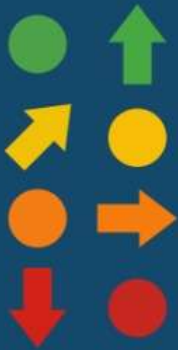




GENERAL SIR JOHN KOTELAWALA DEFENCE UNIVERSITY

*Alignment of actions taken by the University with
Sustainable Development Goals of Sri Lanka.*



ANNUAL **SUSTAINABILITY** **REPORT**



Alignment of Actions taken by the University with Sustainable Development Goals (SDG) of Sri Lanka

Sri Lanka's journey towards the 2030 UN's SDG Agenda hinges on collaborative efforts, and KDU, a leading higher education provider, is stepping up. Aligning its mission with the government's SDG-driven initiatives, KDU demonstrably impacted areas like Quality Education (SDG 4) becoming number one higher education institution in Sri Lanka in 2023. Recognizing the crucial role of gender equality, KDU was steadfast in its commitment to creating an inclusive academic environment. Accordingly, KDU became the best higher education institute in Sri Lanka for Gender Equality (SDG 5), empowering females. Reducing inequality within and among students KDU became the leading educator in the country for SDG 10. Collaborating with local communities, KDU tackled Clean Water and Sanitation (SDG 6) by maintaining internal and external water bodies, benefiting over 2,000 individuals in the community. Committed to this ongoing journey, KDU contributes collectively paving the way for a more sustainable Sri Lanka.

SDG 1 - End Poverty in all forms everywhere

In keeping with the first Sustainable Development Goal of the UN, "No Poverty," the General Sir John Kotelawala Defence University, is dedicated to supporting initiatives aimed at ending poverty. As a proactive player in sustainable development initiatives, KDU aims to advance social justice and economic prosperity in the area via research, education, and community involvement.

1. KDU breaks the cycle of poverty by empowering students from low-income backgrounds with quality education.

a. More opportunities for higher education

Sri Lanka's higher education system struggles with insufficiency, causing many qualified students to miss out except for those who can study abroad. Recognizing this challenge, KDU stepped in to make a difference. In 2022, they welcomed 1278 students and graduated nearly 1619 students, and initiated expansion activities to Kurunegala, Pinnawala and Dambulla to open up further opportunities for Sri Lankan students to take up higher education.

b. Financial aid and other support to students

KDU empowers its students in both academic and professional development from the start. It encourages and supports part-time work opportunities within the university, while officer cadets receive a monthly stipend of Rs 75,000 along with free facilities.

Recognizing various needs, KDU offers generous scholarships - some targeted at financially disadvantaged students, others celebrating top performers, and still others honoring families with tri-forces or police backgrounds. These programs provide financial support and encouragement, ensuring talented individuals can pursue their undergraduate dreams.

Additionally, KDU offers a range of other scholarships to students who excel in their academic activities and extracurricular activities. Those who possess national or international-level sports achievements are eligible for scholarships up to 50% of the course fee. In 2023, KDU introduced a new scholarship scheme where, if the island rank is between 1 -10 students are given a 100% course fee waiver to study free at KDU.

KDU recognises that financial constraints often limit access to higher education. KDU awarded a staggering 144.7 million rupees in financial aid to 243 students, ensuring education remained attainable. Additionally, 100% of students received laptops, fostering their academic success. They further demonstrate their commitment to accessibility by maintaining nominal course fees, even amidst inflation, ensuring quality education remains within reach for even the most disadvantaged. KDU's actions empower individuals and break down financial barriers, paving the way for a brighter future for many.

Beyond financial aid, KDU incentivizes academic excellence through merit-based tuition reductions. Students on the Vice Chancellor's and Dean's lists enjoy fee cuts of 50% and 25% respectively, rewarding their hard work and boosting their academic profiles. This dual benefit system fuels both student success and their future prospects, solidifying KDU's commitment to nurturing talent.

c. Support to International students from low or low-middle-income countries.

Recognizing the financial challenges faced by students from low-income and low-middle-income countries, KDU actively fosters international collaboration and inclusivity. Through partnerships with foreign governments such as Bhutan, Maldives and Rwanda 50% of the 52 international students enrolled in 2022 received partial financial aid. This targeted support allows KDU to extend its reach beyond Sri Lanka, directly impacting the lives of students and contributing to SDG 1 in the region by promoting access to quality education for all.

d. Ensured employability of graduates

KDU delivers on its promise of quality education: boasting a perfect 100% graduation rate, even for students receiving financial aid. To further empower its graduates, KDU's Career Guidance Unit offers personalized career counselling, ensuring they find rewarding jobs after graduation. Additionally, KDU fosters strong industry connections that benefit students in their job search. By hosting regular job fairs and networking events, KDU ensures that students have ample opportunities to engage with potential employers.

