, to a science-based net zero pathway. The University made this decision, to reflect best practice, as global standards have evolved, to ensure we continue to deliver significant impact.

A science-based net zero approach is one that is widely recognised as a credible pathway for meaningful climate action, which prioritises reducing emissions at the source and using offsets only for unavoidable emissions. This update reflects international benchmarks, Australia's climate targets and RMIT's long-standing commitment to carbon management.

This net zero strategy, endorsed by key governance bodies, reaffirms RMIT's strong ambition and leadership on emissions reduction while providing a clear pathway for future climate action.

For more information on carbon and climate initiatives, visit our website.

Table: RMIT Australia Energy by Campus

	Natural Gas (GJ)	Electricity (kWh)
City	70,086	36,280,734
Bundoora	51,777	12,575,368
Brunswick	6,076	1,836,086
Bendigo	0	52,076
Total	**127,939**	**50,744,264**

Table: RMIT Australia Resource Tracking

	2007	2022*	2023	2024	2025
Electricity (kWh)*	57,893,937	30,026,941	47,755,812	50,106,893	50,744,265
Natural Gas (GJ)	127,502	291,018	129,990	124,821	127,939
Emissions Offset (tCO_2-e)	1,648	17,213	40,592	38,582	39,581
Net Emissions (tCO_2-e)	78,048	25,070	6,698	6,432	6,593
Emissions Reduction from Baseline	Baseline	68%	91%	92%	92%

*Increased electricity consumption due to gas engines being shut down in 2022.

Closing off RMIT's 2025 commitment

To maintain the legacy of the original carbon commitment, RMIT purchased high-integrity carbon credits for the 2025 calendar year to offset remaining scope 1 and scope 3 emissions that we can measure with confidence, such as business travel. This approach will be maintained as we tackle more challenging existing campus infrastructure electrification projects and put detailed plans in place to quantify and reduce our supply chain emissions. A new Climate Resilience plan will be released in 2026 combining the previously standalone carbon management and climate adaptation plans. The high-level strategic document will set the framework for how RMIT will progress towards net zero and strengthen its resilience to a changing climate.

Emissions are categorised into three scopes:

Scope 1 – Direct Emissions

- Emissions from sources RMIT owns or controls through consumption or combustion of fossil fuels such as natural gas for space heating, diesel and petrol used by RMIT fleet vehicles, and aviation fuel use at the flying schools. Noting that as 2025 was the final year of our previous commitment to pursue carbon neutrality, the then methodology excluded aviation and fleet data (however, we have purchased carbon credits to address this gap).

Scope 2 – Electricity Emissions

- Indirect emissions from purchased electricity. RMIT is proud to continue to use 100% renewable energy for all onshore grid electricity since 1 January 2023 through the Melbourne Renewable Energy Projects 1 & 2, supporting the clean energy transition and contributing to the Sustainable Development Goals of 'affordable and clean energy' and 'climate action'.

Scope 3 – Supply Chain Emissions

- Indirect emissions that occur across RMIT's wider value chain, which are influenced but not fully controlled by RMIT. Examples include purchased goods and services, construction, and travel.

RMIT achieved a 92 per cent reduction in Scope 1 and 2 emissions in 2025, relative to a 2007 baseline, consistent with the methodology underpinning our previous carbon neutrality commitment. This result has been driven by years of successful decarbonisation initiatives, asset replacement projects, the shutdown of onsite gas engines and the transition to 100 per cent renewable grid electricity for all Australian campuses. In 2025, wind farms in western Victoria supplied 50,744 MWh of renewable electricity to the University.

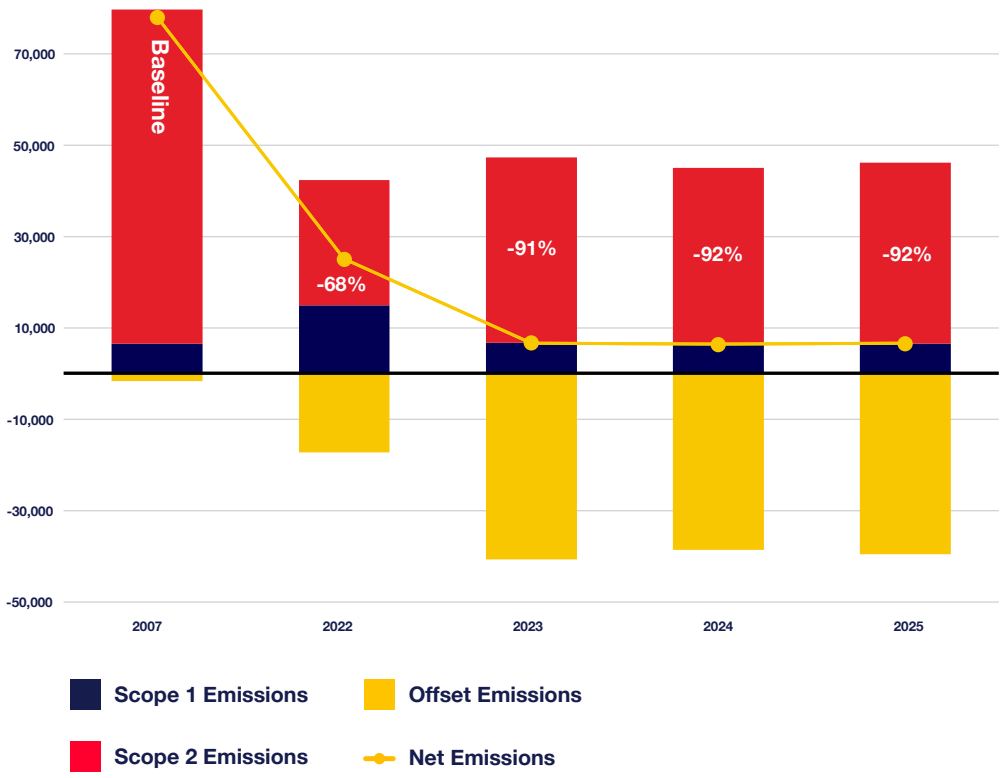
The University accounts for all energy and emissions within the building portfolio under the National Greenhouse and Energy Reporting Scheme, using approved emissions factors.

While emissions intensity remains materially below the 2007 baseline, energy intensity is subject to variability based on a mix of factors, and key influences include:

- Year to year seasonal conditions, such as colder winters or more extreme temperature ranges, increase heating and cooling loads.
- Changes in building use and occupancy, for example, higher on-campus activity, longer operating hours, or greater use of laboratories and other energy intensive spaces.
- Changes in gross floor area, where increases or decreases in space change how much activity and fixed building loads are spread out, which in turn affects energy used per square metre.
- Operational factors, including HVAC control settings and ventilation requirements, which can raise demand per square metre.

Together, these influences can temporarily elevate energy intensity, even as long term improvements in buildings, systems and equipment continue to reduce demand relative to the baseline.

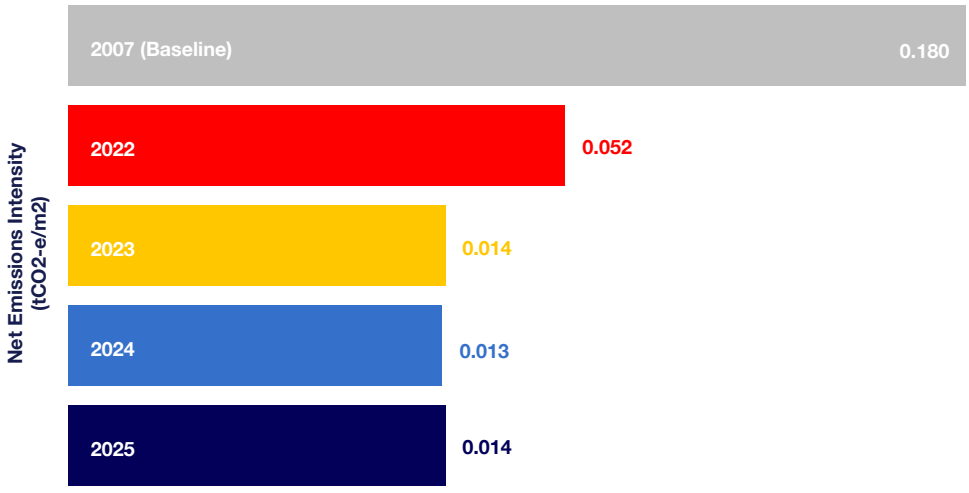
Graph: RMIT Australia 2007 – 2025 Carbon Commitment Tracking



*Percentages shown are the absolute emissions reduction against the 2007 baseline year (78,048 tCO2e).
**This graph is based on methodology per our previous commitment to pursue carbon neutrality.

Graph: RMIT Australia Net Emissions Intensity

Net emissions intensity ratio is measured as net tonnes of carbon dioxide equivalent per square meter gross floor area (tCO2-e/m2) from building energy use.



RMIT Australia Emissions Inventory

The following table presents the University's Australian wider emissions profile, noting that the scope 3 data will continue to be built out as we develop methodologies to more accurately calculate our supply chain impacts.

RMIT is strengthening its emissions reporting by progressively improving its approach to monitoring and evaluation in line with a science-based net zero pathway. This work will continue to evolve as best practice in emissions measurement and reporting develops. For RMIT, the focus is on broadening data coverage and refining calculation techniques, with particular emphasis on measuring and reducing scope 3 emissions across the supply chain, alongside ongoing efforts to address scope 1 and 2 emissions and consider the appropriate role of carbon offsets.

Table: RMIT Australia Emissions Inventory 2025

RMIT Australia Emissions Inventory 2025	Scope	tCO_2-e
Natural Gas	1	6,593
Fleet Fuels	1	54
Aviation Fuels	1	1,333
Subtotal – Scope 1 Emissions		**7,980**
Electricity	2	39,581
Electricity (Renewable)	2	-39,581
Subtotal – Scope 2 Emissions		**0**
Transmission and Distribution Losses – Natural Gas	3	512
Transmission and Distribution Losses – Electricity	3	4,567
Transmission and Distribution Losses – Fleet Fuels*	3	3
Water Consumption	3	0
Municipal Solid Waste (Off-Site Disposal)	3	890
Construction and Demolition Waste (Off-Site Disposal)	3	2
Office Paper	3	62
Capital Works (Construction)	3	2,150
Outsourced Datacentres	3	1,495
Air Travel*	3	7,382
Hotel Stays*	3	494
Taxis	3	111
Car Hire	3	50
Subtotal – Scope 3 Emissions		**18,021**
GRAND TOTAL		**25,698**

*Figures include RMIT Vietnam and RMIT Europe data. Figures use updated methodology from RMIT's travel management platform which uses robust, widely used emissions factors.

**Transmission and distribution losses data for fleet fuels is a new addition to the inventory.

Australian operational carbon offset approach

RMIT prioritises reducing emissions from its operations in the first instance, in line with our carbon management hierarchy and science-based net zero approach. While reducing emissions at the source remains the University's primary focus, high-quality carbon credits continue to play an important role in addressing residual emissions. Offsets will play a role, particularly in the short to medium term, while longer-term decarbonisation initiatives are planned and implemented.

For the 2025 calendar year, RMIT procured 30,000 high-quality carbon credits to address remaining scope 1 emissions and selected scope 3 emission categories that were measured with confidence. These credits were chosen to support credible decarbonisation and climate outcomes in both Australia and Vietnam beyond RMIT's direct operations, while not replacing the University's focus on reducing emissions at the source. One carbon credit is equivalent to one tonne of carbon dioxide equivalent (tCO2-e).

Table: RMIT Australia Carbon Credits purchased in 2025

Project Name	Project Type	Standard	Location	Offsets retired
EcoAustralia – Foresters Spring/Hoa Binh 1 – Phase 2 Wind Power	Biodiversity/Wind Power	Australian Biodiversity Unit/ Gold Standard Verified Emission Reduction	Victoria, Australia Vietnam	6,000
Mt Mulgrave	Savanna Burning (Indigenous Fire and Biodiversity Management)	Australian Carbon Credit Unit	Queensland, Australia	10,738
Landari Tasmania Blessington	Plantation Forestry	Australian Carbon Credit Unit	Tasmania, Australia	2,187
Devon Park & Blackwood	Environmental Planting	Australian Carbon Credit Unit	Victoria, Australia	1,075
Za Hung Hydropower	Hydro Power	Gold Standard Verified Emission Reduction	Vietnam	10,000



Example carbon credit projects

RMIT's 2025 carbon credits were selected to support high-quality projects with strong environmental outcomes and geographic relevance to RMIT's operations in both Australia and Vietnam. Of the 30,000 carbon credits retired to offset residual emissions, more than one-third supported the Mt Mulgrave Savanna Burning project in Far North Queensland, which reduces emissions through planned early dry-season burns that lower the risk and intensity of uncontrolled late dry-season wildfires that can destroy valuable ecosystems. Savanna fire management in northern Australia reflects growing recognition of the value of Indigenous knowledge in caring for Country, protecting biodiversity and managing fire risk.

RMIT also supported the Devon Park and Blackwood Environmental Planting project in western Victoria, which is restoring native vegetation on existing grazing land. In addition to sequestering carbon, the project is intended to improve on-farm conditions and contribute to habitat creation and biodiversity outcomes.

SDG Alignment



10.3 Materials and waste

RMIT continues to evolve in maturity, embedding circular economy principles across its operations, creating a shift towards viewing materials as valuable resources rather than waste. Guided by the RMIT Circular Economy Plan, we are refining how materials are procured, used, and recovered to reduce environmental impacts and maximise resource value across the lifecycle.

