

UN GLOBAL COMPACT

COMMUNICATION ON ENGAGEMENT REPORT 2022-2024





Table of contents

4	Statement of Continued Support for The UN Global Compact
5	Who We Are
8	Accelerating Impact Strategy
9	Driving a Sustainable Future
12	The Ten Principles in Higher Education
13	Human Rights
22	Labour
33	Environment
42	Anti-Corruption

World-Class Research

on the Shores of the
Red Sea



A statement of continued support for The UN Global Compact

Since its establishment, King Abdullah University of Science and Technology (KAUST) has been unwavering in its commitment to sustainability, embedding it deeply into the fabric of its academic, research, and community activities. This dedication is rooted in the understanding that sustainable practices are not just an option but a necessity for advancing science and technology for the betterment of humanity and the planet. KAUST has consistently pioneered initiatives aimed at solving global challenges related to energy, water, food, and environmental conservation. Through cutting-edge research, innovation, and education, KAUST has sought to create solutions for sustainable development, reflecting a strong belief in the power of science and technology as forces for positive change.

In 2022, KAUST proudly joined the UN Global Compact and endorsed its ten principles focusing on human rights, labour, environment, and anti-corruption. This commitment reaffirmed the university's dedication to global standards and its resolve to support international sustainability

frameworks. Our engagement with the UN Global Compact aims to advance applied research and promote best practices in sustainability. By leading by example, KAUST strives to inspire others in promoting human rights, labour standards, environmental stewardship, and anti-corruption principles. This dedication aligns with our mission to contribute to Saudi Arabia's Vision 2030 and the UN Sustainable Development Goals, highlighting the importance of ethical practices and sustainable development locally and globally.

In this report, we will share our commitment by highlighting impactful activities and operational steps over the last two years since joining the Global Compact, in accordance with its ten principles. Given KAUST's nature, we have followed the dedicated Global Compact Communication of Engagement guideline for Higher Education to frame our contributions.

We hope our actions inspire other academic institutions and stakeholders in the region to join us in the continuous quest for sustainable development.



A handwritten signature in blue ink, which appears to read 'Tony Chan', positioned below the portrait.

Sincerely,

Professor Tony Chan
KAUST President

Who We Are

Established in 2009, KAUST is a graduate research university devoted to finding solutions for some of the most pressing scientific and technological challenges for Saudi Arabia and the world in food and health, water, energy, environment and the digital domain.

KAUST cultivates an interdisciplinary environment where curiosity is the main driver. It boasts state-of-the-art labs and a rich blend of distinguished faculty and talented students. As a catalyst for innovation, economic development, and social prosperity, its research yields novel patents, fuels startups, and fosters regional and global initiatives. The university actively collaborates with other academic institutions, industries, and organizations in Saudi Arabia and beyond.

As an institution in the heart of a nation undertaking a science and tech-driven transformation, KAUST is a unique destination for students, faculty and collaborators and an ideal environment to discover real-world, innovative solutions to fundamental problems. The location on the Red Sea provides opportunities to researchers seeking answers to a broad range of environmental and sustainability questions. KAUST brings together the best minds from around the world to advance research. The faculty and student body are subject experts in their fields and represent more than 120 nations, bringing diverse perspectives and research approaches that stimulate and enrich the academic community.



Stage 01 2009–2014 Establish University

Key objective

Establish KAUST and prove feasibility of the concept in KSA

Milestones

- Completed campus in Thuwal
- Graduated first PhD student
- Reached 1,000 publications per year



Stage 02 2015 – 2022 Build global reputation

Key objective

Attract top faculty and students globally, develop network of partners and build global reputation

Milestones

- Ranked #1 globally in Citations per faculty in QS
- Obtained first license
- Exceeded 100 patents per year
- Conducted 150 research projects funded by industry partners through the KAUST Industry Collaboration Program (KICP)



Stage 03 2023–2030 Accelerate impact

Key objective

Accelerate our positive impact on the world through a new strategy that:

Milestones

- Aligns with new Saudi RDI priorities by re-focusing research in key areas and establishing centers of excellence
- Accelerates our technology development and commercialization with the establishment of the KAUST National Transformation Institute (NTI)
- Forges synergistic partnerships with leading academic institutions and international innovation hubs

