



POLITECNICO
MILANO 1863

Sustainability Planning and Reporting at Polimi

07.10.2025 | Giulia Guidicini

Sustainability: our view

Sustainability is one of the major challenges of our time. At Politecnico di Milano, we do not consider it as an isolated goal, but as **the very way in which we pursue our three missions: education, research, and social responsibility.**

For this vision to become concrete and truly transform the way we act, **everyone's contribution is essential.** Sustainability is not only a university strategy: it is a **shared responsibility** that requires the daily commitment of our entire community.



From the 2022 Sustainability Report to the 2023-2025 Strategic Sustainability Plan

- The **2022 Sustainability Report** was instrumental for "taking a **snapshot**" of our sustainability performance at the end of 2022 and setting a **baseline**
- From this, we were able to identify **strengths, weaknesses and priority areas** (through **benchmark** activities and dialogue with our **governance**)
- From the comprehensive report we selected the **areas and themes on which to focus** our reporting and develop a **strategy**
- On these, we set **goals, targets and actions** with **Governance and Central Administration**

From a reporting approach



To a planning approach



The three-year planning and reporting process



The Contents of the Sustainability Plan and Report

6 PRIORITIES, structured into

18 THEMES

65

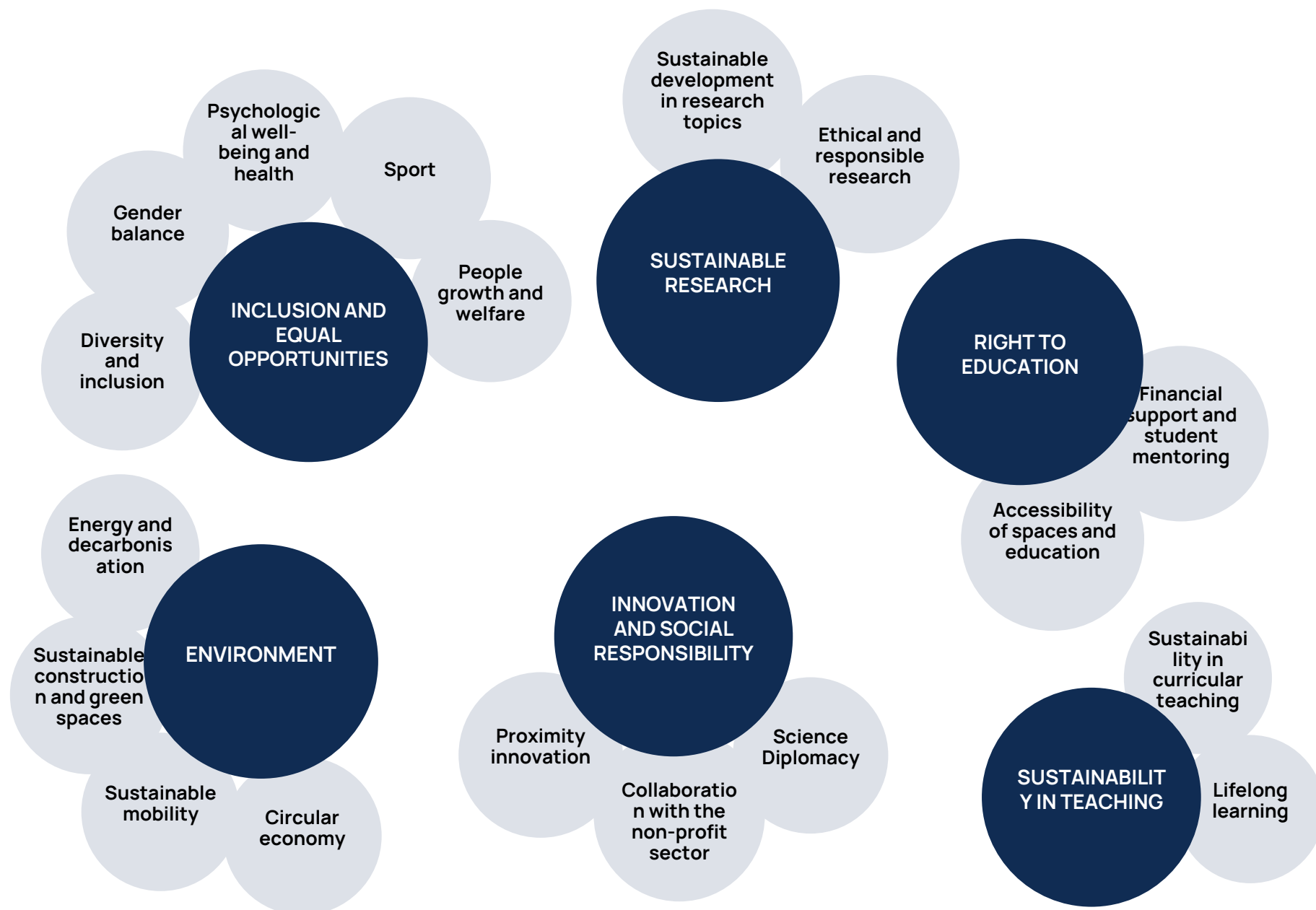
Goals

81

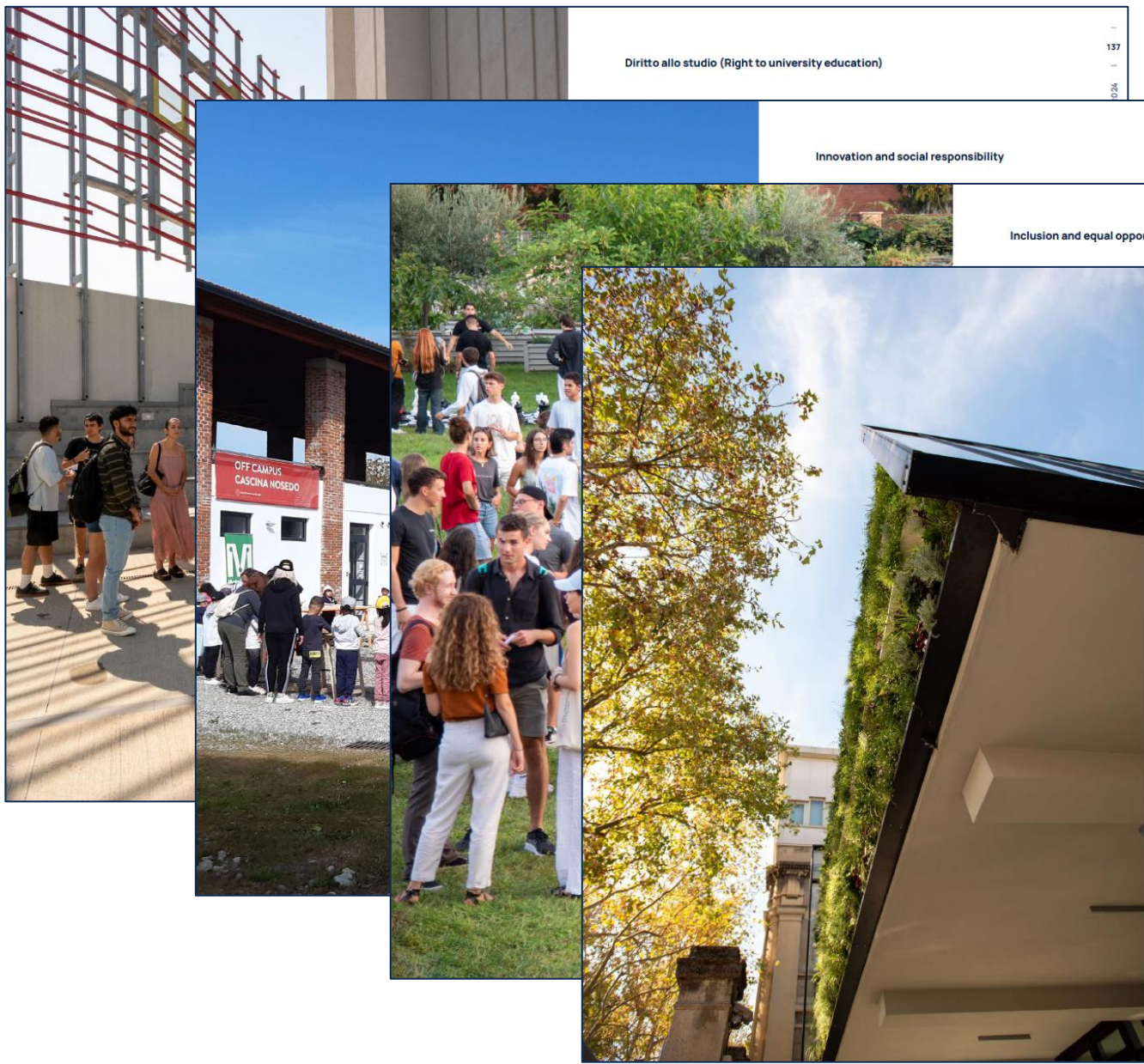
Target

152

Actions



The structure of the combined “Plan&Report” document (1/3)



Diritto allo studio (Right to university education)

137

Innovation and social responsibility

155

Inclusion and equal opportunities

71

Environment

195

OBJECTIVES, ACTIONS AND RESULTS FOR 2024

Sustainable building and green spaces

Strategic orientation

Politecnico di Milano pursues the improvement of the environmental quality of its campuses, starting with the regeneration of both outdoor and indoor spaces according to sustainability principles, always prioritizing the quality of life and the psycho-physical well-being of the people using these spaces.