This year, we have focused on maturing the systems and infrastructure that enable circularity at scale, from improving material segregation, to embedding reuse and recovery pathways in everyday campus operations. We are working closely with contractors, suppliers, internal partners, and subject matter experts to co-design solutions that prioritise circular outcomes in both capital projects and operational activities.

Key initiatives delivered in 2025 included:

- Expanding polystyrene recycling services in collaboration with our Facilities & Asset Management (FAM) Team and relevant technical academic areas.
- Strengthening e-waste recycling services across the University in collaboration with ITS and FAM staff, creating drop-off points at all 'tech bars' where students and staff go for technology support.
- Reviewed and improved contractor reporting of waste diversion data and continued to integrate circular economy requirements into capital project planning, procurement and the design of future waste infrastructure.
- Quantified the benefits of reuse in capital development projects, as part of an on-going embodied carbon study.

These actions aim to strengthen recycling pathways and provided a clearer basis for identifying contamination, service gaps and further opportunities to recover materials across RMIT's campuses.

By integrating circular thinking into decision-making and practice, RMIT is supporting a more sustainable and regenerative campus ecosystem that reduces waste, preserves material value, and leverages partnerships to deliver circular solutions at scale.

For more information, visit our Circular Economy webpage.



Operational waste

The RMIT Australian waste profile comprises operational waste collected from points throughout our campuses, with our waste management contractors providing data on waste to landfill, mixed recycling, paper/cardboard and organic waste, as well as contamination rates. Operational waste excludes confidential paper waste, e-waste, and materials collected from workshops, which are managed separately.

While recycling rates are currently 23.3 per cent, it is important to note that overall operational waste tonnages have not yet returned to pre-COVID levels. Compared to 2019, when annual waste volumes exceeded 1,200 tonnes, total waste generated in 2025 remains lower at 725 tonnes. This trend reflects a broader shift in campus activity patterns post-pandemic, as well as ongoing efforts to reduce waste at the source. Contamination remains a challenge in high-traffic public areas due to our campuses' permeability to the broader city, which makes material flows and behaviour change difficult to influence and control.

The RMIT Circular Economy Plan sets a target to reduce operational waste to landfill to 10 kilograms per student. In 2025, RMIT generated 9.3 kilograms of waste to landfill per EFTSL, down from 17.5 kilograms in the 2019 pre-pandemic baseline year. This result indicates that landfill waste generated, relative to the size of RMIT's student population, continued to decline and met the target established in the Plan.

RMIT continues to advance the actions outlined in our Circular Economy Plan. Throughout 2025, we collaborated with our facilities management staff and contractors on targeted initiatives that increased recycling rates, reduced contamination and improved diversion outcomes across our campuses.

Graph: RMIT Australia Operational Waste Profile

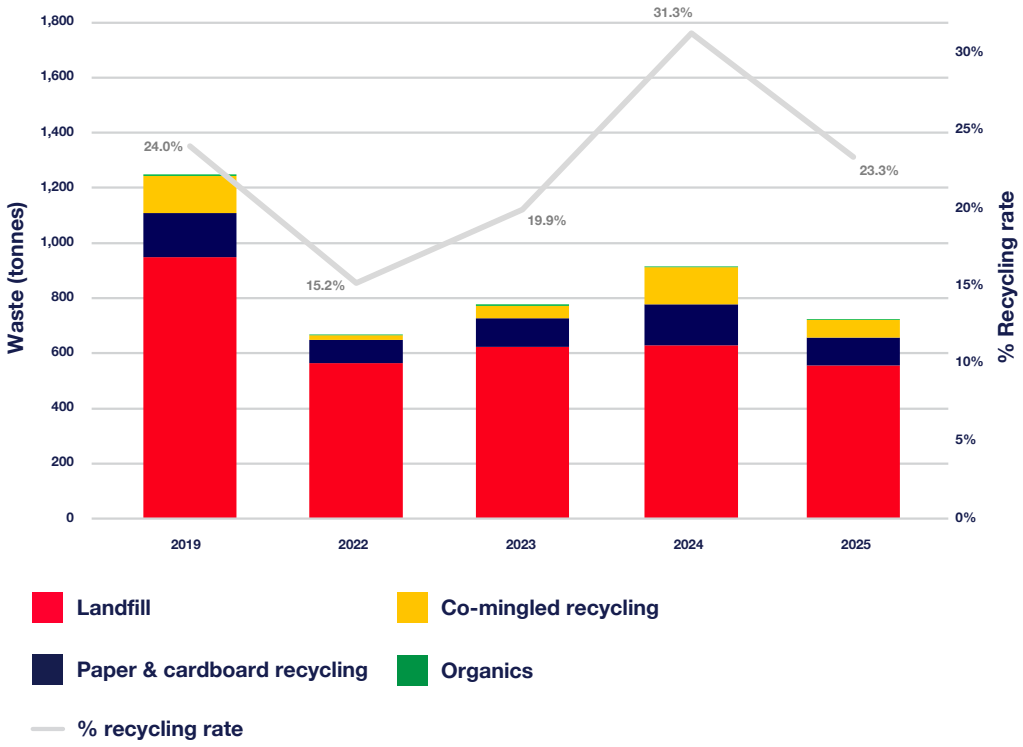


Table: RMIT Australia Annual Waste and Recycling

RMIT Australia	2019 Baseline	2022	2023	2024	2025
Recycling					
Paper & cardboard recycled (t)	160	82	102	149	100
Mixed recycling (t)	134	18	47	133	66
Organics (t)	6	1	6	4	2
Total recycled (t)	300	101	155	286	168
Recycling rate (%)	24	15	20	31	23
Waste					
Waste to landfill (t)	948	565	624	629	556
Total waste to landfill per student (kgs/EFTSL)	**17.5**	**11**	**11.9**	**11.2**	**9.3**

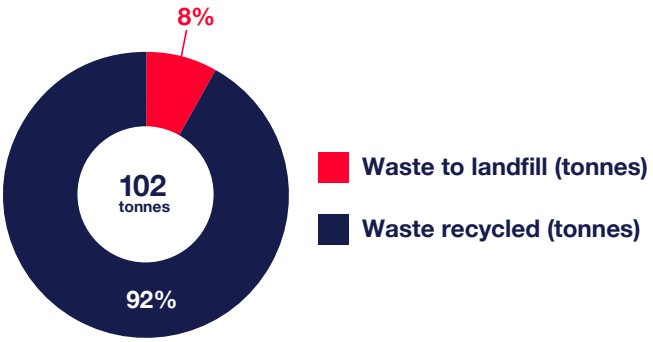
Construction and demolition waste

RMIT collates Construction and Demolition (C&D) waste data from all capital development projects, with a benchmark to recycle a minimum of 90 per cent of all construction and demolition waste. C&D waste data is provided by the principal contractor on each of RMIT's capital projects.

The University had nine active capital development projects providing C&D waste data in 2025. From these projects, 102 tonnes of waste were produced and 92 per cent was diverted.

This is a considerable drop in tonnage from the 1,448 tonnes generated the previous year. The significant reduction in construction and demolition waste in 2025 reflects a change in the scale and type of projects delivered. New building projects, including the Trades Hub, were completed in 2024 and generated larger volumes of construction and demolition waste. In comparison, the 2025 program was predominantly made up of smaller fit-out projects that retained more of the existing building structure and fabric, resulting in less demolition and lower total waste generation.

Graph: RMIT Australia Construction and Demolition Waste Profile



10.4 Water management

RMIT is committed to reducing water use intensity across its campuses by improving efficiency and expanding water harvesting and reuse. RMIT's Design Standards serve as the practical embodiment of our Sustainability Policy, ensuring key water management commitments are met across all new and refurbished buildings on University-owned or leased premises. These standards are designed to create sustainable facilities that provide optimal environments for learning and research, offering clear performance criteria for designers while allowing innovative solutions that enhance the built environment.

In 2025, RMIT's Australian campuses consumed 140,112 kilolitres of potable water, resulting in a 2 per cent reduction from 2024.

While we utilise alternative water sources like stormwater and rainwater, we do not directly measure these volumes. Instead, their use offsets our potable water requirements, reflected in reduced consumption levels.

In 2025, water efficiency in our Australian operations was 2,609 litres per EFTSL, representing a 57 per cent reduction in water consumption intensity compared to a 2007 baseline.

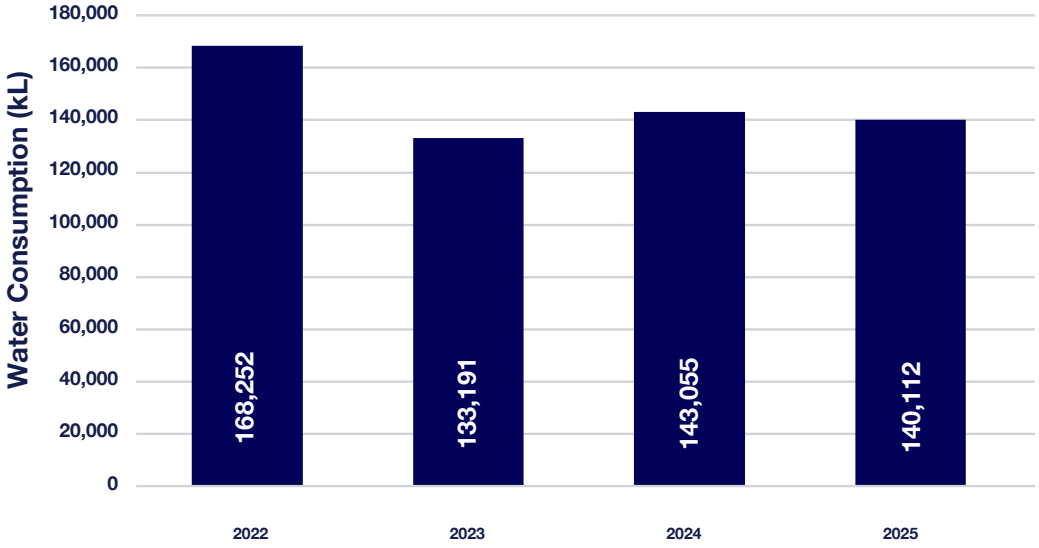
RMIT's Bundoora and Brunswick campuses participated in the WaterSmart program, with additional locations to be progressively included. WaterSmart is a government-funded program delivered by water retailers that helps organisations reduce water use and operating costs through digital water monitoring.

As a part of RMIT's ongoing asset lifecycle replacement strategy, we identify and replace outdated systems with modern and efficient technologies, reducing consumption and supporting University goals.

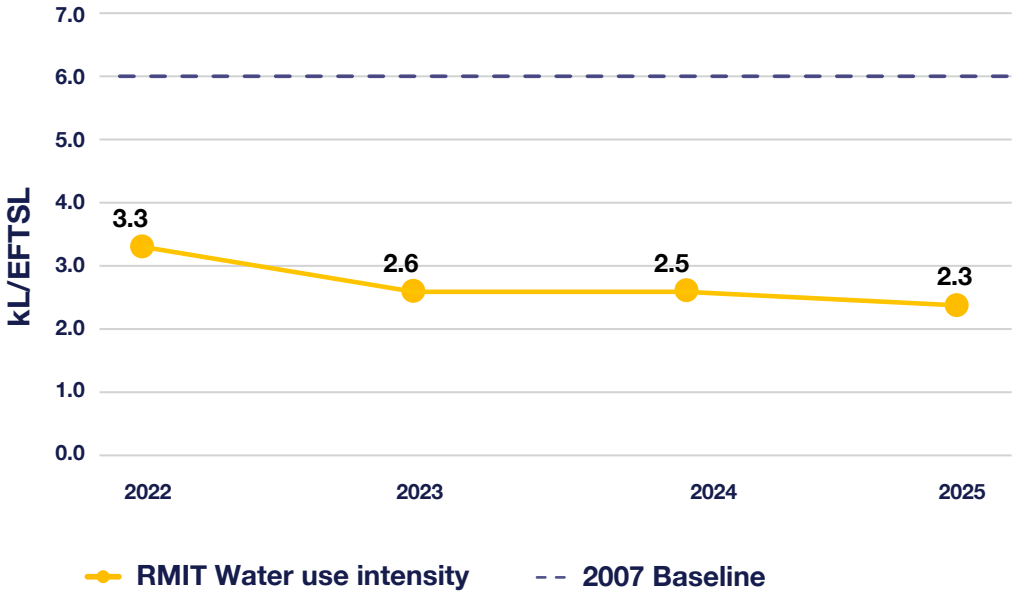
We also have 1.3 million litres of on-site water storage capacity, reducing potable water demand by capturing rainwater and stormwater for toilet flushing and irrigation. At the Bundoora campus, stormwater is collected in natural basins. When water levels are sufficient, the excess is used in cooling tower applications.



Graph: RMIT Australia Water Consumption



Graph: RMIT Australia Water Use Intensity



10.5 Vietnam Resource Management

At RMIT Vietnam, our core mission is to embed sustainability across all aspects of the University, ensuring that our initiatives, operations and partnerships collectively advance our aspiration to be a leading institution for transformative sustainability in the Asia–Pacific region.

In support of this mission, RMIT Vietnam is committed to sustainable operations through the effective management of a smart campus and the reduction of our environmental footprint, with a particular focus in the three core dimensions of water, waste and energy management.

Vietnam Energy Management

RMIT Vietnam is implementing practical measures and innovations to reduce onsite emissions through strategic investments.