KDU prioritizes quality education at every step. Rigorous quality assurance processes guarantee high standards in teaching, learning, and assessment. KDU actively pursue accreditation and recognition from professional bodies, showcasing Its commitment to excellence. All courses are designed to foster entrepreneurial skills, empowering graduates to create their own opportunities and businesses, leading to financial independence and contributing to the local economy. In essence, KDU equips students not just with knowledge, but with the tools to thrive in the real world.

e. Provide Services and Facilities for students.

KDU offers a wide range of support services for students, including academic and personal counselling, career guidance, and accommodation options. KDU also have various clubs and societies to encourage teamwork and develop various skills. Transportation, medical facilities, libraries, computer labs, prayer rooms, and sporting facilities are all available on campus. Additionally, cafeterias, retailers, and other essential services are provided at discounted rates for students.

2. KDU is a significant employer, contributing to poverty reduction through job creation.

a. Staff recruitment from all communities

In 2023, KDU recruited 162 individuals (152 permanent, 10 temporary), directly impacting the lives of countless families and lifting many out of poverty. As KDU continues to grow, its operations create new employment avenues, offering a path out of poverty for more in the community. Expanding its operation into regional campuses KDU created more employment opportunities and livelihood for people in and around Kurunegala Campus.

b. Empower staff by providing access to facilities

Recognizing the crucial role staff play in its mission, KDU fosters a thriving academic environment beyond the classroom. KDU offer extensive support, including subsidized transport, medical insurance, library access, and 24/7 Wi-Fi. Videoconferencing facilities to staff, while a cafeteria, Medical centre, and fitness facilities promote staff well-being and productivity. Biometric attendance ensures accountability, while staff development programs nurture continuous learning and growth.

All KDU employees are eligible for free and priority medical treatment at the KDU hospital. Furthermore, KDU offers free health insurance to all employees. Staff Welfare Allowance is provided to members of the welfare society to assist them financially in the event of the death of an immediate family member. All permanent KDU employees have access to distress loans, welfare loans, and computer loan services.

3. Community anti-poverty alleviation through its teaching hospital.

KDU's university hospital plays an important role in enhancing people's health and living standards. KDU continues to make a greater influence on the health and well-being of the community around it by opening the state-of-the-art 804-bed hospital to the general public.

SDG 2 – Zero hunger

“Zero Hunger” is a worldwide commitment established by the United Nations to eliminate hunger, improve food security and promote sustainable agriculture. This ensures that the undergraduates and university staff have a healthy and balanced diet with various options as their food preferences. By endorsing food safety, the university plays a vital role in not only nourishing its nation but also encouraging a sense of well-being and impartiality, contributing to the global effort to eradicate hunger.

1. Measures taken to minimize food waste generated through catering activities

KDU has taken several measures to reduce the amount of food waste generated from food served within the university. In Ratmalana the total number of personnel living on the campus is over 1000, it was estimated that over 71.4 metric tons of food waste were generated by all catering services on campus per year. By enforcing control measures at each level of the food production process: production, handling and storage, processing, distribution, and consumption, the proportion of food wasted/discarded per person on campus was kept at 12.3 kilos per year. Some significant strategies implemented include:

- Regular waste audits to track and reduce food waste.
- Introduction of composting systems to recycle organic waste.

These initiatives not only promoted sustainability but also fostered a culture of environmental responsibility among students and staff. Continuous monitoring ensured the efficacy of these strategies, leading to a reduction in overall waste.

2. Measures taken to minimize food insecurity.

a. Welfare canteens and messes

From discounted meals for students and staff to utilizing homegrown produce and creating income opportunities for its minor staff, KDU tackles hunger on multiple fronts. Its welfare canteens offer affordable food at half the market rate, while mess systems provide free or subsidized meals to cadets and faculty. Homegrown crops like coconut, jackfruit, and vegetables further promote self-sufficiency and sustainability. These initiatives not only address food accessibility within the university community

b. Affordable food choices for all

KDU prioritizes affordable and healthy food across campus, offering subsidized meals to all – from students to staff – year-round. It further reduces costs by preparing food on-site and

through initiatives like its bakery, ensuring accessibility and promoting healthy eating habits.

c. Zero food insecurity among students on campus

Officer cadets enjoy free meals throughout their stay on campus, while resident day scholars and international students benefit from subsidized meal plans. This ensures affordable and accessible food options for all residents. The communal dining areas, in addition, foster a social environment where students can connect and unwind.

SDG 3 – Good health and well-being

Recognizing the importance of well-being for academic success and personal happiness, KDU prioritizes promoting good health and mental health on campus. With free meals for officer cadets and subsidized meals for day scholars and international students. KDU fosters a supportive environment through on-campus clinics, counselling services, and health awareness campaigns, and even extends its reach to the community through the KDU Hospital in Werahera. By integrating SDG 3 into its core values, KDU strives to cultivate a thriving academic and personal environment for all.