In the 2023-25 period we will:

- upgrade the University's building assets to minimise energy waste and mitigate the negative impacts of climate change
- design new buildings following innovative sustainability standards
- sustainably regenerate and restore open spaces to reduce climate change effects

STRATEGIC SUSTAINABILITY PLAN

Download our full Sustainability Plan & Sustainability Report!



The structure of the combined “Plan&Report” document (2/3)

PLANNING SHEET

Goals + Target 2025 + Targets Progress by end of year + Assessment of the degree of progress of Target + indication of Changes/Updates

Targets			
TARGETS	TARGETS 2025	TARGETS PROGRESS: END OF 2024	ACHIEVEMENT
Listening to needs using climate surveys	Delivery of climate surveys for different groups and analysis of results	Surveys provided for teaching and technical and administrative staff in 2023 and for students and PhD candidates in 2024	
Diversity and inclusion training	50% of professors and 100% of technical and administrative staff trained in the three-year period	24% of professors and 90% of technical and administrative staff trained in the two years	
Research on inclusive technologies	A portfolio of technology for inclusion projects	Implementing the mapping model of publications and projects related to inclusive technologies and ongoing collection of cases	
	Annual selection and awarding of a flagship	Launching the Polimi4inclusion project to award two prizes annually to research projects on inclusive technologies	
Strengthening inclusion	Extension of services to support international students from non-privileged backgrounds UPDATE	Introduction of administrative and financial facilities for students with refugee status and from other critical geographical areas	
	Extension of reception activities for the international community UPDATE	More than 20 initiatives organised during the Welcome Week 2024, with almost 15,000 registrations from the more than 5,000 enrolled international students	
	Strengthening initiatives for the LGBTQ+ community	Further expansion of the Pride week programme, with awareness-raising and education events Issuing and disseminating the Alias protocol for Politecnico staff	
Degree of achievement			
 Achieved  Aligned  Warning  Not aligned			

Download our full Sustainability Plan & Sustainability Report!



The structure of the combined “Plan&Report” document (3/3)

REPORTING SHEET

Goals + Actions 2023-25 + **yearly Activities and Results** + indication of Changes/Updates

Actions		
TARGETS	ACTIONS 2023-2025	ACTIVITIES AND RESULTS 2023-2024
Strengthening the <i>welfare</i> system	Promotion of services - Communication and dissemination initiatives of welfare services available to professors and technical and administrative staff	• Promotion of the second joining window of the <i>Polimi People Care</i> programme for the 2024-25 two-year period • Digitalisation and promotion of the “transport season ticket” service • Granting benefits to pay the all-inclusive university enrolment contribution for staff members’ children. • Techcamp – technology summer school scholarships for employees’ children • Preparing the communication and promotion plan for new services: analysis of user needs through surveys, with the option for users to subscribe to thematic content channels, attend <i>webinars</i>, and take part in in-person meetings • 7,677 subscriptions to the University’s <i>welfare</i> initiatives in 2024 (+28% compared to 2022), including 976 Academic staff subscriptions to <i>Polimi People Care</i> (+41% compared to 2022) and 1,654 subscriptions in agreement (+51% compared to 2022)
	Reporting system - Implementation of a reporting system on welfare services to monitor the membership rate and verify the degree of user satisfaction	<i>Planned activities from 2025</i>
	NEWS	
	Parenting - Services to support parenting will be launched in line with the needs of children across different age groups.	• Planning and agreement with suppliers to implement parenting services in 2025: support and counselling for parents, children and young people, school and university guidance for employees’ children
	Assistance - Services to assist parents and family members with disabilities or care needs	• Agreements with providers to implement home care and transport services for parents and family members with disabilities or support needs in 2025
	Work-life balance - Implementation of initiatives and services to ensure work-life balance	• Agreements with providers for services available in 2025, supporting work-life balance and time-saving, such as finding <i>babysitters</i>, live-in caregivers or home care workers, and support for administrative processing
	Prevention and promotion of healthy lifestyles - Strengthening of existing services in synergy with the sport unit and promotion of new dedicated initiatives	• Agreements with providers for services available in 2025 to prevent and promote healthy lifestyles, through psychotherapy, osteopathy and nutritionist sessions

Download our full Sustainability Plan & Sustainability Report!