The team is working diligently to manage emissions and outline future scenarios by measuring, reporting, and managing our greenhouse gas emissions. This upholds direct control, which is more practical for effective emissions management rather than relying solely on offsets across campus.

Reflecting ongoing efforts and success to improve energy management, the total electricity consumption decreased to 6,218 MWh in 2025 (4,099 tCO_2e), equivalent to an approximate 11 per cent reduction compared to 2024. Use of LPG was also eliminated in 2025 in operations, being replaced with electric stoves.

Table: RMIT Vietnam Resource Tracking

	Baseline*	2022	2023	2024	2025
Scope 1 emissions from LPG (tCO2-e)	34	15	43	37	0
Electricity (MWh)	3,264	3,590	6,787	7,021	6,218
Scope 2 emissions (tCO2-e)	3,575	3,932	6,196	4,628	4,099
Water consumption kL	56,033	90,059	75,450	90,417	68,859

*Baseline year for all figures are 2018 except for water consumption which is 2019.



Project Focus: Facility Management Team Innovation – Campus Resource Optimisation

Water efficiency was further strengthened through the Campus Resource Optimisation – Cost Saving for Energy and Water Consumption project.

Led by the Facility Management Team, this initiative applied data-driven facilities management to monitor, analyse and optimise utility performance across campus infrastructure.

In 2025, the project reduced overall utility consumption, delivering total savings of 24,046 kL of water, alongside 813,587 kWh of electricity, with data sourced from official utility consumption records issued by the respective government electricity and water enterprises.

These measurable outcomes demonstrate how targeted optimisation, supported by performance data and system upgrades, can lower operating costs while advancing our University's sustainability and carbon-reduction commitments.

SDG Alignment



Vietnam Water Management

At RMIT Vietnam, the core mission is to integrate sustainability into everything we do, ensuring that every initiative, operation, and partnership advances our vision of becoming the leading university for transformative sustainability across the Asia-Pacific region.

We are committed to reducing water use intensity across our campuses through structured water management and continuous asset optimisation.

In 2025, total campus water consumption was 68,859 kL – equivalent to a reduction of approximately 24 per cent compared to 2024.

This reflects RMIT Vietnam's ongoing efforts to strengthen water management, with water stewardship placed at the forefront of our campus operations.

Vietnam Waste Management

RMIT Vietnam further advanced our commitment to circular economy implementation, strengthening practices that prioritise resource recovery and lifecycle value over disposal.

With a 73% waste recovery rate recorded in 2025, we strengthened our performance in maximising resource reclamation and minimising landfill dependency. This reflects sustained progress in enhancing operational waste management efficiency across campuses.

10.6 Sustainable transport

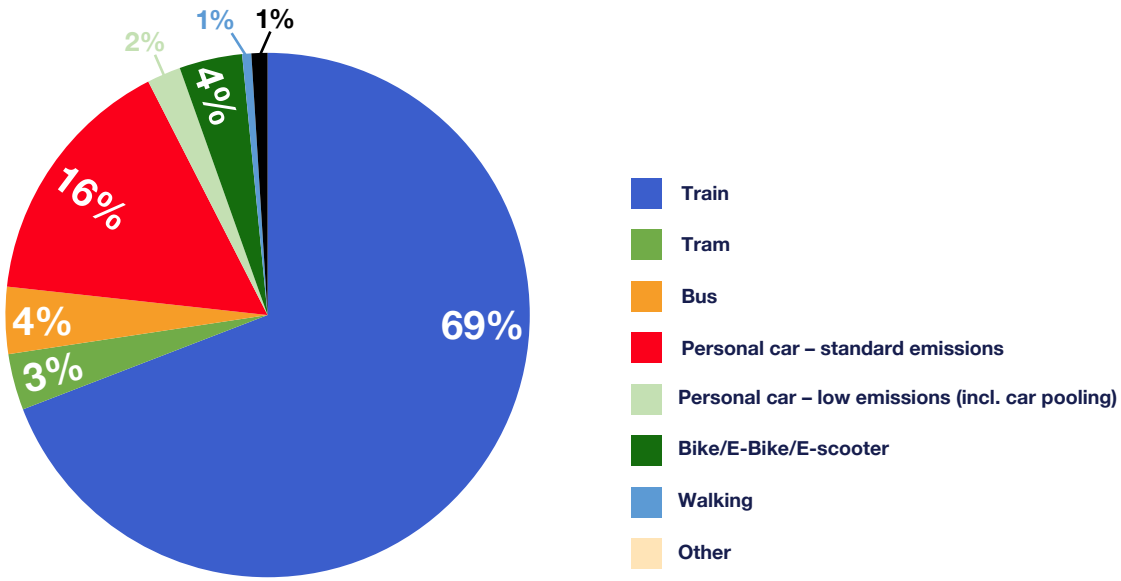
Guided by the RMIT Sustainable Transport Plan, RMIT continued to build a sustainable transport system that is resilient, accessible, safe, environmentally friendly and affordable for the entire community through planning, infrastructure improvements and engagement programs that encourage walking, cycling and public transport use among students and staff. RMIT's three Australian campuses are well-served by public transport, including trains, trams, and buses.

Staff commuter profile

RMIT continued to support its carbon reduction goals and sustainable transport initiatives by promoting participation in the Staff Commuter Profile, a tool that captures insights into staff commuting patterns. Through a brief survey embedded in the Workday platform, staff help identify trends and inform new mechanisms to encourage sustainable transport choices. Integrating the survey into a core business process significantly improves response rates compared with voluntary annual sampling. Data shows that over 80 per cent of staff who completed the survey travel by a sustainable primary mode of transport.

In 2025, the Travel Data Dashboard was significantly enhanced with the addition of postcode data, enabling commuter information to be visualised geographically across Melbourne. Transport modes are now displayed on an interactive map with custom icons, making regional commuting patterns easier to identify at a glance. These updates provide a richer, more intuitive view of how and where RMIT staff travel to campus.

Graph: RMIT Australia Staff Commuter Profile





A new gateway to RMIT

RMIT collaborated closely with Rail Projects Victoria on the Metro Tunnel project over several years. Completed in 2025, the project enhances sustainable public transport options and strengthens connections between RMIT campuses.

The opening of State Library Station at the end of 2025 marked a landmark moment in Melbourne's largest transformation of its public transport system in 40 years, combining world-class infrastructure with creative and cultural elements that reflect the city it serves.

The station's main entrance at La Trobe and Swanston streets provides direct access to campus opposite Storey Hall (Building 16) and Study@RMIT (Building 22). A second entrance at Franklin and Swanston streets offers convenient access to Buildings 12, 14 and 80 at the northern end of campus.

Both entrances are a short walk from either end of Bowen Street, creating more ways to move through the precinct, strengthening connections for RMIT students, staff and the broader community, and reinforcing the University's place at the heart of Melbourne's CBD.

Reflecting on the full opening of Metro Tunnel services, Jey Ramathasan, Associate Director, Capital Works, said: "The opening of State Library Station brings greater connectivity to RMIT's City campus, delivering major public transport infrastructure right at our doorstep."

This large-scale construction was only possible due to the invaluable support and understanding from students, staff and the wider community during a time of disruption to campus life.

Property Services worked in partnership with the Metro Tunnel Project Office, Cross Yarra Partnership and the Metro Tunnel Project Interface Team throughout the project and opening. Metro Tunnel delivers significant and lasting benefits for RMIT and the wider Melbourne community, showcasing outstanding collaboration between all partners involved.

Connection to innovation

The new State Library station is also a gateway to the City North Social Innovation Precinct, which is bounded by Victoria, Swanston, Lygon and Queensberry streets. The visit was an opportunity to showcase the potential of the precinct as a world-class centre for research, ideas, skills and new technology. With over 26,000 people expected to use the State Library Station each day, it provides an opportunity to expand access to lifelong learning opportunities and improve the public experience of this part of the city, where thousands of students, residents, workers and visitors will interact on a daily basis, with many more joining us in the future.

The precinct is an exemplar of how universities and industry can collaborate to support the aims of the Victorian Government's Economic Growth Statement.



RMIT fashion students transform new Town Hall Station

In October a unique collaboration between RMIT and the Metro Tunnel Project saw student-designed looks unveiled inside the Town Hall Station, marking the first creative takeover of the new underground space ahead of its opening in early December.

As part of Melbourne Fashion Week, RMIT's Diploma of Fashion Styling students from the College of Vocational Education partnered with the Metro Tunnel Project to create a "future commuter" themed photoshoot inside the new Town Hall Station. The project showcased five futuristic looks that explored ideas of futurism, craftsmanship and innovation in the context of public transport and the future of commuting in Melbourne.

Guided by head stylist Bianca Christoff and RMIT teacher Sue Robinson, students were involved end-to-end in a live, industry-standard shoot, from concept development and styling through to on-site execution. This hands-on experience reflects RMIT's commitment to industry-connected, practice-based learning, helping students build employable skills while contributing to a major city-shaping infrastructure project.

Program leaders Katrina Rose and Paul Castro Alvarez highlighted that the collaboration demonstrates how RMIT continually adapts its vocational programs to align with real-world developments and sustainability-focused projects. By embedding students in authentic industry settings, RMIT supports the development of creative professionals who can respond to the needs of evolving urban environments and more sustainable modes of transport.

Student participant Raine Weng Chuen Lee felt that the project broadened their understanding of the creative process within a professional styling team and helped refine their creative identity and professionalism. The success of the collaboration underscores how RMIT's fashion and textiles programs blend technical training and creativity to prepare graduates who can contribute meaningfully to both the creative industries and the wider community.

Supporting cycling

The University provides a range of high-quality cycling infrastructure to encourage students and staff to ride to campus. In 2025, we continued to provide cycling facilities, including secure bike parking, comprehensive change rooms and bike hoops across all onshore campuses, providing a total of 787 secure bike parks.

Table: Bike parking locations

City campus	
Building 51 Bike Hub	400 spaces
Building 80 Bike Parking	90 spaces
Building 85 Bike Parking	56 spaces
Building 100 Bike Parking	12 spaces
Building 106 Bike Parking	132 spaces
Brunswick campus	
Building 514 Bike Cage	57 spaces
Bundoora campus	
Building 202 Bike Cage	40 spaces
Building 253 Bike Cage	32 spaces

The University also supported new staff and students through bike workshops run by student clubs and external providers, available throughout the year.







Cycling events

A key component of the RMIT Sustainable Transport Plan is delivering on-campus events and activities that support staff and students to make more eco-friendly commuting choices. These initiatives provide practical information, skills training and opportunities to trial active and public transport options, helping to build a community of confident, safe cyclists and more sustainable commuters across our campuses.

In 2025, RMIT ran two notable cycling-focused events:

Brainwave Bikes

As part of our ongoing promotion of active and sustainable transport, RMIT again partnered with Brainwave Bikes to host an on-campus event that was well received by the University community.

Brainwave Bikes is a not-for-profit retailer of second-hand (refurbished) bicycles, it collects donated bikes, refurbishes them to a high standard and resells them at affordable prices. Bikes that cannot be repaired are recycled or dismantled for parts, helping to reduce waste and support a more circular economy. Brainwave Bikes continues to drive positive change by promoting sustainability, reducing landfill and providing meaningful employment opportunities for young people with disabilities.

At the RMIT event, the organisation showcased a range of essential cycling accessories, including helmets, locks, lights and baskets, catering to both experienced and new cyclists. The event offered the RMIT community an opportunity to support an impactful social enterprise while encouraging the uptake of sustainable transport alternatives.

Ride2Uni Event

RMIT celebrated National Ride2Work (Uni) Day on 16 October 2025 at the Building 51 Bike Hub, where we served more than 100 free barista-made coffees in edible cups or in reusable cups brought from home resulting in zero single-use coffee cups being used.

The event brought together the active travel community to celebrate health, wellbeing and sustainability. Attendees enjoyed a selection of baked treats and fresh fruit, sourced from suppliers that prioritise reducing food waste by rescuing quality produce rejected by supermarkets for cosmetic reasons.

This initiative forms part of RMIT's ongoing commitment to promoting sustainable and active transport while supporting more sustainable food systems for our community.

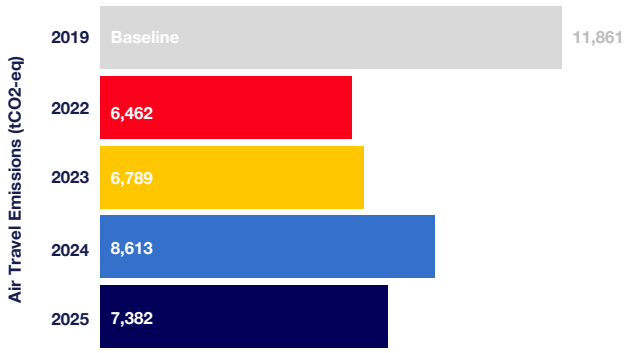
Air travel

Air travel is an important consideration for universities, particularly for academic and research activities, networking and career progression. It enables staff to attend conferences, conduct fieldwork, build global and local partnerships, and support international exchange programs.

Recognising the environmental impact of travel, RMIT introduced an updated Travel Management Policy in 2024 to strengthen the sustainability and accountability of business-related travel. The policy aims to ensure the safety and wellbeing of all RMIT travellers while maintaining the financial integrity and regulatory compliance of travel activities.

The changes place greater emphasis on departments being accountable for the carbon footprint associated with their travel choices, encouraging smarter travel planning, reduced unnecessary travel and consideration of the cost of carbon offsets. In 2025, air travel emissions totalled 7,382 tCO_2-e, representing a slight decrease compared with 2024.