1. Free medical care to all through the University Hospital

a. Free medical care for the community

The number of patients treated (>150000), clinics held (>100000), and surgeries performed (>8000) by the UHKDU are indicators of the KDU's contribution to promoting well-being for people of all ages. UHKDU has introduced several novel facilities in 2022. It has provided care for over 192000 patients in its OPDs in 2022.

b. Free medical care for students and employees

KDU's University Hospital offers free essential healthcare to all of its employees. Furthermore, their immediate family members can undergo the same treatments at UHKDU. KDU covers all of its international students' healthcare costs for a nominal fee. KDU also offers complete healthcare insurance to all permanent employees. Moreover, these health services are complemented by an on-site medical centre, ensuring immediate assistance is available for any emergencies. This comprehensive healthcare framework underscores KDU's commitment to fostering a healthy academic and working environment.

In 2022 for the first time, KDU covered all students in the faculty of Engineering, Technology, Computing and Built Environment by providing them with accident benefits insurance coverage spending 2.3 million rupees. This initiative marked a significant step in ensuring the welfare and safeguarding of the future of students in the event of unforeseen incidents.

2. Number of students graduating in health professions

KDU produced 407 graduates in 2022 with degrees associated with health-related professions, including direct care practitioners such as MBBS and Nursing graduates as well as allied health professionals such as Midwifery, Radiography, Pharmacy, and Physiotherapy graduates. Therefore, out of all graduates KDU produced in 2022, 25 % were health professionals. Therefore, KDU's contribution to the healthcare sector of the country was substantial.

3. Collaborations and health services

a. Collaborations with health institutions

KDU is currently involved in 44 local and international collaborations. KDU also helps the healthcare industry by developing new products and conducting research such as bioequivalence studies on generic drugs manufactured in the country. Through health-related international collaborations, KDU was able to attract \$164,144 in funds in 2022.

b. Shared sports facilities

KDU provides free use to the gymnasium and all other sporting facilities to all students and employees. KDU also maintains the country's tallest professionally built climbing wall, which is accessible to the public upon request. The jogging trail around Kandawala Lake is open to the public year-round. Since its inception, hundreds of locals have used the facility to stay active and healthy.

c. Mental health support

KDU's helpline continues to offer psychiatric counselling to needy students and staff members. More than 200 people used the helpline in 2022. The service is provided by expert mental health professionals and is highly confidential, ensuring privacy for all who reach out. Feedback from individuals who have accessed the helpline has been overwhelmingly positive, highlighting its impact in circles of the university community dealing with stress, anxiety, and other mental health issues. For convenience, KDU has made multiple communication channels available, including phone, email, and an online chat platform, to cater to the diverse preferences of its community.

d. Smoke and drug-free policy

KDU maintains a strict drug- and narcotic-free policy. It also maintains a very strict policy prohibiting the use of tobacco products at all indoor and outdoor campus locations. In 2022, KDU revised its non-smoking policy to accommodate new trends such as vaping and the use of electronic cigarettes. Now, the prohibition includes all forms of smoking devices, ensuring a smoke-free environment that promotes the health and well-being of all students and staff members. This amendment reflects KDU's commitment to adhering to public health guidelines

and encourages a healthy lifestyle for its campus community. Violations of these policies carry serious consequences; this may include disciplinary action, which could encompass warnings, fines, or even suspension depending on the severity of the offense.

4. Sports and wellbeing facilities

KDU is dedicated to promoting a holistic approach to well-being, and our state-of-the-art sports and well-being facilities play a central role in achieving this goal. The campus offers a diverse range of sports facilities, including modern gyms, sports fields, and recreational spaces, providing students, faculty, and staff with ample opportunities for physical activity. These facilities not only cater to competitive athletes but also encourage everyone to engage in regular exercise, fostering a culture of fitness and vitality. These initiatives aim to create a vibrant and inclusive community that recognizes the interconnectedness of physical and mental well-being. By offering a comprehensive array of sports and well-being facilities, KDU strives to create an environment where individuals can pursue a balanced and healthy lifestyle.

SDG 4 – Quality education

KDU is a state university that provides the best education to undergraduates, graduates, and professionals. KDU's numerous faculties provide over 50 diverse degree programmes. KDU cultivates a distinct environment for research, teaching, and community involvement. The institution is committed to encouraging intellectual, professional, and personal development in a diverse and inclusive learning environment. The large range of degrees appeals to a wide range of interests and aptitudes, which distinguishes KDU from other institutions.

All students who meet the minimal qualifying requirements may apply for the degree programmes, making them affordable to most students, even those from low-income households. KDU provides a number of scholarship opportunities to students from low-income families who cannot afford to pay.

1. Research publication output

Research publications are an important indicator of an institution's educational quality. In 2022, there were 391 publications. This represents a significant achievement and showcases the institution's commitment to advancing knowledge in its field. These publications span various research areas, including science, technology, engineering, and mathematics (STEAM). The high number of papers published in prestigious journals also indicates KDU's active engagement in leading-edge research.