Our Story So Far

KAUST community - in the Kingdom and around the world



1,720 Students

from 80+ nationalities around the world across 16 programs



937

post-doctoral researchers and research scientists



197
Faculty



2,862 Alumni community of

(68% international: 32% Saudi) with 93% employment rate

Commitment to high-quality research



#1

in the Times Higher Education Arab University Rankings 2023



18

Highly Cited Researchers affiliated to KAUST in Clarivate's 2023 Highly Cited Researchers list



29.8%

Top 10% most cited publications worldwide (2022-2023 QS rankings)



28,131

Scholarly Publications



898,816

Citation Count

Delivering impact in the Kingdom and beyond



1,940

Invention Disclosures



345M

USD capital raised



531

US patents granted



24,430

Innovators trained



320+

Startups supported



214

Licence Deals



59

Research translation grants awarded

KAUST's Shared Value and Guiding Principles

As an institution, KAUST is guided by a set of values and core principles that have shaped the evolving culture and experience of our staff, students, and the broader campus community. These values and principles serve as a unifying and energizing force, fostering a collegial, open, and transparent community. By bridging diverse peoples and cultures, they create an environment where collaboration and mutual respect thrive, ensuring that the entire KAUST community is connected and supported in their pursuit of excellence.

Our Values

Achievement

Passion

Inspiration

Citizenship

Diversity

Integrity

Openness

Our Guiding Principles

- **Advancement** of science and technology for the public good. We encourage collaboration among scientists, researchers, students, and staff from different disciplines, nationalities, and cultural backgrounds. We leverage these global partnerships in pursuit of excellence to support the nation's aspirations and address global challenges.
- **Environment** where inquiry and debate can occur with purpose, passion, and respect. We are committed to the highest standards of moral, ethical, and professional conduct in our scholarly and research activities and daily lives throughout the community.
- **Dedication** to academic and professional best practices that uphold transparency and meritocracy in our people's recruitment, development, and advancement. We are committed to excellence across all activities and embrace global benchmarks for performance. In all that we do - education, research, and innovation - KAUST acts globally and delivers both locally and internationally.



Accelerating Impact strategy: For the Kingdom and the World

The [Accelerating Impact strategy](#) aims to transform research into economically productive innovations, by focusing on the national priorities for [Research, Development, and Innovation \(RDI\)](#), and strengthen KAUST's partnerships with both the public and private sectors, which will contribute to achieving the objectives of Vision 2030.

KSA RDI Priorities



Integrated Strategic Pillars



Re-focused research to align with RDI priorities:

Restructuring our research to better align with new RDI demands and the establishment of centers of excellence.



KAUST National Transformation Institute:

Establishing the National Transformation Institute (NTI), focused on commercialization and applied research benefiting Saudi Arabia.



Stronger International Collaboration & Partnerships:

Enhancing our global integration and collaboration with high-tech areas like Silicon Valley and Shenzhen through the establishment of KAUST hubs and partnerships.

Driving a Sustainable Future

KAUST is committed to supporting the Kingdom's efforts towards the UN 2030 Agenda for Sustainable Development. This commitment extends beyond promoting sustainability on campus and within Saudi Arabia; KAUST aims to be a global beacon of progress and innovation in achieving the 17 Sustainable Development Goals. Efforts include providing quality education, conducting cutting-edge research, enhancing campus operations, and engaging with local, national, and international communities.

Sustainability Vision

The Earth is being damaged by climate change and other human impacts at a rate unprecedented in history, threatening the well-being of present and future societies. At KAUST, sustainability is at the core of our education, research, innovation and operation, helping us to catalyze and realize the urgent solutions and actions needed to reverse these changes, contributing to human prosperity and development in the Kingdom and the world.

We aim to be a global model for resource circularity and a technoscientific leader in the protection and restoration of the land and coastal environment on which KAUST is established.

We exist to nurture the people and the solutions that will help sustain our planet.



Sustainability in Action

KAUST Sustainability Policy

The comprehensive Sustainability Policy is a clear demonstration of the university's dedication to advancing sustainable development. It spans across Carbon Neutrality, Energy Efficiency, Conscious Water Management, Zero Solid Waste to Landfill, Sustainable Procurement, Pollution Prevention, and Ecosystem Conservation.