Graph: Air Travel Emissions



*Figures from 2023 onward use updated methodology from RMIT's travel management platform which uses robust, widely used emissions factors.

Although the carbon intensity of the University's air travel has reduced, the overall distance travelled has increased from 50M kms in 2024 to 54M kms in 2025, with the number of journey sectors also increasing. The University continues to look at policy and systems levers to balance the needs of a global university with our travel impacts.

10.7 Procurement

As one of Australia's largest tertiary institutions, RMIT has a significant impact through its operational footprint and supply chain. This scale enables the University to leverage its buying power to improve practices across the supply chain and advance its strategic objective of contributing to the communities it serves.

Sustainability is embedded in all procurement activities in line with RMIT's Procurement Policy and Procedures, and is guided by international best practice (ISO 20400:2017). This ensures procurement decisions consider environmental, social and economic impacts across the full product or service lifecycle. Key elements include:

- Compliance with the Modern Slavery Act, with proactive risk assessments for all procurement activities.
- Commitment to the triple bottom line – balancing environmental, social, and financial sustainability, including upholding human rights and labour standards.
- Alignment with the UN Global Compact, ensuring procurement reflects global principles on human rights, labour, the environment and anti-corruption.
- Application of the RMIT CSR Framework to assess suppliers and uphold ethical standards throughout the supply chain.

This structured, values-driven approach supports sustainable outcomes from procurement while meeting governance, risk and compliance requirements.

Since 2023, RMIT has been a member of the Australian Universities Procurement Network (AUPN), which represents the higher education sectors in Australasia and New Zealand and supports excellence in procurement practice and capability.

Through the AUPN's University AntiSlavery Program, RMIT participates in a sector-wide collaboration to strengthen human rights transparency and risk management in university supply chains, and to meet reporting obligations under the Modern Slavery Act 2018 (Cth). This collective approach is designed to reduce duplication and costs across institutions by sharing tools and processes for risk assessment, systems implementation and remediation.

In 2025, member universities reviewed over 180,000 suppliers, representing a combined spend of $14 billion, to map and monitor modern slavery risks across procurement activities. This data-driven approach enables targeted interventions and helps ensure compliance with the Modern Slavery Act 2018 (Cth) and related regulations. Focus areas include medical equipment, ICT, and international student recruitment.

The sector also benefits from the national rollout of ACRATH's Educating for Change micro-credentials, developed in partnership with Flinders University and the University of South Australia. These six online modules, free for staff and students, cover an introduction to modern slavery, university-specific risks, and practical sector guidance. As of the end of the 2025, they have been implemented by 32 Universities in Australia including RMIT.

AUPN also has partnerships with global organisations such as Electronics Watch, which provides independent monitoring and remediation support in electronics supply chains. These collaborations ensure universities have access to credible resources, up-to-date training, and specialist support to prevent and address modern slavery risks.

In 2024, RMIT reviewed and updated the ESG questionnaire to ensure suppliers provided sufficient information and evidence in compliance with the ESG framework on all tenders. Demonstrating the value of this new approach, 15.82 per cent of new supplier registrations in 2025 were rejected due to suppliers not submitting a ESG questionnaire.

As of 2025, RMIT Australia's direct service vendors have express contractual obligations, particularly anti-slavery provisions, RMIT's right to audit and no subcontracting without RMIT pre-approval, and all are subject to reporting under the Commonwealth Modern Slavery Act 2018. In 2025 RMIT Vietnam set up multiple Master Service Agreements containing similar contractual labour obligations with vendors for preventative asset maintenance services to further improve compliance and monitoring.

Other key procurement highlights for 2025 that had sustainability outcomes embedded included:

- Registration of 34 new indigenous suppliers and recorded spend against 44 indigenous suppliers.
- Recorded spend against 37 of the 180 registered active female-owned suppliers.
- Registration of 18 new social enterprises as suppliers and recorded spend against 27 social enterprises.

RMIT is committed to reviewing and increasing available market opportunities for such enterprises in 2026 with support from industry membership associations.

Office Consumables Australia

RMIT purchased around $798K of office consumables in 2025, which represents an increase compared to 2024. This increase is due to higher consumption of office supplies as more staff members work from the office, and increased costs passed by the supplier to RMIT.

Thirty-four per cent of the spend was on eco-friendly products as categorised by our office consumables supplier. This label is given to products with an environmental certification within its relevant category, noting that not all product categories will have an eco-friendly option.

The total volume of office paper purchased last year was 17,956 reams, equating to 21.76 tonnes of paper. Over 99 per cent of all paper purchased carried a third-party certification such as FSC and PEFC to ensure that the components were sourced from responsibly managed forests.

In 2025, 52 per cent of all RMIT's paper purchases were wholly from recycled sources. The higher proportion of non-recycled paper purchased in recent years is due to the closure of the Opal Australian Paper mill in 2023, which has greatly reduced the number of recycled paper options available for purchase.

RMIT previously moved its entire print fleet to multifunctional devices with swipe-to-print technology and default duplex and this action, along with the shift to electronic document management, continues to yield significant reductions in printing.



10.8 Philanthropy and investments

Creating Impact

RMIT Philanthropy connects our community of donors, staff, alumni, industry partners and students – with University initiatives they are passionate about, to deliver strategic funding and support that advances RMIT's ambitions.

In 2025, a total of AUD$4.3 million was distributed to 1,114 students through scholarships, prizes and travel grants. Removing barriers to education and supporting student success remained a priority. Most of the $82,000 raised through our two major appeals was directed to equity scholarships, which are crucial to levelling the playing field for students from disadvantaged backgrounds, and hardship grants for students experiencing unanticipated financial stress.

Research projects also benefited from philanthropic support, including the Safety and Health Innovation Network (SHINe), driving innovation and improvements in safety, health and wellbeing in Australia's construction industry. Members of this giving circle collectively contributed $468,000. A further $2.1 million was raised to support research, including $861,000 in Higher Education Research Data Collection (HERDC) funding.

Responsible investment

The RMIT Responsible Investment Principles guide the University's investment managers to ensure the portfolio minimises activities that have a material impact on climate change, including involvement in fossil fuels, while screening for public health and wellbeing issues. The portfolio is monitored against globally accepted norms on corporate sustainability behaviours to ensure we meet our UN Global Compact commitments.

In 2025, the RI Principles were updated and expanded, with guidelines developed to further articulate the University's Environmental, Social and Governance (ESG) priorities. This more mature framework will allow for any new investment products to be screened to ensure they still align with RMIT values and stakeholder expectations.

As at 31 December 2025, RMIT held $196.4 million across two funds managed by Russell Investments, with $90.9 million held in the Philanthropic Fund and $105.5 million in the Long-Term Investment Fund. Both funds follow an identical strategic asset allocation, comprising equities, bonds, and cash. Importantly, 100 per cent of the equity component across both funds is invested in two responsible investment products.

- **Russell Investments Sustainable Global Shares ex Fossil Fuels Fund:** a fund that invests in a broad range of global shares, designed with Russell Investments' robust decarbonisation strategy and excludes companies with fossil fuel reserves, as well as companies with significant involvement in fossil fuels. In addition to the decarbonisation strategy, other controversial industries are excluded, and the portfolio is positively tilted towards companies with higher-than-average material ESG scores reflecting best practice in sustainable investing.
- **Russell Investments Australian Responsible Investment (RARI) ETF:** a fund that invests in Australian shares and trusts listed on the ASX that also excludes companies with fossil fuel reserves. The fund is weighted towards companies that demonstrate positive ESG characteristics after negatively screening for companies that have significant involvement in a range of controversial activities. RARI has been certified by Responsible Investment Association Australasia (RIAA) to the strict operational and disclosure practices required under the Responsible Investment Certification Program.

RMIT also requires our investment managers to be a signatory to the UN Principles for Responsible Investment (PRI). PRI is the world's leading proponent of responsible investment. The PRI works with its international network of signatories to put the six Principles for Responsible Investment into practice. Its goals are to understand the investment implications of ESG issues and to support signatories in integrating these issues into investment and ownership decisions.

Since 2019, RMIT has utilised a small component of its philanthropic funding to undertake 'impact investing' which is an investment designed to generate measurable, beneficial social or environmental impact alongside a financial return. RMIT works with Skalata Ventures, a not-for-profit organisation that runs an independently funded seed program to scale and grow early-stage companies into significant and sustainable businesses. This fund supports future pathways and seed investments for the start-up community, such as those which are developed through the RMIT Activator program.





UN Sustainable Development Goals

11

RMIT has used the UN Sustainable Development Goals (SDGs) as a core sustainability framework for transformational change since 2017, when the University signed the public SDSN University Commitment to the SDGs. As a signatory, RMIT has committed to:

- Supporting and promoting the principles of the SDGs.
- Undertaking research that provides solutions to sustainable development challenges.
- Providing educational opportunities for our students to develop the knowledge and skills needed to promote sustainable development.
- Contributing to the achievement of the SDGs by ensuring campuses and major programs are environmentally sustainable and socially inclusive.
- Reporting on activities undertaken in support of the framework.

11.1 Goals into actions

In line with the *Knowledge with Action* strategy and our Sustainability Policy, RMIT has adopted a leadership role nationally and internationally in shaping a more sustainable environment and society, contributing to the UN Sustainable Development Goals (SDGs).

The SDGs are used as a lens to strengthen sustainability performance across strategies, processes, programs and practices, including curriculum, partnerships, research, governance and operations. By using the SDGs as an organising framework, RMIT continues to lead the sector through practical, innovative actions and distinctive agendas that guide our approaches and support positive outcomes for people and planet.



The Times Higher Education – SDG Impact Ranking

The Times Higher Education (THE) Impact Ranking showcases how universities are contributing to the United Nations' Sustainable Development Goals (SDGs). RMIT's participation and performance reflects the University's commitment and broader impact on society through stewardship initiatives, education and research, and the contributions of students, staff and partners.

In the 2025 results, RMIT ranked 56th globally and 11th in Australia out of 2,318 fully ranked universities from 130 countries or territories, with an overall score of 91.9. Despite the strong score, the overall position was lower than in previous years. Analysis indicated several contributing factors, including:

- continued growth in the number of participating institutions
- significant changes to assessment and scoring approaches
- some online evidence being assessed as too general for the revised methodology.

In response, RMIT refined its 2025 submission approach to provide more targeted, easily verifiable evidence aligned with the new assessment requirements. These improvements are intended to stabilise or enhance future results, which will be reflected in the rankings released in 2026.

On specific SDGs that informed our overall ranking, we ranked as follows:

SDG		Global Ranking	Australian Ranking	No. of Institutions Ranked Globally
	For our efforts to address gender equality*	201-300th	19th	1,599
	For conserving and delivering clean water and sanitation*	98th	14th	1,042
	For supporting decent work and economic growth*	30th	3rd	1,350
	For our efforts to reduce inequality within and among countries*	5th	3rd	1,261
	For contributing to sustainable cities and communities	101-200th	10th	1,350
	For taking action on climate change	85th	12th	1,089
	For strengthening partnerships for the goals*	212th	16th	2,389

* SDGs that informed our overall ranking for 2025





Action on SDGs

Advancing digital inclusion for First Nations Australians

RMIT Associate Professor Daniel Featherstone and First Nations coinvestigator Professor Lyndon OrmondParker are leading nationally significant research to close the digital gap for First Nations Australians.

The Mapping the Digital Gap project shows First Nations people are twice as likely to be digitally excluded, with remote communities most affected. By engaging with First Nations communities and tracking progress towards Closing the Gap (Target 17 of the Australian National Agreement), the team is informing national programs and supporting communityled solutions for equitable, sustainable digital access.

Shaping the future of the RMIT Pacific Initiative

Led by Professor Charles Hunt and Professor Tim Flannery FAA, the RMIT Pacific Initiative is working alongside Pacific communities to co-design a regenerative, just and secure future for the region's people and ecosystems. The initiative focuses on building energy sovereignty and renewable energy solutions, strengthening social cohesion, enhancing climate change impact governance, improving sustainable water management, and supporting climate-resilient practices and infrastructure across Pacific contexts.

Good health and wellbeing at RMIT Vietnam

RMIT Vietnam successfully introduced the Cool Kids Program, a mental health initiative that supports young people experiencing anxiety. Associate Lecturer in Psychology Bich-Phuong Vu has been instrumental in tailoring the program to the Vietnamese context, recognising that Western psychological approaches may not always align with local cultural values. Through her work, Vietnamese youth now have access to research-informed anxiety support that is both effective and culturally appropriate.

SDG Alignment







Sustainability excellence

From our students, staff, programs and services, RMIT is recognised for excellence in its pursuit of sustainability.

- Vocational education success was highlighted by Youth Work student Akwal Magek, who was named Vocational Student of the Year at the Victorian Training Awards. Akwal applied her skills at Culture Spring, empowering multicultural young people through workshops, mentoring and art-based programs.
- Elena Campbell, Associate Director of Research, Advocacy and Policy, Centre for Innovative Justice, was inducted into the 2025 Victorian Honour Roll of Women. She was recognised for sustained commitment to law reform, access to justice and social justice, and for expertise in prevention and elimination of violence against women and children.
- RMIT academics were named 'Best in Class' winners at the Good Design Australia Awards, for 'Refashioning: Accelerating Circular Design at Scale', a practical, evidence-based toolkit to embed circular design into everyday fashion practice.