2. Equal opportunities for education

KDU has been providing equal opportunities for all suitably qualified students to pursue a degree program of their choice since 2012. Students possessing either local Advanced level

qualifications or equivalent foreign qualifications are allowed to join courses offered at KDU. In 2022, KDU provided 679 free laptop computers to all students who enrolled in degree programs, giving every student the opportunity to expose themselves to the world of technologies. This initiative underscores KDU's commitment to leveling the educational playing field and ensuring that all students, irrespective of their socio-economic backgrounds, have access to necessary technological resources

3. Inclusiveness

KDU is dedicated to creating a safe, welcoming, and inclusive environment for all members of its community. Its nondiscrimination and anti-harassment policy ensures that all are treated equally. In accordance with this commitment, the University prohibits discrimination, including harassment and retaliation, based on the race, colour, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. All members of the University community are responsible for helping to create a campus climate free of all forms of banned discrimination.

4. Quest for excellence

KDU invests its earnings in developing teaching and learning facilities, thereby meeting the requirements of professional bodies such as the IESL, CSSL, NBIA Medical Council, and Nursing Council for degree course recognition/accreditation. Similarly, KDU offer pathway programmes leading to qualifications in international reputed universities such as the Massey University, New Zealand. Thereby getting indirect recognition for its degree programmes. Degree programme curricula are also regularly changed to ensure that KDU graduates stay relevant and employable.

5. Opportunities for Lifelong learning

KDU supports lifelong learning for its students. They can pursue postgraduate degrees through 13 Master's and Ph.D. programs, along with specialized PG certificates and diplomas. The Staff Development Centre empowers faculty and staff with regular training and Continuous Professional Development programs, while study leave supports their postgraduate studies. Weekend courses in English and IT offer further development opportunities, with reduced fees and scholarships for non-academic staff pursuing diplomas and certificates, even incentivized by salary increments upon completion. This comprehensive approach fosters a culture of continuous learning and growth for all members of the KDU community.

6. Makes its Facilities and Resources Accessible to All

KDU offers leadership programmes to the public. These are available at both the Ratmalana and Sooriyawewa campuses, and the university provides the necessary infrastructure for the courses, including PCs, lecture halls, and resource persons. KDU facilities, such as the library network,

are accessible to all KDU graduates with KDU email. On request, such facilities are also made available to outsiders. The National Digital Repository Centre on Defence subjects (NDRDCDS), curated and administered by KDU, contains all types of information sources on defence, security, and related subjects.

SDG 5 – Gender equality

The education of women is a key route to reducing inequality. Ensuring gender equality is also critical in tackling poverty and hunger. Educated women are more likely to enter the workforce, earn higher incomes, and contribute to economic growth. Moreover, they typically have smaller, healthier families and are more likely to invest in their children's education. This cycle of empowerment and development can break longstanding patterns of poverty. Education also equips women with the skills to participate in leadership roles, further promoting balanced representation and inclusive decision-making, which benefits society as a whole.

1. Women in Academia and Research

a. Proportion of female academia

Demonstrating its commitment to gender equality, KDU boasts a workforce where 39% of its 1187 employees are female, with women comprising a significant 54% of its academic staff. These figures highlight KDU's strides towards fostering a balanced and inclusive work environment. KDU's inclusive policies are also evident in leadership positions where a fair 63.3% are women. These statistics are reflective of a broader institutional culture that values diversity and equal opportunity, especially in areas of expertise that have traditionally been male dominated. The university's active measures in hiring, retention, and promotion practices aim to ensure that female representation is not only on staff but also in decision-making roles, supporting a more equitable corporate landscape.

b. Equal opportunity for enrollment in KDU degree programs

KDU's online application process ensures fairness and inclusivity. Applicants meeting minimum criteria can apply without discrimination, and selection is based solely on academic merit, eliminating personal biases. This system guarantees anonymity, objectivity, and prioritizes qualifications over personal characteristics, fostering diversity and equal opportunities within the university. KDU's commitment to a transparent and unbiased admissions process creates an inclusive and equitable learning environment for all.

c. The proportion of research conducted with female authors

Women accounted for 15% of all authors that contributed to studies and publications in 2022. This indicates that women have been adequately represented in KDU as authors and in key authoring roles. Nevertheless, the percentage suggests that there is still significant room for improvement in gender representation within the academic field, especially in leadership positions in research.

d. Proportion of female academics in senior positions

During the fiscal year under review, there were 57 women in top positions. During the same time period, KDU had 90 senior positions available. This demonstrates that KDU appropriately promotes women, and that its leadership reflects gender balance in key positions. Although the number of women holds a significant percentage of leadership roles, it also highlights the need to aim even higher to achieve full parity.

2. Proportion of female students receiving degrees

In 2022, KDU admitted 1289 students to all of its degree programs. The proportion of female students was 52%. This balanced gender representation underscores KDU's commitment to equality and diversity in higher education. The university offers a wide range of programs including medicine and engineering, attracting students with diverse interests.