The Office of Sustainability

The Office of Sustainability is the [connecting hub](#) responsible for the coordination and guidance of the University's sustainability roadmap, in line with KAUST's Sustainability Vision. By fostering cross-departmental collaborations, the Office ensures an integrated approach to sustainability, providing leadership and technical expertise to drive sustainable development. It aligns projects and programs with sustainability goals, monitors and reports on sustainability performance. Additionally, the Office communicates sustainability efforts to the public, engages with the community to enhance sustainability literacy, and supports the integration of sustainability into the university's mission and activities.

SDG Highlight Reports

The release of the [SDG Highlight Reports](#) provides an in-depth examination of KAUST's activities. These reports offer valuable insights into the diverse and impactful actions undertaken by the institution to advance the United Nations Sustainable Development Goals (SDGs) and enhance environmental, social, and governance (ESG) practices.

**Explore our latest
SDG Highlight
Report 2023**

SCAN and Read it here
Or visit kaust.link/SDG2023

Sustainability in the Global Stage

KAUST Commitment to Global Sustainable Development

KAUST joined with 57 universities from 30 countries and regions to release [a joint statement](#) calling for accelerated action for a more sustainable world in 2021. This marked the first time that leading universities across six continents have made a joint statement on the 2030 Agenda for Sustainable Development. Building upon this collaborative spirit, KAUST participated in the [World Sustainability Forum \(WSF\)](#). Furthermore, KAUST took part in the United Nations Climate Change Conferences (COP), highlighting how its research is driving environmental impact in critical areas such as climate action, renewable and low-carbon energy, sustainable water management, ecosystem enhancement, and sustainable food and resource circularity. Aligned with Saudi Arabia's steadfast dedication to combating climate change, KAUST continued its active involvement in the [Saudi Green Initiative \(SGI\)](#), reinforcing the nation's commitment on the global stage.

KAUST faculty, students, staff, and leaders played integral roles in panels, presentations, and exhibits at both COP and the SGI Forum, amplifying the university's impact on the global discourse surrounding sustainable development and climate action. Continuing this commitment, KAUST hosted the [Global Sustainable Development Congress 2023](#), held in partnership with Times Higher Education. This significant event in the global discourse on sustainability and the role of higher education in addressing environmental challenges resulted in a [communiqué](#) with relevant recommendations spanning core areas of action, including research, innovation, talent development, governance, regulation, and giga-scale action.

KAUST Presence in Global Sustainability Networks

In 2022, KAUST was accepted as a member of the [International Sustainable Campus Network \(ISCN\)](#), an esteemed forum for higher education institutions to exchange information, ideas, and best practices in implementing sustainability. KAUST proudly stands as the only university in the Middle East represented in this prestigious network, highlighting the university's leadership in the region. KAUST is also a member of the [Association for the Advancement of Sustainability in Higher Education \(AASHE\)](#).

Participation in International Higher Education Sustainability Rankings

In pursuit of its commitment to advancing the United Nations Sustainable Development Goals (SDGs), KAUST actively participates in global rankings of universities' sustainability efforts, including THE Sustainability Rankings and the QS Sustainability Rankings. These rankings assess universities' performance and contributions toward the global sustainability agenda.

In 2023 KAUST was ranked in the **Times Higher Education Impact Rankings**

**tied with 2 other institutions*



1st in Saudi Arabia
5th Worldwide



1st in Saudi Arabia
5th Worldwide

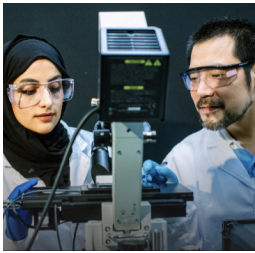


2nd in Saudi Arabia
69th Worldwide



1st in Saudi Arabia
5th Worldwide

The Ten Principles in Higher Education



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.



KAUST is deeply committed to upholding internationally proclaimed human rights, as demonstrated by its rigorous adherence to Principles 1 and 2 of the United Nations Global Compact. By actively supporting human rights protection, KAUST ensures that its operations and partnerships are aligned with ethical practices that respect the dignity and rights of all individuals. This commitment is reflected in the institution's efforts to avoid any form of complicity in human rights abuses, exemplified through:

- **Ensuring Equal Opportunities in Education and Research:** Fostering an environment where all individuals have equitable access to educational and research opportunities.
- **Prioritizing Community Well-being:** KAUST places a strong emphasis on the well-being of its community members, providing comprehensive support systems to enable personal and professional growth.
- **Upholding Inclusivity, Dignity, and Respect:** KAUST fosters a culture of inclusivity, dignity, and respect within its community and global collaborations, valuing and protecting the rights of every individual.