SDG Alignment











Safer cycling with 30kph residential speed limits

In 2025, researchers from RMIT's Centre for Urban Research modelled the impact of lowering residential speed limits in Greater Melbourne from 50kph to 30kph. Using a traffic stress framework that rated every road based on speed limits, cycling infrastructure and traffic volume, they assessed how such a change would affect both bicycle riders and drivers.

The study found that reducing residential speed limits to 30kph cut riders' exposure to highstress roads by about 30%, and more than doubled the proportion of a typical bicycle trip spent on lowstress streets, from just over onethird to more than twothirds of the journey. At the same time, the modelling showed only a minor effect on car travel, with average short local trips increasing by around one minute, as lower limits applied mainly to the first and last sections of journeys on local streets.

The research demonstrated that 30kph residential limits offered a practical, lowcost way to improve cycling safety and comfort, encourage mode shift to bikes, and help create quieter, safer residential streets, particularly in outer suburbs where pedestrian and cycling infrastructure is often limited. The findings were published in the *Journal of Cycling and Micromobility Research*.

SDG Alignment





RMIT researchers win Nobel Sustainability Award

An international initiative coled by RMIT researchers received the prestigious Nobel Sustainability Trust Sustainability Award for Outstanding Research and Development for Intelligent and Sustainable Urban Solutions. RMIT's Dr Melanie Lowe, Dr Carl Higgs and Emerita Professor Billie GilesCorti were recognised as part of the leadership team of the Global Observatory of Healthy and Sustainable Cities (GOHSC).

GOHSC is a global, interdisciplinary network that measures and promotes the health and sustainability of cities. It provides openaccess spatial and policy indicators to benchmark and track progress on features such as walkability, access to public space, food outlets and public transport, urban heat vulnerability, and the strength of supportive policies. Its flagship 1000 Cities Challenge supports local teams of policymakers, practitioners, researchers and advocates to produce city scorecards and indicator reports.

Working with partners worldwide, the RMIT team led the development of new indicators and openaccess software tools that harness global open data and standardised methods to generate neighbourhood and citylevel insights that are comparable across cities. These tools strengthen local advocacy and equip decisionmakers with robust evidence for planning healthier, more sustainable urban environments.

By 2025, the GOHSC network comprised more than 319 researchers and practitioners from 198 cities in 57 countries, representing a truly global movement. The Nobel Sustainability Award highlighted the Observatory's growing impact in supporting cities to plan for sustainable, liveable futures.

SDG Alignment



11.2 Partnerships for the Goals

RMIT recognises that the SDGs cannot be achieved in isolation. Local and global partnerships are central to translating ambition into practical action, ensuring that expertise, resources and responsibilities are shared across campuses and other sectors.

By working with industry, government and community organisations, RMIT is able to:

- co-design solutions that are grounded in real-world needs
- connect research, education and practice for greater social and environmental impact
- scale successful pilots and innovations across networks and regions
- align local initiatives with global frameworks such as the SDGs.

Strengthening these collaborations fosters innovation for sustainable development and deepens RMIT's contribution to the communities it serves. The outcomes highlighted throughout this report reflect the strength of these partnerships and their role in delivering meaningful progress towards the SDGs.

Below are some examples of SDG-aligned partnerships in 2025.



[Re]Launch Circular Tech programs

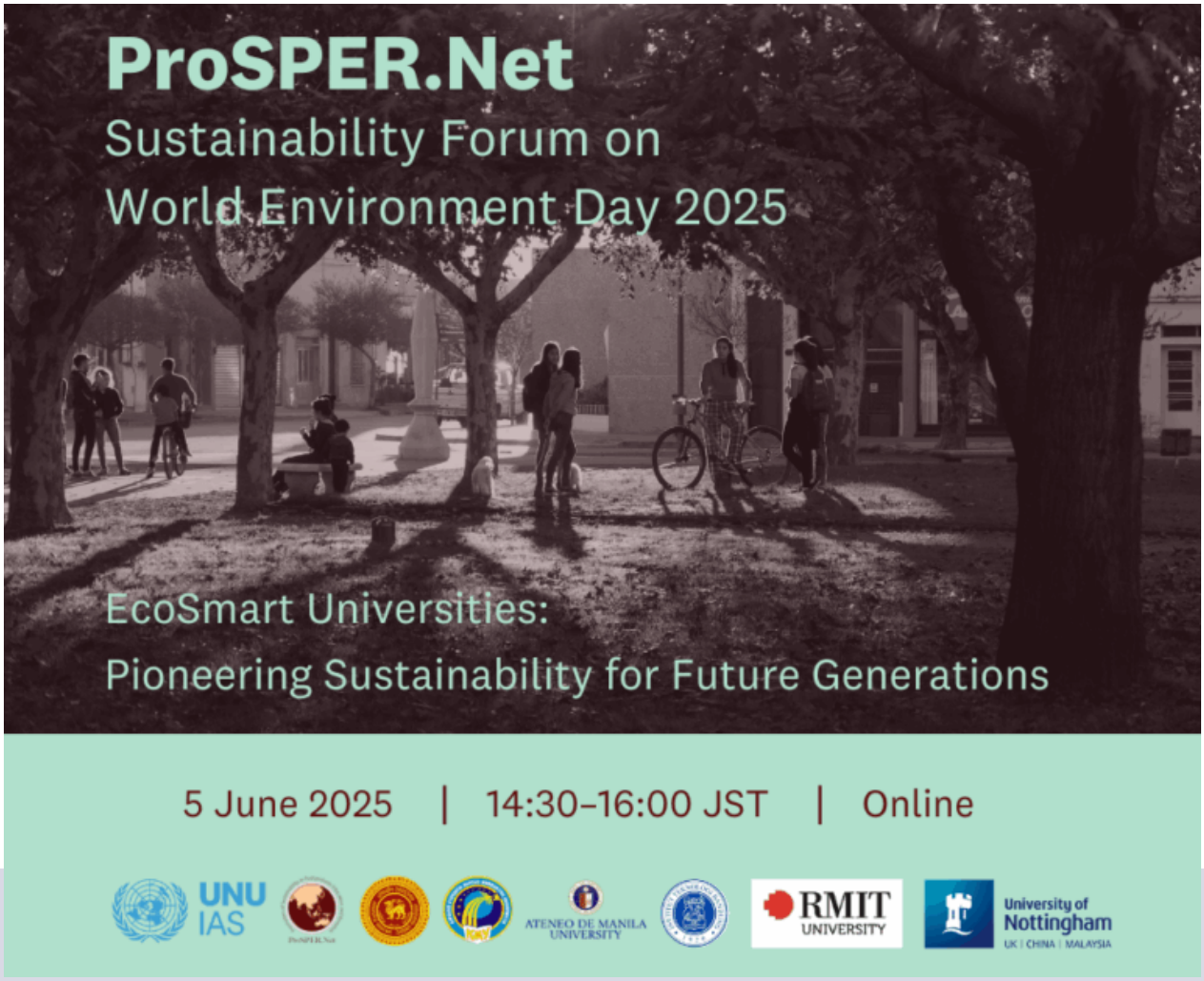
In 2025, RMIT Activator secured a $400,000, three-year grant from LaunchVic to deliver a series of Circular Tech startup programs. In partnership with leading consultancies Anvarta, Lifecycles, and Boomerang Labs, the [Re]Launch Circular Tech programs were designed to accelerate innovation in the circular economy.

The project officially launched in 2025 with a dedicated event featuring a panel discussion on the future of circular technology in Victoria. The event attracted 140 attendees from diverse backgrounds, including representatives from government, industry, and the broader Victorian circular economy community.

The project comprises four programs to be delivered. The first, the Incubator program, launched in 2025 and created a strong pipeline into the Pre-Accelerator programs. Out of 129 submissions, 50 participants were successfully selected to take part. We are continuing to build on this momentum as we deliver the final cohort in 2026.

SDG Alignment





RMIT contributing to global dialogue on EcoSmart universities

On World Environment Day 2025, RMIT played a leading role in the ProSPER.Net Sustainability Forum webinar 'EcoSmart Universities: Pioneering Sustainability for Future Generations'.

ProSPER.Net is an alliance of leading universities in the Asia-Pacific region that are committed to integrating sustainable development into postgraduate courses and curricula. Co-organised by the ProSPER.Net Circular Economy Expert Advisory Panel and the Centre for Environmental Sustainability at the University of Peradeniya, the event brought together scholars, sustainability practitioners and institutional leaders from across the Asia-Pacific.

Professor Usha Iyer-Raniga, Professor of Sustainable Built Environment at RMIT and Chair of the Expert Advisory Panel on Circular Economy, moderated the forum, which explored how universities can embed sustainability policies, circular economy strategies and environmental consciousness into campus operations, curricula, research and community engagement.

Speakers, including Julie O'Brien, RMIT's Senior Advisor – Sustainable Development, and colleagues from partner institutions, showcased practical initiatives such as using campuses as 'living laboratories', integrating circular economy principles into education and research, and strengthening partnerships that support the UN Sustainable Development Goals.

The forum highlighted the critical role of universities as catalysts for sustainability, emphasising crossdisciplinary teaching, collaborative research and sustainable campus operations as pathways to resilient, future-ready societies.

SDG Alignment



UN Business and Human Rights Event

The UN Business and Human Rights Regional Forum: Australia and New Zealand event took place at RMIT's City campus, marking the first of its kind in the region. More than 500 attendees and over 100 speakers from industry, government, civil society, affected communities and academia came together and discussed and debated human rights impacts and business responsibilities.

The UN Forum was hosted by RMIT Business and Human Rights Centre (BHRIGHT) and co-organised with the UN Global Compact Network Australia, UN Working Group for Business and Human Rights, UNSW Australian Human Rights Institute, Macquarie University's B&HR Access to Justice Lab and World Vision New Zealand. The UN Forum would not have been possible without the efforts of RMIT staff and teams that intersected with the event, and the RMIT student volunteers and UN Global Compact Network Australia interns who volunteered their time.

The UN Forum held multiple sessions and side events on a host of topics related to current human rights challenges in relation to businesses and different perspectives on ways forward. This included modern slavery and supply chains, just transitions and the role of businesses on Indigenous Peoples' rights, AI and the human rights responsibilities of tech companies in developing and deploying AI, corporate human rights responsibilities within the financial sector, and due diligence.

A highlight was the session on '*Human rights, business and turbulent times: Challenges, responsibilities and opportunities*'. The event featured a special video message from Sam Mostyn AC, Governor-General of Australia, and a distinguished panel comprising:

- Helen Clark, Former Prime Minister of New Zealand, UN Development Programme Administrator, Member of The Elders.
- Peggy O'Neal AO, Chancellor, RMIT University.
- Sharan Burrow AC, Advisory Council, University of Melbourne Climate Futures; Visiting Professor in Practice, London School of Economics.
- Linda Kromjong, President, amfori.
- Robert McCorquodale, Member, UN Working Group on Business and Human Rights.

A recording of the session is available on ABC Big Ideas.

The RMIT Business and Human Rights Centre (BHRIGHT) is Australia's first and only research centre focused on Business and Human Rights and the only centre of its kind in the Asia-Pacific region. Through multi-disciplinary research, engagement with a wide range of stakeholders, and education, it provides thought leadership to advance Business and Human Rights related policy and practice nationally and internationally.

Located in the College of Business and Law, the centre's mission is to ensure that businesses respect the human rights of workers, customers, and communities where they operate, as well as throughout their national, regional and global value chains. The Business and Human Rights research agenda benefits from multidisciplinary approaches, drawing upon and contributing to legal and management approaches to the field.

SDG Alignment







Fashion Forward – Circularity from the curriculum to the runway

In 2025, RMIT's School of Fashion and Textiles continued to embed sustainability and social impact into the curriculum, giving students opportunities to engage with real-world partners and issues while contributing to the UN Sustainable Development Goals (SDGs).

RMIT's long-standing collaboration with Melbourne Fringe created a platform for students to explore inclusive and community-focused design. Fashion students designed costumes inspired by childhood heroes, worn by Fringe artists on the purple carpet at Opening Night, while Art students created a tactile blanket for the Festival Hub open space. These works supported more accessible and engaging spaces for diverse audiences, aligning creative practice with social inclusion and cultural participation.

RMIT students, PhD candidates, staff and alumni from the School of Fashion and Textiles were also prominently featured at Melbourne Fashion Week. RMIT graduate Helen Manuell won the top prize at the flagship Student Collections Runway, one of three RMIT finalists shortlisted from 30 students across five institutions.

On the global stage, fashion and textiles student Flora Bellemo showcased how fashion can engage with public health and human rights at New York Fashion Week through the HIV Unwrapped initiative. Paired with Associate Professor Edwina Wright, an infectious diseases physician and clinical researcher, Flora reimagined the lab coat as couture in a work titled *What Could Have Happened*. Over six weeks, she explored the rise and decline of HIV infections, using colour, beading, adjustable fabric and stitching to symbolise the care cascade, PrEP and ART. The project demonstrated how fashion storytelling can raise awareness of health inequities.

Circular Sourcing, a circular economy start-up founded by RMIT Sustainable Innovation lecturer Courtney Holm (School of Fashion & Textiles), launched The Guide to Surplus, the first globally relevant handbook for designing with surplus textiles. Co-developed with RMIT contributors PhD researcher Tarun Grover, Professor Lijing Wang and Dr Jenny Underwood, the free resource synthesised over 12 months of research, industry engagement and roundtables to help reframe "deadstock" as opportunity rather than waste. Aimed at design teams, it offers insights into why surplus exists, how to manage and test it, circular design strategies, and a Surplus Impact Calculator. Supported by the Country Road Climate Fund, the Guide responds to an estimated 26 million tonnes of surplus textiles generated globally each year, strengthening climate resilience and circular practice in the fashion sector.