3. University-wide policies

a. The policy on gender equity and equality

KDU adopts a no gender discrimination policy in all its recruitments and enrollments, thereby ensuring a healthy gender balance in all spheres. This initiative promotes equal opportunities for men, women, and non-binary individuals. Accessibility to programs and positions are strictly based on merit, talent, and potential, independent of gender identification. The diversity resulting from this policy enriches the educational environment and prepares students for working in varied professional settings.

b. Maternity and paternity policies

This policy was implemented in 2022. KDU follows all UGC circulars covering maternity and paternity leaves for its academic staff members, while other relevant government circulars are followed for the rest of the employees. KDU ensures that faculty are provided with paid leave analogous to the regulations set forth by the UGC.

c. Non- discrimination policy for transgenders

KDU's revised 2022 policy safeguards against discrimination based on gender identity. It outlines how the university protects the rights and safety of transgender employees, providing a clear framework for implementing non-discrimination practices within the institution.

d. Policy on women application entry, acceptance and participation

KDU is committed to promoting equal opportunities for all individuals, regardless of gender, and fostering an inclusive learning environment. This policy outlines the guidelines and procedures concerning women's application, entry, acceptance, and participation at KDU, in accordance with the principles of nondiscrimination and gender equality.

SDG 6 – Clean water and sanitation

Recognizing the importance of clean water and sanitation, KDU prioritizes providing free access to these resources for its entire university community. They implement water conservation measures, educate on responsible usage, and maintain proper sanitation facilities. Additionally, KDU goes beyond its campus, contributing to SDG 6 through research, educational programs, and community engagement initiatives focused on environmental responsibility. KDU actively maintains surrounding waterways and even manages a lake with a public jogging track, demonstrating its commitment to both the well-being of their immediate community and broader environmental efforts.

1. Water consumption per person

KDU has drawn a total of 23.04×10^7 L units of water in 2022 from the main supply. The predicted annual per capita water uses in 2022 was 115.4 units, with a total of 1187 staff, 808 officer cadets, and other personnel residing on campus. To lower this number on an annual basis, KDU implemented a variety of initiatives, including a comprehensive refurbishment of the sump system and main water holding tank, as well as the replacement of leaky or damaged water pipes and fittings. Awareness campaigns aimed at reducing wasteful water usage among campus residents were another significant step. Rainwater harvesting systems have also been introduced to new buildings, contributing to a more sustainable water management strategy. The cumulative effect of these measures has been promising, with KDU aiming for a significant reduction in water usage, reflecting a commitment to environmental stewardship and sustainability.

2. Water usage and care

This section describes how KDU conserved, appropriately used, and protected the quality and quantity of water sources. KDU implemented several strategies focused on sustainable water management.

a. Wastewater treatment

UHKDU has wastewater treatment plants that recycle water through two distinct processes: chemical treatment and biological treatment, both of which lessen environmental impact. This reclaimed water is then utilised for landscape irrigation. Furthermore, the UHKDU plants consistently monitor water quality parameters to ensure regulatory compliance and protect public health and the environment.

b. Preventing water system pollution

Carefully planned drainage systems and canal systems in KDU prevent polluted water from entering the water system. Furthermore, innovative water management practices, including the use of natural filtration plants in the internal water bodies, serve to further purify the water

before it is released. This ensures that not only is the immediate environment safe but also that aquatic life thrives.

c. Water-conscious building standards

KDU prioritizes sustainability by incorporating rainwater harvesting systems into most buildings. This collected water not only irrigates the university's greenery but also serves a practical purpose, demonstrating its commitment to resource efficiency.

3. Water reuse

KDU introduced a water reuse policy in 2022 and also established reverse osmosis (RO) plants at its main and southern campuses. These advanced systems effectively purify water, ensuring a reliable source of clean water for the university community. This multi-pronged approach demonstrates KDU's dedication to both environmental responsibility and providing essential resources for its students and staff.

4. Water in the community

Recognizing the interconnectedness of water resources, KDU actively maintains Kandawala Lake, along with all internal water bodies and streams. These ongoing efforts ensure the health and quality of these vital ecosystems, benefiting not only the university community but also the surrounding residents. Through this engagement, KDU demonstrates its dedication to collaborative water management practices that contribute to the well-being of the community.

SDG 7 – Affordable and clean energy

Promoting affordable and clean energy in universities is crucial for sustainability and reducing environmental impact. Universities took several measures to achieve this.

1. Measures taken towards clean energy

a. Carbon reduction and emission reduction process

KDU promotes energy-saving measures throughout its facilities in order to reduce its carbon footprint. It also maintains greenery on all of its campuses, including the late Prime Minister General Sir John Kotelawala's 48-acre estate. In addition, KDU encourages all of its campuses to produce biogas from organic waste.

a. Reduce energy consumption and energy waste identification

To reduce overall energy consumption, KDU reviews the energy usage of all its facilities and units on a regular basis to identify areas of high energy waste and implement mitigating measures.