Advancing Equal Opportunities in Education and Research

Emphasizing educational equity and merit-based admission, KAUST’s fully-funded graduate programs ensure equal opportunities for students from diverse socio-economic backgrounds, with no discrimination based on gender, race, and religion. These **programs** offer comprehensive fellowships covering essential costs such as tuition, campus housing, and living allowances. Additionally, they provide health insurance, relocation support, and

travel allowances, fostering an inclusive academic environment where all students and their dependents can thrive and contribute, and ensuring they can reside legally and participate fully in the diverse and supportive community at the university. This approach underscores KAUST’s commitment to creating an inclusive academic community that provides equal opportunities for everyone.



Monthly stipend



Accommodation



Travel allowance



Social and cultural activities



Access to recreation facilities



Access to cutting edge research facilities



Spotlights

Empowering Future Leaders: The KAUST Gifted Student Program (KGSP)

The KAUST Gifted Student Program (KGSP) aims to create a pool of highly-qualified Saudi students within the fields of science, technology, engineering, and math (STEM). As a fully-funded scholarship, the KGSP supports the Kingdom's most talented youth to earn their STEM bachelor's degrees at premier global universities, in preparation for their future graduate studies at KAUST. Throughout their

undergraduate programs, recipients receive unmatched academic, developmental, and pre-professional support. Students return to Saudi Arabia with the skills, knowledge, and perspective necessary to become active participants in KAUST's dynamic scientific and educational mission, adding to the intellectual and cultural fabric of both the University and the Kingdom.

 <p>A fully-funded scholarship covering all academic tuition and fees, enrichment and development programs, a generous monthly stipend, and travel expenses</p>	 <p>Foundation year preparatory program and/or undergraduate program placement at a top-tier research university</p>	 <p>Dedicated support of a personal scholarship advisor and support team</p>	 <p>Undergraduate study in the United States to earn a bachelor's degree in preparation for a KAUST graduate program</p>
 <p>Community building activities, including pre departure and arrival orientations, annual Convocation, and pre-professional events</p>	 <p>Dedicated logistical assistance related to visas, travel arrangements, housing, and banking</p>	 <p>A network of 500+ gifted Saudi students studying at all levels in science, technology, engineering, and mathematics</p>	 <p>Access to KAUST's renowned faculty and university resources, including its academic and industry partnerships</p>





Advancing Scientific Careers: The Ibn Rushd Program

For advanced degree holders KAUST offers the [Ibn Rushd Program](#), aimed at supporting Saudi scholars to advance their scientific careers. The program includes the Ibn Rushd Postdoctoral Fellowship and the Ibn Rushd Professorship Program, both designed to foster academic excellence and leadership among Saudi nationals. The Ibn Rushd Postdoctoral Fellowship offers funded opportunities for outstanding Saudi doctoral graduates and soon-to-graduate candidates to conduct postdoctoral research at top international universities. This highly competitive program awards researchers up to three years and includes a generous

annual stipend, subject to annual performance reviews. The Ibn Rushd Professorship Program invites accomplished Saudi researchers and academics to apply for faculty positions at KAUST.

This track is open to candidates at all academic ranks, including Assistant Professor, Associate Professor, and Full Professor. The program aligns with KAUST’s mission to diversify its faculty and increase the number of Saudi scholars at the university, thereby nurturing the nation’s future leaders, thinkers, and innovators.

Cross-Border Collaboration: The Visiting Student Research Program (VSRP)

KAUST offers a unique opportunity for international students to engage in innovative research across a wide range of disciplines through its landmark internship, the [Visiting Student Research Program \(VSRP\)](#).

This program allows talented and driven students to explore diverse scientific and engineering fields under the guidance of KAUST faculty mentors.

Participants in the VSRP are empowered to pursue their research questions with curiosity and demonstrate strong academic performance. Moreover, this experience sets the stage for students to further explore and assess their interests in the wide array of academic programs offered by KAUST, thereby enhancing their contribution to the university’s global academic network across international borders.