Across these projects, our staff and students worked with artists, health professionals, major infrastructure projects and global fashion platforms, positioning sustainable fashion not only as material choice or aesthetic, but as a vehicle for social justice, community engagement and systems change.



SDG Alignment





Realising a regenerative future

RMIT advanced its ambition in 2025 to build a connected ecosystem focused on regenerative futures, culminating in the formal endorsement of the RMIT Regenerative Futures Institute (RFI) by the University Executive Committee.

Led by Professor Chris Speed and developed with contributions from colleagues across colleges and portfolios, the Institute is being established as a hub for regenerative practice and sustainability innovation. Its purpose is to harness RMIT's interdisciplinary strengths and community networks to respond to complex environmental and social challenges through education, research and partnerships.

The Institute's initial focus is on embedding regenerative thinking across disciplines and industries, equipping students and adult learners with the skills and knowledge needed to navigate and shape an evolving world. A suite of stackable short courses for professionals and adult learners will cover areas such as regenerative business models, regenerative values systems, design for the circular economy, and social equity and regeneration. When combined, these short courses will form an interdisciplinary minor in Regenerative Futures, available to undergraduate students across a range of programs, including Industrial Design (Honours), Sustainability and Environment, Fashion Sustainability, Graphic Design, International Studies, Information Technology, Environmental Engineering (Honours), Business, Business Professional Practice and Commerce.

Course offerings have been co-designed by leading RMIT academics and Regenerative Futures Fellows, ensuring learners gain multiple perspectives and practical insight into regenerative approaches. This model deliberately moves beyond traditional single-discipline course design, with the longer-term goal of making a Regenerative Futures minor available to students in all fields, from accounting and architecture to public relations.

The Institute will also offer thought leadership events for industry, government and the broader public, expanding access to critical knowledge about regenerative futures and supporting organisations to incorporate regenerative thinking into their strategies and operations.

Reflecting RMIT's recognised strength in interdisciplinary research, the RFI will develop collaborative research programs with industry, government and community partners to amplify impact in response to global challenges. An external advisory board, bringing together leaders from diverse sectors, is being established to help guide the Institute's direction and influence.

The RMIT Regenerative Futures Institute will officially launch in early 2026, with a postgraduate program to follow in 2027, alongside expanded interdisciplinary research partnerships and further education offerings.

SDG Alignment





Inside-Out – a decade of learning across prison walls

2025 marked a significant 10year milestone for the InsideOut Prison Exchange Program, a trailblazing partnership between RMIT University and Corrections Victoria that reshapes how education can be delivered, and experienced, in prison settings.

First introduced in Victorian prisons in 2015 by Associate Professor Marietta Martinovic from the School of Global, Urban and Social Studies, the program brings together incarcerated (“inside”) students and RMIT (“outside”) students to study comparative criminal justice systems side by side. For two hours a week over 12 weeks, participants explore crime and justice in a shared classroom space inside prison, creating what many describe as a lifechanging educational experience.

Over the decade, more than 1,000 inside and outside students have taken part in the program across eight Corrections Victoria locations. Research on InsideOut found that it was rehabilitative for people in custody and provided realworld learning for outside students. For people in custody, the program builds selfesteem, motivation and critical thinking skills, helping prepare them for life after release and encouraging further education and employment pathways. For outside students, it offers a rare insight into the human and social dimensions of incarceration, challenging stereotypes and humanising people in custody by revealing the human beings behind the labels often imposed by society.

A distinctive feature of InsideOut is the pathway it creates into RMIT’s prisonbased Think Tanks. Once the course is completed, interested participants can join these Think Tanks, which operate as ongoing forums for dialogue, problemsolving and codesign with justice stakeholders. By 2025, the Think Tanks had contributed to more than 150 stakeholder consultations and produced over 50 reports for Corrections Victoria and other agencies, addressing issues ranging from rehabilitation and program design to livedexperience insights on system reform.

InsideOut demonstrates how universities can turn knowledge into action in deeply practical ways: by creating shared learning spaces, building bridges between incarcerated and nonincarcerated communities, and informing justice policy and practice through grounded, participatory research.

In 2025, the program’s national impact was further recognised when it was named a finalist in the Shaping Australia Awards, highlighting InsideOut as a model of how education, mutual respect and critical dialogue can contribute to a stronger, fairer society.

SDG Alignment





Partnering in Vietnam

Nurturing Kitchen @ RMIT Vietnam

Nurturing Kitchen is a collaboration between RMIT Sustainability, the School of Science, Engineering and Technology, DAN & DAN Hotel & Catering Supplies, MKN Deutschland, Chef Andy Cao and Chef Chris. The project brings together Sustainability Ambassadors and community members to prepare and deliver nutritious meals that support children's growth and development, nurturing young people's wellbeing and planting the seeds for brighter futures.

Beyond the kitchen, Nurturing Kitchen operates as a holistic initiative with sustainability at its core. In 2025, 300 meals were delivered to shelters in District 7 across two trips, with all meals nutritionally balanced and prepared under Safe Food Procedures. The program encouraged participants to lead with kindness, serve with compassion and approach their work with care.

SDG Alignment



Sustainability Impact Challenge

In 2025, RMIT Vietnam officially launched the Sustainability Impact Challenge, marking its first structured initiative to unite students, academic partners, and industry representatives in co-creating solutions to address pressing sustainability challenges in Vietnam. Designed as a national platform for experimentation and collaboration, the initiative strengthens student career readiness through applied ESG practice and systems thinking within an interdisciplinary problem-solving context.

The response was immediate and nationwide, attracting 442 student registrations from more than 50 universities across Vietnam. Building on this momentum, the program marks the beginning of a broader movement, positioning RMIT Vietnam as a pioneering catalyst in shaping an emerging sustainability leadership community. Five partner universities and six lecturers came together within this growing network to co-design the curriculum and foster interdisciplinary collaboration.

Through this shared commitment, the program delivered more than 118 hours of structured mentoring and training, advancing four student-led innovative business case ideas into the ideation phase. This expanding ecosystem reflects a strong collective spirit of co-creation, reinforcing RMIT Vietnam's strategic commitment to cross-sector collaboration and the cultivation of future-ready sustainability leaders, recognised through the awarding of 128 certifications to young changemakers for their active participation and achievement.

SDG Alignment



Partnering in Europe

- Named a partner in a new EUfunded project, COASTSCAPES focuses on strengthening resilience in coastal communities worldwide. The project investigates aquatic pollution and applies naturebased solutions to enhance the ecological, economic and social value of key estuaries, including sites in Spain (Mar Menor and the Ebro River) and Western Port Bay in Victoria.
- Established a new partnership agreement with the Norman Foster Foundation (NFF) in Madrid that expanded RMIT's collaboration in education and research focused on sustainable cities. NFF, led by architect Lord Norman Foster, is internationally recognised for its leadership in sustainable urban development. Several joint initiatives are underway, including participation by NFF's Head of Research and Education in RMIT's creative practice-based PhD program in Europe, strengthening shared expertise in designing more sustainable and liveable cities.
- RMIT Europe researchers examined how cultural and climatic factors influence the use of energysaving technologies in Plus Energy Buildings (PEBs) across Europe, as part of the EUfunded CulturalE project. RMIT's contributions informed the development of new PEB guidelines, supporting more climateresponsive, usercentred approaches to highly energyefficient buildings across Europe.
- Facilitated internships, industry projects and guest talks for more than 4,000 RMIT students in Melbourne, Vietnam and Singapore with industry partners in Europe including European Aviation Safety Agency, RSS-Hydro, Lufthansa, TESA, IDOM and Bottega Veneta. Around 15 per cent of the industry partners came through RMIT alumni in Europe.
- Launched the second cohort of the Emerging City Leaders Program, a sixmonth, participantled program for emerging public sector talent in the EU and UK. Delivered in partnership with EIT Urban Mobility and the College of Vocational Education's RMIT Forward, the 2025 cohort attracted participants from the UK, Ireland, Spain, Estonia and Hungary.
- The College of Business and Law, supported by RMIT Europe, provided RMIT students in Australia and Singapore with a tenday immersive study tour exploring sustainability, innovation and global business. Backed by the Spain-Australia Council Foundation, the program included time with industry and government organisations such as Telefónica, Indra, Mobile World Capital, ACCIONA and UNHabitat, giving students direct insight into how global partners are responding to complex economic, social and environmental challenges.

3. RMIT Europe strengthened its role as a gateway to European collaboration in 2025, submitting 49 funding proposals with RMIT researchers and educators to programs such as Horizon Europe and Erasmus+. These proposals spanned hydropower technology, advanced manufacturing, building energy efficiency, urban planning, and mental health and wellbeing, reflecting the breadth of RMIT's transdisciplinary expertise and its commitment to partnering for sustainable and socially impactful innovation.

SDG Alignment



11.3 SDG snapshots

With more than 1,100 SDG aligned research projects underway in 2025, RMIT's research community is actively tackling critical social, environmental and economic challenges.

The table below provides a snapshot of these contributions, highlighting how RMIT research supports progress towards a more sustainable world and helps influence stakeholders and the wider community to engage with the SDGs. While these projects were active in 2025, many are multiyear initiatives that will continue to generate impact beyond this reporting period.

	**Advancing affordable and inclusive housing policy**
	RMIT's Dr Liam Davies is contributing to national research on affordable and social housing systems, examining how policy design and funding models affect access and tenant outcomes. Recent work provided evidence-based analysis of first home buyer and housing policies, assessing their impacts on affordability and the risk of poverty for low- and middle-income households. This research also identified practical policy levers to support more inclusive, sustainable housing systems and expand access to secure, affordable homes.
	**RMIT scientists investigate sustainable food alternative**
	RMIT's food scientists are leading impactful research in food manufacturing to deliver more sustainable and healthier options. This includes innovative approaches to food formulation, such as extracting protein from leaves and advancing alternative foods, like freekeh, that are more efficient to produce. A recent study published in the leading journal *Critical Reviews in Food Science and Nutrition*, led by RMIT's Dr Mahsa Majzoobi in partnership with Edlyn Foods, highlighted the nutritional benefits and sustainable production of freekeh, helping drive industry shifts towards crops that better support global food security and more sustainable, resilient food systems. As demand for sustainable nutrition grows, this work demonstrates how science and industry collaboration can accelerate these shifts to support the adoption of more resource efficient crops and strengthening the future of food supply systems.
	**Smart capsule technology for cancer detection**
	RMIT researcher Professor Kourosh Kalantar-Zadeh, in collaboration with Monash University, developed an ingestible capsule that senses gas in the gut and sends data to a phone app, transforming how gastrointestinal conditions are diagnosed. By isolating and measuring intestinal gases, the capsule provides insights into gut microorganisms and how diet and gut function relate to diseases such as colon cancer, irritable bowel syndrome and inflammatory bowel disease. In the past year, industry partner Atmo Biosciences brought the technology closer to market, completing a pivotal clinical study with over 200 participants that confirmed its safety and efficacy, and securing full ownership of the core intellectual property as it progresses toward regulatory approval and commercialisation. RMIT holds an equity stake in Atmo, reflecting its mission to translate research for social benefit and supporting longterm collaboration to improve quality of life for people with common and debilitating gastrointestinal disorders.
	**Authenticating the integration of the SDGs in higher education**
	RMIT's work on integrating the UN Sustainable Development Goals (SDGs) into curriculum was published in *Environmental Education Research* in 2025, using the Bachelor of Fashion and Textiles (Sustainable Innovation) as a case study. The project developed a multilevel approach to "authenticate" SDG integration, combining universitywide SDG keyword mapping, programlevel analysis and courselevel staff selfassessments. Comparing these layers revealed differences in how SDG links were identified, strengthening both the mapping process and the curriculum, and helping staff see how courses connect through the SDGs. Although focused on fashion, the method provides a practical model for other disciplines seeking to verify and deepen SDG integration in their programs.
	**RMIT researchers driving a positive construction culture standard in Australia**
	RMIT researchers, as part of the Construction Industry Culture Taskforce (CICT), are working with government and key decision-makers to refine and implement a construction Culture Standard aimed at improving health, wellbeing and gender equality in an industry that requires significant cultural change. Distinguished Professor Helen Lingard, Professor Michelle Turner and researcher Payam Pirzadeh co-authored the article *Implementing a construction culture standard in Australia to address the UN Sustainable Development Goals*. The study examined how implementing the Culture Standard affected outcomes on case study projects in relation to worker health and wellbeing, gender equality and decent work, and explored the interrelationships between these goals in the construction context. The research concluded that the Culture Standard can meaningfully improve industry performance by addressing entrenched practices such as long, inflexible work hours and exclusionary workplace cultures. It shows that positive cultural change is achievable and calls for broader participation from across the construction industry and key decision-makers.



Turning wastewater into green hydrogen

RMIT researchers led by Associate Professor Nasir Mahmood, with co-lead Professor Nicky Eshtiaghi and co-researcher Dr Muhammad Haris, are working towards a global impact on clean energy and water.

Their research has developed experimental electrodes that use metals already present in wastewater as active agents to boost green hydrogen production. Applying this method to wastewater treatment worldwide could turn large volumes of currently untreated water from an environmental burden into a valuable input, easing pressure on scarce freshwater supplies while lowering the cost of hydrogen production and wastewater treatment.