2. Energy use density

a. Energy usage per square meter

The total energy utilized in 2022 across all of its campuses—aside from the university hospital—was 9883.5 Gigajoules for the reviewed year.

3. Community support to achieve energy efficiency

a. Policies on clean energy use

KDU actively promotes renewable energy through several initiatives. It integrates solar panels into all new buildings, power the jogging path around Kandawala Lake with solar lighting, and utilize solar energy in key facilities like the Faculty of Graduate Studies, Engineering, the University Hospital, and the Southern Campus. This comprehensive approach not only reduces the university's energy costs but also aligns with government policies on renewable energy and energy efficiency.

SDG 8 – Decent work and economic growth

Aligned with SDG 8, KDU fosters a sustainable and inclusive environment. They ensure fair labor practices, economic inclusivity, and student development through relevant coursework, research, and partnerships. This empowers students to become responsible contributors to a thriving global economy.

1. Good employment practice

a. Decent salaries and wages

Salaries for all KDU employees are either equal to or higher than government-defined rates. All KDU employees receive annual salary increments. KDU plans to introduce new technologies, such as LMS and ERP, to increase work efficiency, and to reduce the workload of existing employees. Furthermore, these advancements will foster a more engaging and interactive environment, promoting a culture of continuous learning and development. Employees will have access to training programs to ensure seamless integration of the new systems

b. Employment policy on discrimination

KDU has several policies in place to ensure a strict policy on no discrimination in all its activities related to recruitment, pay, and job assignment. In adherence to these principles, the

university commits to equality in advancement opportunities, training, and benefits. This includes actively promoting diversity and inclusion within its workforce.

c. Pay scale equity

When it comes to employee salary, KDU makes no discrimination based on gender. KDU adheres strictly to the policies of Gender equity ensuring equal opportunities and equal pay for both men and women for work of equal value.

d. Employee rights

KDU prioritizes creating a fair and supportive work environment for all its employees. It achieves this by establishing clear and well-defined roles and responsibilities, ensuring everyone understands their individual contributions and how they fit into the broader university framework. This transparent approach empowers employees, fosters accountability, and ultimately safeguards their rights within the organization. By valuing its workforce and fostering a culture of mutual respect, KDU cultivates a thriving and productive work environment.

2. Expenditure per employee

For the fiscal year 2022, the total amount spent on university operations, excluding capital expenses, depreciation, and interest payments, was 5524.3 million rupees. As a result, the expense per employee for the year under review was 4.65 million rupees. This signifies a substantial investment in the university's workforce, reflecting a commitment to maintaining a competitive edge in the academic sector. The comprehensive expenditure includes various components such as salaries, benefits, and training programs, which are pivotal for faculty and staff development. It's crucial to note that these figures, while indicative of the spending trends, are part of a larger strategic financial plan aimed at enhancing educational standards and institutional growth.

3. Proportion of students taking work placements

It is critical that students receive the essential exposure to the world of employment. KDU offers at least three months of work experience to all of its students pursuing Professional degrees. As a result, in 2022, 100% of all students in their final year of professional degrees gained job experience lasting more than a month.

4. Proportion of employees on contracts

KDU recognizes the importance of job security and employee well-being. It strives to maintain a stable workforce, with permanent employees constituting the majority (79.8%) in 2022.

Additionally, their expansion initiatives contribute to job creation, not only within the university but also by fostering broader economic opportunities for youth in the surrounding community. This commitment to both internal job security and broader economic development demonstrates KDU's multifaceted approach to addressing youth unemployment.

SDG 9 – Industry, innovation, and infrastructure

Investments in infrastructure, industry involvement, and innovation are important to achieve sustainable development. KDU has made significant strides with regard to this SDG.

1. Industrial research and innovations

a. Research with local industry partners

KDU has conducted industry-related research activities with local industries in 2022.

b. Support for industry research and innovation

KDU has increased opportunities to obtain research grants and other incentives to encourage more research and innovation. Moreover, KDU has increased access to digital repositories providing access to millions of publications.

2. Research income from industry

KDU has generated 5.1 million rupees in 2022 from activities related to the industry. This shows the ability of KDU to generate new research income from the industry. It is also an indirect indicator of the confidence the industry has in KDU and its capabilities. Based on these earnings, the institution is witnessing a solid upward trajectory in its industry partnerships. The influx of funds underscores a trend of growing reliance on KDU's expertise by multiple industry players.

a. Research income from industry per academic staff

The industry research income per academic staff member in 2022 was 12650 rupees. This shows how well KDU was able to generate revenue from the sector regardless of its size or age.

3. Support for industry-oriented learning

KDU cultivates future generations of responsible engineers by emphasizing sustainable infrastructure development throughout their civil engineering curriculum. Students gain practical

experience and showcase their innovative solutions at national exhibitions. Committed to providing a cutting-edge learning environment, KDU invested heavily in laboratory equipment, software, and online learning platforms. Some of the advance software packages are only available in KDU out of all the other universities in the country.