The Holistic Approach to Community Well-being

KAUST firmly believes that the foundation of academic excellence and innovative research is the well-being of its community. The holistic approach to well-being encompasses physical, mental, and emotional health. Comprehensive wellness initiatives include tailored counseling services, mental health awareness workshops, and self-help tools aimed at empowering individuals to succeed personally and professionally.

KAUST provides extensive support services to its employees and students, emphasizing their overall well-being. [The KAUST Employee Well-Being Program](#) offers access to professional psychologists, dietitians, financial, legal, and career advisors. This program is free, confidential, and available year-round for employees, university students, and their families (including live-in domestic helpers). Counseling services are offered in six languages and include life management services, managerial coaching, and

wellness coaching. An independent organization runs the program, ensuring data privacy and confidentiality. Additionally, the university provides on-site [Student Counseling Services \(SCS\)](#) focused on the academic and personal well-being of graduate students. SCS offers confidential counseling, psychological assessments, and crisis support at no cost, fostering a safe, respectful, and nonjudgmental environment.

These initiatives collectively demonstrate KAUST's holistic approach to wellness, showcasing a commitment to fostering an environment where every community member has the support needed to thrive.



On-site counseling services



Support and advice



Available 24/7



Safe and confidential



Spotlight

Fostering Community Well-being through Clubs, Facilities, and Activities

Community clubs at KAUST unite individuals with shared interests, passions, and hobbies, fostering a collaborative and engaging environment. These clubs provide a platform for members to connect, share their expertise, and explore their interests with like-minded peers. KAUST actively supports these clubs by offering resources, facilities, and organizational assistance to ensure their success. This support includes access to meeting spaces, promotional opportunities, and logistical help for events and activities. By encouraging the growth of community clubs, KAUST enriches its social fabric, promoting interaction, learning, and personal development among its members.

Additionally, diverse interests and well-being pursuits are well-supported. Dedicated to fostering health, activity, and engagement, KAUST offers a wide range of state-of-the-art recreational facilities. These include fully equipped gyms, sports fields, swimming pools, and designated yoga and wellness areas. The green spaces and community garden provide unique opportunities for members to cultivate their own flowers and produce while connecting with fellow gardeners to share ideas and experiences. The community benefits

from a variety of fitness classes, sports clubs, and leisure activities such as mini-golf, parks, and expansive green areas. The picturesque beaches offer an ideal retreat for students, staff, and visitors to relax from their daily routines. The Marina extends the amenities with a variety of water-based activities suitable for all age groups, including boat trips, snorkeling, diving, windsurfing, and sailing. These activities allow the community to explore and appreciate the stunning Red Sea coral reefs.

KAUST also hosts several events to promote well-being, health, and public engagement for both national and international audiences. By organizing various competitions, sports events, and celebrations of international awareness days, KAUST provides platforms for individuals from diverse backgrounds to connect, compete, and celebrate their shared passions.

These events increase awareness about human health and the environment, thereby strengthening the bonds within and beyond the KAUST community. The KAUST community is encouraged to support these initiatives, contributing to a vibrant and inclusive atmosphere that enhances the overall experience for participants and spectators alike.





Commitment to Inclusivity, Dignity, and Respect

KAUST is committed to fostering an environment where every individual can work and live with dignity. The university emphasizes inclusivity, fairness, and support for all members, regardless of any physical, psychological or emotional disability or need, either temporary or permanent. This commitment ensures that everyone at KAUST is treated with respect and given equal opportunities, reinforcing a culture of support and collaboration. Additionally, KAUST ensures workplace accessibility by equipping workspaces with necessary accessibility technologies, promoting an inclusive environment.

The University has made several infrastructural upgrades to solve and enhance accessibility of people with physical disabilities across its campus.

Some of these included the installation of ramps, accessible pathways, door sensors and correction of door widths and swing direction. The enhancements were made both on academic and community buildings, ensuring all community members, regardless of mobility challenges, can navigate and utilize campus spaces equally and safely.