The technology is still in development, with the team working to make the process more efficient and suitable for commercial use.

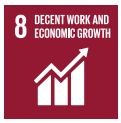


Advancing energy-efficient protected cropping

The Australian Research Council (ARC) Research Hub for Intelligent Energy Efficiency in Future Protected Cropping (E2Crop Hub) is a five-year ARC supported initiative focused on advancing renewable energy, plant optimisation, and intelligent greenhouse technologies to support more sustainable and resilient protected cropping systems.

Led by RMIT University under the ARC Industrial Transformation Research Program, the Hub brings together researchers from the Australian National University, UNSW and Western Sydney University, alongside industry and community partners. Under the leadership of RMIT Distinguished Professor Tianyi Ma, RMIT is playing a central role in driving the Hub's research agenda, coordinating cross-sector collaboration, and developing solutions to enable self-sustaining, affordable, renewable powered greenhouses.

This positions RMIT as a leader of innovation in energy-efficient agriculture and reinforces its contribution to food security, climate resilience and sustainable technology development.



Work hour cultures for health, wellbeing and gender equality in construction

RMIT researchers played a key role in the Construction Industry Culture Taskforce (CICT), established in 2018 to address entrenched cultural challenges in the Australian construction industry, including excessive work hours, poor mental health, and low levels of gender diversity and inclusion. Working alongside the Australian Constructors Association and the Governments of New South Wales and Victoria, the team helped develop a Culture Standard focused on three core areas: time for life, gender diversity, and health and wellbeing.

The Culture Standard was piloted across five major infrastructure projects in New South Wales and Victoria, with data collected over two years to assess its impact across the project lifecycle. RMIT researchers and partners also interviewed key industry decision-makers on the perceived impacts, costs and benefits of adopting the Standard, while Frontier Economics completed a cost–benefit analysis for participating projects. In 2025, the Final Report on this work was released, providing robust evidence and practical guidance to support healthier work hour cultures, improved wellbeing and greater gender equality in construction.



Turning waste into a construction resource

RMIT researchers led by Dr Chamila Gunasekara and Principal Research Fellow Dr Yulin Patrisia partnered with Bristile Roofing to manufacture concrete roof tiles using coal ash and unwashed recycled glass, replacing part of the cement and sand with these waste materials.

Factory trials in Melbourne produced nearly 300 tiles that are lighter, more resistant to fire and meet Australian Standards for strength and durability, and a full life cycle assessment showed a reduction in CO_2 emissions across the product life cycle compared with conventional concrete tiles.



Transforming psychology practices in Vietnam

RMIT's Dr Katrina Phillips is working to improve the lives of people with disability in Vietnam by partnering with local organisations to better understand the local context and social stigma they face.

With many people with disability experiencing limited access to education and only marginal employment opportunities, her current projects focus on working with the technology sector to explore how technology can support greater equity and inclusive employment.



Melbourne cycling plan risks stalling without local feeder networks

RMIT-led research found that while Victoria's Strategic Cycling Corridors (SCC) plan will increase Melbourne's dedicated bike lane network by almost a third, many trips under 5km would still spend around half the journey on roads with no bike lanes or safety features. The study warned that without safer "feeder" routes from homes to these corridors, efforts to boost cycling participation are likely to stall.

The research highlighted that most roads in inner and outer suburbs still lack cycling infrastructure, despite many work and non-work trips being within bikeable distance. The team concluded that state-delivered cycling corridors must be complemented by local government action, such as safer residential streets and lower speed limits, to create endtoend safe journeys and unlock the full health, environmental and transport benefits of cycling.



Designing carbon-neutral infrastructure from the ground up

RMIT has launched the ARC Industrial Transformation Training Centre for Whole Life Design of Carbon Neutral Infrastructure (DfCO2 Centre), the world's first centre dedicated to embedding carbon neutrality across the entire life cycle of civil infrastructure.

The Centre's members have already made a significant impact, including a breakthrough led by Dr Rajeev Roychand which used roasted coffee grounds to created stronger concrete, reducing the long-term cost of concrete in infrastructure while diverting waste from landfill and supporting the transition to low-carbon, circular infrastructure in Australia.



Ocean Research Climate Action (ORCA) Launched

In July 2025, RMIT hosted a screening of *White Rock: Orca* at The Capitol Theatre, bringing students, staff and the wider community together to explore themes of climate change, ocean conservation and human nature relationships through film. The event featured a postscreening discussion that unpacked the environmental and cultural issues raised in the documentary, encouraging audiences to reflect on the impacts of human activity on marine ecosystems.

By combining storytelling, critical reflection and public dialogue, the event supported climate literacy and environmental awareness, reinforcing RMIT's commitment to using arts and culture as a platform for engagement with sustainability and justice issues.



Setting new standard for Indigenous-led research on Country

RMIT University researchers, in partnership with the Yirrganydji Traditional Custodians, Blue Carbon Lab and Cairns Airport, conducted a study of mangrove forests along the Barron River on Yirrganydji Country. Published in *Ocean & Coastal Management*, the research found that 300 hectares of mangroves capture more than 2,000 tonnes of carbon annually and highlights the critical role of coastal wetlands in climate mitigation and the importance of their ongoing protection and monitoring.

This collaboration, led by RMIT, sets a new benchmark for how Traditional Knowledge, science and industry can work together to safeguard blue carbon ecosystems.

The project was led by RMIT's Dr Micheli Costa in partnership with Yirrganydji man Brian Singleton and Cairns Airport's Lucy Friend.



Harnessing the power of nature: wetlands can fast track sustainable landscapes

RMIT's Centre for Nature Positive Solutions is demonstrating how wetlands can rapidly reduce emissions, improve water quality and strengthen drought resilience through nature-based solutions.

Research along Victoria's Loddon River found that restoring degraded floodplain wetlands increased soil moisture, organic carbon and nitrogen retention helping landscapes stay wetter for longer and supporting healthier ecosystems and more resilient agriculture.

In partnership with Westernport Water and CSIRO, constructed floating wetlands in wastewater lagoons significantly reduced greenhouse gas emissions over two years by supporting methane consuming microbes. These approaches are now being applied with Melbourne Water and Bass Coast farmers, transforming farm dams into climatesmart biodiversity hotspots that improve water quality, reduce emissions and support farm productivity.

Together, these projects show wetlands as scalable, highimpact solutions for climate action and resilient landscapes.



RMIT Elena Campbell's impact on justice reform for family violence

RMIT's Associate Director of Research, Advocacy and Policy at the Centre for Innovative Justice (CIJ), Elena Campbell, is shaping national responses to gender-based violence. In 2024 she was appointed to the Federal Government's Expert Panel on Domestic and Family Violence, which is undertaking a rapid review of prevention approaches across all forms of violence against women and children. The Panel will consult key stakeholders across states and territories to provide advice on government action, as it prepares to build on its $3.4 billion investment in women's safety over three successive Budgets.

Campbell's research focuses on improving how the justice system oversees family violence perpetrators, and her engagement with policymakers and practitioners has influenced significant reforms. At RMIT's CIJ, she advances therapeutic justice and evidence-informed reforms aimed at preventing and ultimately eliminating violence against women.



Understanding preterm birth and brain health

RMIT's Dr Bobbi Fleiss from the School of Health and Biomedical Sciences and Hannah Tribe from RMIT Europe, in partnership with the EU funded PREMSTEM consortium, are leading investigations into how early life events affect newborn brain and nervous system development and are pioneering new approaches to treatment that strengthen long term health outcomes for vulnerable children.

They are increasing awareness of preterm birth, examining why it significantly increases the risk of conditions such as cerebral palsy, ADHD and autism spectrum disorder. Their work has contributed pre-clinical evidence showing how stem cells from donated umbilical cord tissue could support brain repair.

They have also identified optimal timing, dose and delivery methods, and are helping to develop new bedside diagnostic technologies using ultrafast ultrasound to improve diagnosis and family centred care.

11.4 SDG alignment

Since 2018, RMIT has systematically mapped its research, publications and curriculum to the UN Sustainable Development Goals (SDGs) using a mix of qualitative and quantitative analysis. This work provides a comprehensive view of SDG-related activity across the University and supports more informed decision-making and accountability.

Building on this foundation, validation processes are continually improved to strengthen SDG alignment. New platforms were adopted for curriculum and research management that changed how SDG data was collected in 2025, impacting how the data was analysed for this annual reporting cycle. To respond to these shifts and further improve the accuracy and efficiency of our mapping, RMIT is now exploring updated approaches, including the use of Large Language Models (LLMs) and enhanced validation steps.



29
Course Units

48
Research Projects

9
International Research Partnerships

55
Publications

51%
Developing Country Collaboration

65.4
Publication in top 25% Journals (Global Average 58.7%)

2.0
Citations per Publication (Global Average 1.8)

1.1
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

5.5%
National Publication Contribution

49.1%
International Collaboration (Global Average 27%)

35%
Low to Lower-Middle Income Country Collaboration



25
Course Units

57
Research Projects

6
International Research Partnerships

60
Publications

62%
Developing Country Collaboration

75.5%
Publication in top 25% Journals (Global Average 62%)

4.7
Citations per Publication (Global Average 2.5)

2.2
Field Weighted Citation Impact (FWCI) (Global Average 1.4)

2.2%
National Publication Contribution

56.7%
International Collaboration (Global Average 28.3%)

32%
Low to Lower-Middle Income Country Collaboration



235
Course Units

201
Research Projects

26
International Research Partnerships

362
Publications

44%
Developing Country Collaboration

84.9%
Publication in top 25% Journals (Global Average 57.8%)

4.4
Citations per Publication (Global Average 2.3)

2.0
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

2%
National Publication Contribution

60.8%
International Collaboration (Global Average 22.7%)

20%
Low to Lower-Middle Income Country Collaboration



772
Course Units

35
Research Projects

6
International Research Partnerships

144
Publications

40%
Developing Country Collaboration

67.2%
Publication in top 25% Journals (Global Average 49.9%)

2.8
Citations per Publication (Global Average 1.7)

1.8
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

4.2%
National Publication Contribution

41%
International Collaboration (Global Average 21.3%)

22%
Low to Lower-Middle Income Country Collaboration



39
Course Units

67
Research Projects

9
International Research Partnerships

97
Publications

33%
Developing Country Collaboration

82.6%
Publication in top 25% Journals (Global Average 62.5%)

3.1
Citations per Publication (Global Average 1.4)

2.5
Field Weighted Citation Impact (FWCI) (Global Average 1.1)

4%
National Publication Contribution

39.2%
International Collaboration (Global Average 25%)

23%
Low to Lower-Middle Income Country Collaboration



24
Course Units

119
Research Projects

16
International Research Partnerships

142
Publications

54%
Developing Country Collaboration

91.2%
Publication in top 25% Journals (Global Average 65.5%)

7.4
Citations per Publication (Global Average 3.5)

2.1
Field Weighted Citation Impact (FWCI) (Global Average 1.4)

6.4%
National Publication Contribution

57.8%
International Collaboration (Global Average 26.1%)

21%
Low to Lower-Middle Income Country Collaboration



42
Course Units

217
Research Projects

22
International Research Partnerships

383
Publications

68%
Developing Country Collaboration

87.7%
Publication in top 25% Journals (Global Average 68.7%)

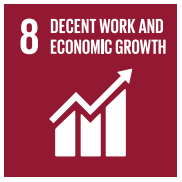
8.5
Citations per Publication (Global Average 4.0)

2.4
Field Weighted Citation Impact (FWCI) (Global Average 1.6)

7.8%
National Publication Contribution

78.3%
International Collaboration (Global Average 25.2%)

21%
Low to Lower-Middle Income Country Collaboration



145
Course Units

111
Research Projects

18
International Research Partnerships

198
Publications

64%
Developing Country Collaboration

83%
Publication in top 25% Journals (Global Average 59.8%)

4.6
Citations per Publication (Global Average 2.8)

2.1
Field Weighted Citation Impact (FWCI) (Global Average 1.5)

5.1%
National Publication Contribution

64.1%
International Collaboration (Global Average 27.3%)

38%
Low to Lower-Middle Income Country Collaboration



171
Course Units

264
Research Projects

32
International Research Partnerships

515
Publications

59%
Developing Country Collaboration

83%
Publication in top 25% Journals (Global Average 58.8%)

5.8
Citations per Publication (Global Average 3.1)

2.2
Field Weighted Citation Impact (FWCI) (Global Average 1.5)

9%
National Publication Contribution

69.5%
International Collaboration (Global Average 25%)

25%
Low to Lower-Middle Income Country Collaboration



128
Course Units

97
Research Projects

10
International Research Partnerships

140
Publications

44%
Developing Country Collaboration

82.4%
Publication in top 25% Journals (Global Average 61.1%)

3.2
Citations per Publication (Global Average 1.7)

1.9
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

3.6%
National Publication Contribution

52.1%
International Collaboration (Global Average 23.1%)

27%
Low to Lower-Middle Income Country Collaboration



120
Course Units

284
Research Projects

37
International Research Partnerships

227
Publications

39%
Developing Country Collaboration

84.5%
Publication in top 25% Journals (Global Average 61.5%)

3.5
Citations per Publication (Global Average 2.3)

1.9
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

6.9%
National Publication Contribution

52%
International Collaboration (Global Average 24.1%)