4. Resilient infrastructure

Despite the scarcity of material, the construction of new Faculty buildings for Faculties of Law, and the faculty of Management, Social Sciences and Humanities, has progressed as planned. These development projects have been a testament to tenacity and resourcefulness amidst significant challenges, including the economic crisis of the country. Thanks to strategic planning and committed stakeholders, work has stayed on course. The completion of these state-of-the-art facilities is eagerly anticipated, as they promise to greatly enhance educational infrastructure and provide students and faculty with advanced learning and research environments.

SDG 10 – Reduced Inequalities

KDU demonstrates its commitment to SDG 10, reduced inequalities, through its diverse student body and welcoming environment. This core principle fosters cohesion and cooperation among individuals from various ethnic, religious, and national backgrounds, as evidenced by the presence of international students alongside local students and military personnel. This inclusive approach is further reflected in KDU's consistently high rankings in international university rankings for its efforts in promoting equality.

1. Students from developing countries

KDU offers various financial support programs for international students. On a gratis basis it provides cadet studentships to 20 countries in the region. The studentship covers living expenses and tuition. In 2022 KDU attracted 24 cadets. Additionally, MOUs with Bhutan and Rwanda enable qualified students from these nations to pursue degrees at reduced costs. In total, 125 international students registered in 2022, with over a third receiving financial assistance, demonstrating KDU's dedication to promoting access to higher education for students from diverse backgrounds.

2. Measures against discrimination

a. Non-discriminatory admissions policy

KDU is committed to admitting highly qualified individuals who demonstrate the potential to excel academically, display leadership qualities, and possess a strong commitment to serving the country. KDU admissions policy revised in 2022 outlines the admission criteria, application process, and requirements for prospective students seeking admission to KDU.

b. Disability access/ support services

KDU ensures that disabled individuals have easy access to all of its new structures by constructing wheelchair-friendly ramps and lifts. Furthermore, KDU assures that at least one disabled bathroom is available on each floor where such employees work.

c. Freedom of Religion or Belief

KDU protects the freedom of belief and practices on all of its campuses. It has set up four (04) religious centers where Buddhists, Catholics, Muslims, and Hindus can practice their own faiths. These religious centers serve as a beacon of diversity and inclusivity, reflecting the university's respect for cultural and spiritual differences. They provide places for students and faculty to gather for worship, reflection, and spiritual guidance. Additionally, regular interfaith events are organized to foster a feeling of communal harmony and understanding among the university's diverse population. These facilities prove to be crucial in promoting a supportive and considerate atmosphere on campus.

SDG 12 – Responsible consumption and production.

1. Actions towards responsible consumption and production

a. Policy for minimization of plastic use

Recognizing the environmental impact of plastic waste, KDU actively participates in the national effort towards sustainable waste management. Since July 2021, it has embraced the National Action Plan on Plastic Waste Management 2021-2030. This commitment extends beyond policy adoption, as KDU implements concrete actions to reduce plastic use within the university community. By taking such steps, KDU demonstrates its leadership in environmental responsibility and contributes to a cleaner future for all.

2. Proportion of recycled waste

a. Amount of waste generated and recycled

KDU actively manages its waste generation. In 2022, it diverted 251.76 metric tons of recyclables and utilized organic waste for composting and biogas production, demonstrating its commitment to sustainable waste management practices.

3. Publication of a sustainability report

The regular disclosure of progress toward sustainability is a significant indicator of an organization's commitment to achieving it. Every year, KDU releases a sustainability report as part of its overall annual report.

SDG 16 – Peace, Justice and Strong Institutions

Embedding Peace, Justice, and Strong Institutions in a university setting involves fostering an environment that promotes peace, upholds justice, and ensures the strength and transparency of institutional framework. KDU, being the only Defence university in the country, is a pioneer in this aspect as assisting aspects related to maintaining Peace and Justice is one of its core values.

1. Peace, Justice, and Strong Institutions:

KDU fosters a culture of peace, justice, and inclusion within its community. The university maintains a strict stance against ragging and student harassment, ensuring a safe and respectful environment for all. Furthermore, KDU actively promotes inclusivity through leadership and team-building activities, nurturing a sense of belonging and collaboration among its diverse student body.

a. University principles on corruption and bribery

KDU maintains zero tolerance for corruption.

2. Working with government

As a state university that comes under the governing structure of the Ministry of Defence, KDU in all its activities supports government efforts and policies. This alignment ensures that the educational programs and research initiatives at the university are in synergy with national interests. The curriculum is designed to produce graduates who are not only academically proficient but also possess the qualities required for military and civilian leadership roles. Collaboration with various governmental and defence agencies further reinforces the commitment to contribute to the country's security and development objectives, fostering an environment conducive to scholarly pursuit and patriotic service.