[The AccessAbility Services \(AAS\)](#) was launched to provide access for all KAUST students with disabilities or temporary debilitating injuries to

activities, programs, and facilities across campus. Through partnerships with students, faculty, and staff, AAS facilitates students' self-determination and self-advocacy to encourage independence and enhance opportunities for student success. AAS supports students with different types of disabilities, including sensory, motor, cognitive, and psychological impairments, ensuring that all students have the necessary resources to thrive academically and personally.

[The Family and Child Support Center \(FCSC\)](#) was developed in response to parental requests for additional services to support their children educationally, developmentally, behaviourally, emotionally, and socially. Inaugurated to serve community parents, children, and young people aged 18 months to 18 years with additional needs, the center features an activity room, a therapeutic service area, a parent and family room, and a sensory experience room. The FCSC works closely with families to create the support services and activities that are needed and desired. It is specifically designed to foster neurodiverse children, helping them develop their language, academic, social, emotional, and behavioural skills, and addressing the unique needs of the KAUST community. By implementing these comprehensive support systems and fostering a culture of inclusivity, KAUST reinforces its dedication to creating an environment where diversity is embraced.



Spotlight

Celebrating Cultural Diversity: The Parade of Nations

The Parade of Nations is a hallmark event at KAUST, annually celebrating the vast cultural diversity of its community, which spans more than 120 nationalities. This colorful and dynamic event offers a unique opportunity for participants to immerse themselves in a global cultural exchange, showcasing the rich traditions, music, cuisine, and cultural heritage from around the world. Community members enthusiastically sign up as representatives of their respective countries, working collaboratively with fellow nationals to design and set up a country booth. These booths are decorated with traditional motifs,

attire, cultural artifacts, and flag displays, and they feature a variety of authentic national dishes, providing a taste of home and an educational experience for all attendees.

Beyond celebration, the event promotes understanding and interaction, reflecting KAUST's commitment to an inclusive and diverse academic community by providing a platform for expression and cultural pride in a festive atmosphere that enhances the educational experience.



Fostering Inclusivity: Charitable and Volunteering Campaigns

KAUST's various charitable and volunteering campaigns exemplify its commitment to fostering inclusivity and supporting the broader community.

These initiatives bring together the KAUST community to share the spirit of giving and support those in need.

One notable initiative is the annual "Sharing is Caring" campaign, representing one of the many ways in which KAUST gives back to neighbouring communities, and at the same time, brings together the KAUST community to share the joys of Ramadan and Eids. The campaigns collect funding contributions and provide food hampers, educational gifts, and messages of celebration during these culturally significant times of the year, in partnership with charitable associations in the Jeddah region.

This campaign aligns with KAUST's broader charitable efforts, such as the partnership with the [Saudi Food Bank, Etaam](#), during Ramadan.

Now in its eighth year, the campaign has achieved notable success, distributing 600 gift boxes and collecting 200 hampers through the dedicated efforts of 150 volunteers. These contributions significantly benefit the residents of Thuwal, the neighbouring village. In a similar vein, KAUST's collaboration with Etaam during Ramadan is strategically aimed at combating food insecurity.

This initiative facilitates widespread access to food assistance, resonating with the Islamic principles of charity and supporting the United Nations Sustainable Development Goals.





Spotlight

Disability Support Initiative: A Quest for Disability Awareness

The commitment to supporting individuals with disabilities transcends campus boundaries, vividly demonstrated by the inspiring story of [Prof. Matteo Parsani](#). Six years after an accident left him paralyzed, Prof. Parsani embarked on a transformative journey that captured the spirit of resilience and the power of innovation.

On December 17, 2023, Prof. Matteo Parsani set out on a remarkable hand bike expedition across Saudi Arabia. This journey was not just a test of personal endurance but a mission to promote sports and raise awareness about disabilities.

Equipped with KAUST's pioneering biosensor technology, Prof. Parsani's expedition became a symbol of how advanced wearable technologies can enhance the lives of individuals with physical disabilities.

As he traversed the diverse landscapes of Saudi Arabia, he visited various rehabilitation centers, connecting with disabled individuals and showcasing the remarkable capabilities enabled by KAUST's research. Throughout his [journey](#), Prof. Parsani was welcomed with profound hospitality, deepening his connection with the rich and diverse local cultures of Saudi Arabia. His expedition highlighted not only his personal resilience but also KAUST's unwavering mission to support and improve the quality of life on a broader scale. By integrating cutting-edge research with proactive community engagement, KAUST addresses diverse needs within the community, enhancing the understanding and integration of disabled individuals.