15%
Low to Lower-Middle Income Country Collaboration



116
Course Units

240
Research Projects

33
International Research Partnerships

279
Publications

65%
Developing Country Collaboration

83.2%
Publication in top 25% Journals (Global Average 62.9%)

4.4
Citations per Publication (Global Average 3.2)

1.7
Field Weighted Citation Impact (FWCI) (Global Average 1.5)

7.3%
National Publication Contribution

64.2%
International Collaboration (Global Average 28.5%)

38%
Low to Lower-Middle Income Country Collaboration



70
Course Units

209
Research Projects

25
International Research Partnerships

245
Publications

56%
Developing Country Collaboration

83.2%
Publication in top 25% Journals (Global Average 71.3%)

5.1
Citations per Publication (Global Average 3.6)

2.1
Field Weighted Citation Impact (FWCI) (Global Average 1.6)

5.3%
National Publication Contribution

64.9%
International Collaboration (Global Average 30.5%)

24%
Low to Lower-Middle Income Country Collaboration



31
Course Units

102
Research Projects

9
International Research Partnerships

68
Publications

51%
Developing Country Collaboration

92.1%
Publication in top 25% Journals (Global Average 66.4%)

4.1
Citations per Publication (Global Average 2.4)

1.8
Field Weighted Citation Impact (FWCI) (Global Average 1.3)

3.4%
National Publication Contribution

58.8%
International Collaboration (Global Average 29.3%)

24%
Low to Lower-Middle Income Country Collaboration



35
Course Units

117
Research Projects

10
International Research Partnerships

115
Publications

49%
Developing Country Collaboration

94.3%
Publication in top 25% Journals (Global Average 64.6%)

4.6
Citations per Publication (Global Average 2.3)

1.8
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

4.2%
National Publication Contribution

59.1%
International Collaboration (Global Average 29.8%)

19%
Low to Lower-Middle Income Country Collaboration



137
Course Units

68
Research Projects

9
International Research Partnerships

141
Publications

33%
Developing Country Collaboration

79.7%
Publication in top 25% Journals (Global Average 60.2%)

3.0
Citations per Publication (Global Average 1.5)

2.2
Field Weighted Citation Impact (FWCI) (Global Average 1.2)

3.7%
National Publication Contribution

43.3%
International Collaboration (Global Average 23.4%)

23%
Low to Lower-Middle Income Country Collaboration



349
Course Units

1147
Research Projects

142
International Research Partnerships

198
Publications

51%
Developing Country Collaboration

82.5%
Publication in top 25% Journals (Global Average 62.0%)

4.5
Citations per Publication (Global Average 2.5)

2.0
Field Weighted Citation Impact (FWCI) (Global Average 1.4)

5.0%
National Publication Contribution

56.9%
International Collaboration (Global Average 26.0%)

25%
Low to Lower-Middle Income Country Collaboration

Note: In the 2024 publication results, the Field-Weighted Citation Impact and Average Citations per publication have inflated values for SDG 2, 3 and 6 due to two very highly cited papers. Field-Weighted Citation Impact calculates an average value, and these types of calculations are strongly influenced by these outlying publications in this small data set.

Appendices

12

12.1 Engagement Mechanisms

As a diverse, global university, RMIT connects with a wide range of stakeholders, who are impacted by or have an interest, in its activities. Key stakeholders are identified based on:

- **Representation:** Those who represent or can legitimately claim to represent key interests we engage with.
- **Dependency:** Those who depend on RMIT and those on whom we rely for our operations.
- **Responsibility:** Those to whom we have direct responsibility through legal, financial, operational, or contractual links.
- **Influence:** Those who can significantly impact our decision-making.

The table below shows how RMIT engages with stakeholders:

Stakeholder group	Engagement methods	Frequency
Students	▪ Meetings with the Student Group ▪ RMIT University Student Union ▪ Student Experience Advisory Committee ▪ Student services and support ▪ Events ▪ Surveys	As required
Staff	▪ Annual surveys ▪ Annual performance development reviews ▪ University support services ▪ Events ▪ Training and support	Constant
Alumni	▪ Website ▪ Events ▪ Mailing lists ▪ Initiatives	As required
Industry	▪ Advisory Boards ▪ Relationship Managers ▪ Work Integrated Learning ▪ Research partnerships ▪ Industry partnerships	As required
Suppliers	▪ Contractual management process ▪ Tender processes ▪ Supplier registration processes ▪ Vendor management	Constant
Governments	▪ Meetings ▪ Project collaboration ▪ Annual reports	As required
Local communities	▪ Website ▪ Publications ▪ Open Day ▪ Events	As required

12.2 GRI Material Topics and SDG Mapping

Material Topic	SDG	GRI Indicator	Location
Governance			
Research and innovation		3-3 Management of material topics	Section 5
Learning and teaching		3-3 Management of material topics	Section 6
Sustainable supply chains and procurement		3-3 Management of material topics	Sections 10.3 & 10.7
Governance, culture and values		3-3 Management of material topics	Sections 3 & 9
Responsible investment		3-3 Management of material topics	Section 10.8
Partnerships		3-3 Management of material topics	Sections 4, 5, 6 & 11
Public policy and leadership		3-3 Management of material topics	Sections 3, 4, 5, 6 & 11
Social			
Health, safety and wellbeing		3-3 Management of material topics 403-1 Occupational health and safety management system	Sections 7, 8.5 & 9.7
Community and public engagement		3-3 Management of material topics	Sections 4, 5 & 11
Inclusion, diversity, equity and access		3-3 Management of material topics 405-1 Diversity of governance bodies and employees	Sections 6, 7, 8 & 9
Empowering our people		3-3 Management of material topics 404-3 Percentage of employees receiving regular performance and career development reviews	Section 8 & 9
Supporting Indigenous rights		3-3 Management of material topics	Section 7.2, 8.4 & 9.2
Supporting our students		3-3 Management of material topics	Section 6, 7 & 9

Material Topic	SDG	GRI Indicator	Location
Environment			
Circular economy and resource efficiency		3-3 Management of material topics 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	Section 10.3
Climate change action		3-3 Management of material topics 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	Section 10.2
Infrastructure		3-3 Management of material topics 302-1 Energy consumption within the organisation 302-3 Energy intensity 303-3 Water withdrawal	Section 10

12.3 GRI General Disclosures

GRI Disclosure		Location
2-1	Organisational details	Royal Melbourne Institute of Technology 124 Latrobe Street, Melbourne, VIC 3000 Section 3.1 & 3.2
2-2	Entities included in the Organisation's sustainability reporting	Website – Annual Report
2-3	Reporting period, frequency and contact point	Section 1.1
2-4	Restatements of information	Aboriginal and Torres Strait Islander Workforce result for 2024 updated to correct previous data error identified. Air travel emissions data has been restated please see explanation on page 131. Water use intensity figures had a minor update to reflect the EFTSL data published in the RMIT Annual Report.
2-5	External assurance	RMIT follows a two-year assurance cycle. External assurance completed for 2024, so none sought for 2025.
2-6	Activities, value chain, and other business relationships	Section 1.1 Section 3.1 Website – About Website – Annual Reports Section 4.6 Section 7.4 & 7.5 Section 10.7 Section 11.2 & 11.3
2-7	Employees	Website – Annual Reports Section 8.1
2-8	Workers who are not employees	Section 8.1
2-9	Governance structure and composition	Section 3.2
2-13	Delegation of responsibility for managing impacts	Section 3.2 Section 8
2-14	Role of the highest governance body in sustainability reporting	Section 3.2
2-22	Statement on sustainable development strategy	Section 2
2-23	Policy commitments	Section 3.1, 3.3 & 3.4 Section 9
2-24	Embedding policy commitments	Section 3.4
2-25	Processes to remediate negative impacts	Section 3.4
2-27	Compliance with laws and regulations	Section 3.2 Section 10.1
2-28	Membership associations	Section 4.6
2-29	Approach to stakeholder engagement	Section 4 Section 12.1
2-30	Collective bargaining agreements	Website – Enterprise Bargaining Agreement
3-1	Process to determine material topics	Section 1.1
3-2	List of material topics	Section 1.2
3-3	Management of material topics	Section 3.4

12.4 SDG Mapping (Target level)

SDG	Target		Location	Type of contribution*
	1.1	Eradicate extreme poverty	Sections 7.1, 7.4, 7.5, 10.8 & 11	Indirect
	1.2	Reduce people living in poverty		Indirect
	1.5	Build the resilience of the poor and vulnerable		Indirect
	2.3	Increase agricultural productivity and incomes of small-scale food producers	Section 11	Indirect
	2.4	Sustainable agriculture practices and food production systems		Indirect
	2.a	Increase in agricultural research to enhance agricultural productive capacity in developing countries		Direct and Indirect
	3.4	Reduce mortality from non-communicable diseases and promote mental health and well-being	Section 7, 8.5 & 11	Indirect
	3.b	Research & development of vaccines and medicines		Direct and Indirect
	4.3	Equal access for all women and men to affordable and quality technical, vocational and tertiary education	Sections 5, 6, 9, 10.8 & 11	Direct and Indirect
	4.4	Increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship		Direct and Indirect
	4.5	Eliminate gender disparities in education and ensure equal access for the vulnerable, including persons with disabilities and indigenous peoples		Direct and Indirect
	4.7	Ensure that all learners acquire the knowledge and skills needed to promote sustainable development		Direct and Indirect
	4.b	Scholarships for developing countries		Direct and Indirect
	5.1	End all forms of discrimination against all women and girls everywhere	Section 8, 9 & 11	Direct and Indirect
	5.2	Eliminate violence against all women and girls		Direct and Indirect
	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making		Direct and Indirect
	5.c	Adopt and strengthen policies for gender equality and the empowerment of all women and girls		Direct and Indirect
	6.2	Access to safe and equitable sanitation and hygiene	Sections 10.4 & 11	Indirect
	6.3	Improve water quality		Indirect
	6.4	Increase water use efficiency		Direct and Indirect
	6.5	Integrated water resource management		Indirect
	7.2	Increase the share of renewable energy	Sections 5, 10.2 & 11	Direct and Indirect
	7.3	Improvement in energy efficiency		Direct and Indirect
	7.a	International cooperation to facilitate access to clean energy research and technology		Direct and Indirect
	8.4	Improve resource efficiency in consumption & production	Sections 6, 8, 9, 10.3, 10.7 & 11	Indirect
	8.5	Productive employment and decent work for all		Direct and Indirect
	8.6	Reduce the proportion of youth not in employment, education or training		Direct and Indirect
	8.7	Take action to eradicate forced labour, modern slavery, human trafficking, child labour and child soldiers		Direct and Indirect
	8.8	Protect labour rights and promote safe and secure working environments		Direct and Indirect
	9.1	Develop quality, reliable, sustainable & resilient infrastructure	Sections 5 & 11	Indirect
	9.2	Promote inclusive & sustainable industrialisation		Indirect
	9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors		Direct and Indirect
	9.b	Domestic technology development, research & innovation		Direct and Indirect

SDG	Target	Location	Type of contribution*
	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Sections 7, 8, 9 & 11	Direct and Indirect
	10.3 Equal opportunity and reduce inequalities – legislation, policies and action		Direct and Indirect
	10.4 Adopt policies and progressively achieve greater equality		Direct and Indirect
	11.3 Inclusive and sustainable urbanisation	Sections 4, 5, 10 & 11	Indirect
	11.4 Protect and safeguard the world's cultural & natural heritage		Direct and Indirect
	11.6 Reduce adverse environmental impact of cities		Indirect
	11.a Strengthening national and regional development planning		Indirect
	12.2 Sustainable management and efficient use of natural resources	Sections 4, 5, 10.3, 10.7, 10.8 & 11	Direct and Indirect
	12.3 Reduce food waste & food losses		Indirect
	12.5 Reduce waste generation through prevention, reduction, recycling and reuse		Direct and Indirect
	12.6 Adopt sustainable practices and integrate sustainability information into reporting cycles		Direct and Indirect
	12.8 Ensure information and awareness for sustainable development and lifestyles in harmony with nature		Direct and Indirect
	13.1 Resilience and adaptive capacity to climate-related hazards and natural disasters	Sections 4, 5, 10.2, 11	Indirect
	13.2 Integrate climate change policies into national policies, strategies and planning		Indirect
	13.3 Improve education, awareness and capacity on climate change		Direct and Indirect
	13.b Raising capacity for climate change related planning and management		Indirect
	14.1 Prevent and reduce marine pollution	Sections 5 & 11	Indirect
	14.a Increase scientific knowledge, develop research capacity and transfer marine technology		Indirect
	15.1 Conservation, restoration and sustainable use of terrestrial & inland freshwater ecosystems	Sections 4, 5, 10.6 & 11	Indirect
	15.9 Integrate ecosystem and biodiversity values planning, development and poverty reduction		Indirect
	16.3 Promote the rule of law at national and international levels	Sections 3, 9 & 11	Indirect
	16.5 Reduce corruption and bribery		Indirect
	16.6 Effective, accountable and transparent institutions		Direct and Indirect
	16.b Promote non-discriminatory laws and policies for sustainable development		Direct and Indirect
	17.6 Regional and international cooperation on and access to science, technology and innovation and enhance knowledge-sharing	Throughout	Direct and Indirect
	17.7 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies		Direct and Indirect
	17.14 Policy coherence for sustainable development		Direct and Indirect
	17.16 Enhance the Global Partnership for Sustainable Development		Direct and Indirect
	17.17 Effective public, public-private and civil society partnerships		Direct and Indirect
	17.19 Develop measurements of progress on sustainable development		Indirect





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