3. Proportion of graduates in law and civil enforcement

The Faculty of Law produced 99 graduates in 2022. As a result, 6.1 percent of the total graduates produced by KDU in 2021 were graduates in law and civil enforcement.

SDG 17 – Partnerships for the goals

KDU recognizes the importance of partnerships for sustainable development. KDU collaborate with diverse stakeholders to address global challenges through research, projects, and knowledge sharing. KDU facilitates dialogue, and the exchange of ideas, and serves as a hub for tackling complex problems. Its commitment extends beyond academics to contribute to the community and progress on the SDGs. By fostering partnerships and leading by example, KDU strives to

make a positive impact and showcase the transformative power of collective action for a sustainable future.

1. Collaborative research

KDU collaborates both locally and internationally for research. The annual International Research Conference is held to provide a forum for local and international researchers to network and form collaborations. KDU has allocated 20M rupees for international collaborative activities and to establish multi-stakeholder partnerships with foreign universities for knowledge transfer and commercialization activities of new inventions and innovations.

2. Relationship with local entities

Many of KDU's faculty units and centres work directly with the government or private entities. KDU-CARE (KDU's research arm) works closely with industry partners and conducts industry-related research. To further facilitate public-private partnerships. The University business linkage continues to establish and further improve the relationship with the industry. the faculty of technology jointly offers wastewater and sanitation-related programmes to technicians in the field to obtain paper qualifications.

All KDU faculties obtain the views of industries every year to identify the areas to be improved in respective curricula. Accordingly, department industry collaborative boards (DICB) are conducted regularly by inviting industry partners to share their knowledge and ideas. During the meetings parties also share best practices towards achieving SDGs. this type of dialogue is essential between industry and universities to support the country in achieving its SDG targets.

3. International collaboration

KDU champions international collaboration, actively partnering with prestigious global universities like Western Sydney University, Australia (globally top-ranked for sustainable development goals). These partnerships fuel diverse initiatives like student exchanges, joint research, seminars, and cultural events. KDU embraces collaborative teaching assistance and cross-cultural learning, offering students a globally inclusive perspective and opportunities for internships and study abroad. Through pathway programmes KDU not only ensures that students have access to quality articulation programmes, but also improves the curricula through integration with industry demands, blending academic theory with practical experience. This strategy keeps education relevant and responsive to changes in the job market. Partnering with top universities, KDU strives to cultivate global competence in its students and generate world-class research for a sustainable future.

KDU's international collaborations flourish, evident in the grants secured through competitive research grants in 2022. KDU actively attracts and integrates international talent through adjunct professors and research fellows. KDU's membership in prestigious associations like the Commonwealth Universities Association and the International Association of Universities further solidifies its commitment to globalized learning and research, creating a dynamic environment for students and propelling KDU's impact on a worldwide scale.

The collaboration with the United Nations Development Programme (UNDP) is one example of KDU's high-level international engagements. Under the collaboration, KDU launches programmes to develop Non-violent Communication and Responsible use of Media. The UNDP activities in the university are hosted by the Department of Social Sciences of the Faculty of Management, Social Sciences and Humanities (FMSH). Various programmes such as workshops, exhibitions and seminars are organized to uplift the theme. KDU has also established a Centre for Media and Communication Studies which includes a recording room, a visual studio, and a make-up room providing much-needed space and facilities for in-house recording, interviews, discussions, dubbing and other media productions. Thus, the Centre facilitates media research, video filming, voice covers, and podcast production to showcase the skills of KDU students, and it provides much-needed space and facilities for recording interviews and other media productions that would facilitate the propagation of the University within and outside Sri Lanka.

4. Involvement with the government in SDG policy development

As a defence university, KDU closely works with the government, especially the Ministry of Defense. KDU's Board of Management is headed by the Secretary to the Ministry of Defense; hence, as a higher education institution, support is sought by the Ministry from KDU in many activities related to policy development. Furthermore, KDU actively contributes to academic and research projects supported by the Ministry. Areas of focus often include defence technology, strategic policymaking, and military tactics. In addition, KDU's teachers and students provide their knowledge and skills to support national strategic planning, ultimately aiming to enhance the security and defence capabilities of the nation. As members of an institution closely connected with the government, they take part in working committees and provide expert input to key discussions related to defence and other matters of national interest.

5. Inclusion of SDGs in teaching

KDU at all times incorporates SDGs into its teaching in various undergraduate and postgraduate degree programs. These Sustainable Development Goals (SDGs) are embedded in a wide array of studies, including business, social sciences, engineering, and medical courses. Consequently, KDU students are sensitized to global issues such as climate change, poverty, and inequality, making informed global citizens passionate about societal change. Additionally, in line with the

SDGs, environment-focused projects and community service initiatives are regularly undertaken, fostering social responsibility. KDU's steadfast commitment to incorporating the SDGs into its curriculum sets us apart as a pioneering educational institution in Sri Lanka.