This effort significantly enriches the quality of life, inspiring individuals with disabilities and setting a standard for resilience and innovation.



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.



KAUST is deeply committed to upholding internationally recognized labour standards, adhering to Principles 3, 4, 5, and 6 of the United Nations Global Compact. By supporting labour rights, KAUST ensures its operations and partnerships align with ethical practices that respect workers' dignity and rights. This commitment is demonstrated through:

- **Hiring and Advancement Practices:** Fostering an environment of equitable access to employment opportunities, with a focus on eliminating discrimination. Hiring and advancement are based solely on merit and qualifications.
- **Workplace Health and Safety:** Emphasizing employee health and safety through comprehensive safety programs and protocols, creating a safe working environment and preventing forced and compulsory labour.
- **Work-Life Balance:** Recognizing the importance of work-life balance by providing support systems that help employees and students maintain harmony between their professional and personal lives.



The University's Commitment to Fair Labour Practices

KAUST is dedicated to creating an equitable workplace through policies, practices, and initiatives designed to eliminate discrimination in employment. The university ensures that all hiring, promotion, and compensation decisions are based solely on individual qualifications, skills, and performance. To support this, KAUST implements comprehensive non-discrimination and equal opportunity policies, with regular training and awareness programs to promote fairness and inclusivity throughout its operations.

To further support individuals, the university provides robust support and resources to help individuals from diverse backgrounds succeed and feel included within the community.

This includes employee resource groups for shared experiences, mutual support, and mentoring programs for professional growth and development.

Employees benefit [world-class perks](#) tailored to meet the diverse needs of its workforce, such as competitive overbase and travel allowances, comprehensive pension and savings plans, subsidized educational opportunities for dependents, [spousal opportunities](#), and extensive health, life, and disability insurance. Employees enjoy prorated rent schemes and complimentary access to state-of-the-art recreational facilities.

These combined efforts foster an inclusive, fair, and supportive workplace where all employees can thrive, ensuring that KAUST remains a leader in promoting equality and diversity in the academic and research community.

Measurement of Actions:



Harassment Policy

KAUST prohibits all forms of harassment, including sexual harassment. This policy applies to students, faculty, and staff, enforced through grievance procedures. The university protects rights and privacy, prevents reprisal, and offers support and counseling through a dedicated committee.



Whistleblowing Policy

KAUST emphasizes integrity and transparency through a whistleblowing policy that allows secure reporting of misconduct. The policy allows staff to report any concerns through a third party, anonymous platform, and prohibits retaliation to ensure fairness and accountability through confidential investigations managed by the Governance, Risk, and Compliance (GRC) Department.



Disciplinary Policy

To maintain high standards of performance and conduct, KAUST's Disciplinary Policy ensures fair treatment and addresses misconduct. This policy outlines comprehensive measures to foster a positive and productive work environment, support employee development, and uphold KAUST's commitment to ethical and sustainable practices.





Spotlight

Ethical Labour in the Supply Chain

KAUST's commitment extends beyond academic excellence to include the highest ethical employment practices and human rights standards throughout our supply chain. The Institution insist that all suppliers strictly adhere to the human rights laws enforced by the Human Rights Commission of the Kingdom of Saudi Arabia. These laws firmly prohibit forced and/or indentured labour and provide robust protections for children's rights.

- **Prohibition of Slave or Involuntary Labour:** Suppliers are prohibited from engaging in or supporting the use of prison labour, debt bondage, or any forced labour enforced by governments.
- **Elimination of Human Trafficking:** It is unacceptable for suppliers to participate in or facilitate human trafficking in any form.
- **Prevention of Abusive Practices:** KAUST do not tolerate any physical, mental, or emotional abuse, threats, or coercion.
- **Compliance with Child Labour Laws:** Suppliers must not employ individuals below the legal working age, as defined in the Kingdom of Saudi Arabia or in any other region where they operate and provide services to KAUST.
- **Accessible and Safe Facilities:** Ensuring that workers have access to safe, clean toilet facilities and potable water.
- **Humane Work Schedules:** Work schedules must be designed to guarantee humane, safe, healthy, and productive working conditions.
- **Sanitary Amenities:** If provided by the supplier, dining, food preparation, and food storage facilities must meet high sanitary standards. Additionally, any living accommodations offered must be safe, sanitary, and comfortable.