Some key results - People

- **Climate surveys** conducted among Students, Teaching and Administrative Staff
- **Gender Equality Certification**
- Almost 20,000 participants in **sporting events** in 2023-2024 (+70% over two years)
- 79% of professors and staff trained in **new competences**
- PEBA (**Plan for the Elimination of Architectural Barriers**)
- **Multichance programme for disability and SpLD**: 1,200+ supported students/year



Some key results – Environment

- **Over 1.4 MW** of installed photovoltaic capacity
- **-30% in per capita CO₂ emissions** from electricity and gas consumption vs 2015
- Power Purchase Agreement for the procurement of **100% renewable energy**
- **CO₂ Emissions Mitigation Plan** and **Climate Change Adaptation Plan**
- **100% of food surpluses recovered** in catering outlets
- **+15.000 m² of green areas renovated**
- **Building of 800 new bike parking spaces**



Some key results – Innovation and Social Responsibility

- **Activation of CERS** (Renewable Energy Communities with Charitable Purposes)
- **4 Off Campus** spaces to **bring the university closer to neighbourhoods and communities** (100+ organisations and 1,400+ students involved)
- **Action4nonProfit** programme to facilitate **collaboration between the university and non-profit** organisations: first release of the platform addressed to over 350 entities
- Structured relations with **international organisations** (UNESCO, UN-HABITAT, IAEA, WHO and WFP)



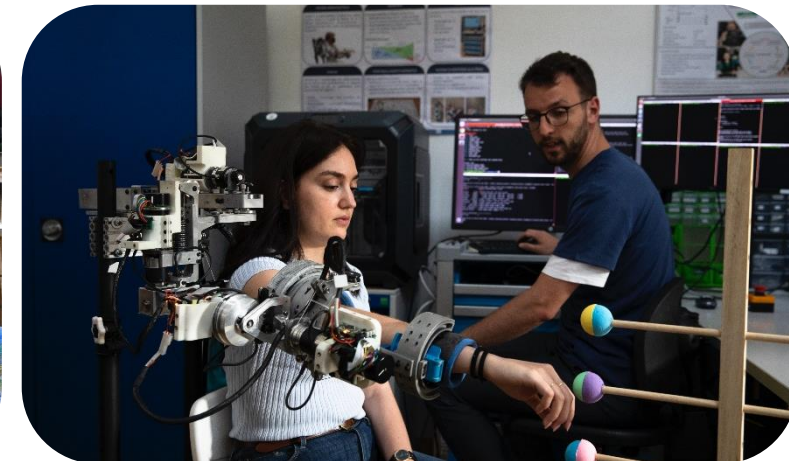
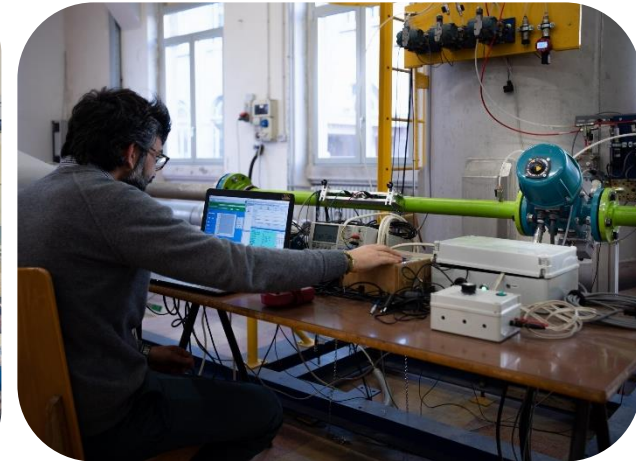
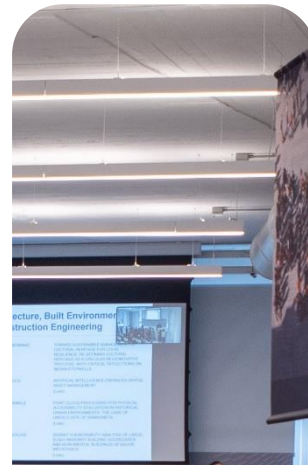
Some key results – Education

- “**Libreria Zero**” of short online courses on sustainability topics
- **50%+** of Politecnico di Milano **teaching courses** are **relevant to the SDGs** (textual analysis)
- **28 Track/Major of master’s degree programmes** out of 145 with a focus on sustainability issues
- **2000+ beds** available in university **residences** (+52% vs 2022)
- **<7% first-year dropout rate** thanks to learning analytics tools



Some key results – Research

- **50+ interdisciplinary PhD scholarships** on **SDG topics**
- **>2.000 SDG-tagged scientific publications** on Scopus and **more than 900 non-bibliometric products** in 2024
- Start of the “**Unveiling Sustainable Futures**” project
- Over **360 PhD candidates** and postdoc **research fellows** trained on **Open Science**
- More than **200 professors** and researchers trained in research **ethics and impact**





Thanks for your attention!

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