By setting rigorous standards for suppliers, KAUST ensures a safe and ethical workplace while fostering a productive environment for workers. This commitment to fair treatment, prevention of exploitation, and high integrity in the supply chain reflects KAUST's dedication to ethical labour practices.





Integrated Approach to Campus Security, Health, and Safety

Ensuring the safety and security of its community members is a paramount concern at KAUST. The institution is committed to fostering an environment where everyone—whether working, studying, or visiting—can thrive without concern.

KAUST boasts a highly trained, in-house Security Team that operates around the clock, providing both emergency and non-emergency services to guarantee the safety and well-being of all campus residents and visitors.

Additionally, the KAUST Fire Department plays a critical role in campus safety by overseeing fire prevention, emergency response, and fire department operations. Information security is also a top priority at KAUST. The university ensures that users receive appropriate awareness, education, and training, and are fully aware of their responsibilities in maintaining compliance with information security standards. These combined efforts protect individuals and property across both academic and residential areas, significantly enhancing comprehensive security within the community.

KAUST considers the health of the community as paramount, particularly when it comes to food safety. The institution upholds rigorous food safety

standards through comprehensive training programs for food [service providers](#) along the supply chain. These programs focus on best hygiene practices, personal hygiene, food allergens, and sanitization, ensuring adherence to the highest standards of health and safety. Training sessions are conducted in English, Arabic, and Hindi to ensure comprehensive understanding. By integrating these training programs with community workshops, KAUST promotes a healthy, informed, and engaged community.

Central to its mission, KAUST prioritizes health and safety in the workplace. [The Core Labs and Research Infrastructure](#), a network of multidisciplinary laboratories, is staffed by exceptional scientists, engineers, and technicians who provide research support and training to ensure user safety for both KAUST and external users. Expert staff conduct comprehensive training on all lab equipment, ensuring safe and effective operation of advanced technologies.

Recognizing the unique risks in scientific research, KAUST mandates rigorous [Lab Safety Training for all staff and students in laboratory](#) environments. This includes General Laboratory Safety, Hazardous Waste Management, and Emergency Incident Preparedness. Thorough training ensures personnel are well-prepared for potential emergencies and are granted laboratory access only after completing mandatory safety assessments. This commitment guarantees a secure and productive environment for cutting-edge research and innovation.

Measurement of Actions:

Security Rules and Regulations Policy

KAUST has implemented a comprehensive security policy to ensure the protection of its faculty, students, staff, community members, business partners, and visitors. This policy is crucial for maintaining a secure environment, which is essential for attracting and retaining top talent. It aligns with the KAUST Security Department's mission to safeguard people, property, and assets by preventing or minimizing losses from intentional misconduct. The policy applies to all individuals entering or present on KAUST premises, ensuring a consistent and secure experience for everyone.

Information Security Training and Awareness Policy

KAUST has implemented a comprehensive Information Security Training and Awareness Policy to safeguard its information and technology assets. This policy ensures that all users receive proper education on security responsibilities, data classification, password management, and related areas. It aims to protect the confidentiality, integrity, and availability of these assets while complying with legal, regulatory, and contractual obligations.

Occupational Health Policy

KAUST is dedicated to fostering a safe and hazard-free environment by emphasizing the early detection, prevention, and treatment of occupational illnesses and injuries. This policy aims to manage occupational health risks, protect personnel, and ensure compliance with global standards. It applies to all KAUST personnel, researchers, students, and contractors, covering health hazard assessments, monitoring, workplace medical evaluations, post-exposure management, illness and injury management, health promotion, communicable disease management, and maintaining confidential medical records. Defined roles and responsibilities ensure the safety and health of the entire KAUST community. Integral to this commitment is the Food Safety and Quality (FSQ) Code, part of the Health and Safety Policy, which embodies best practices in food safety, including Good Hygiene Practices (GHPs) and compliance with local and international laws. This code ensures that food safety protocols align with the overall objective of maintaining a safe and healthy environment at KAUST.





Spotlights

Raising Cybersecurity Awareness for Scholars and Researchers

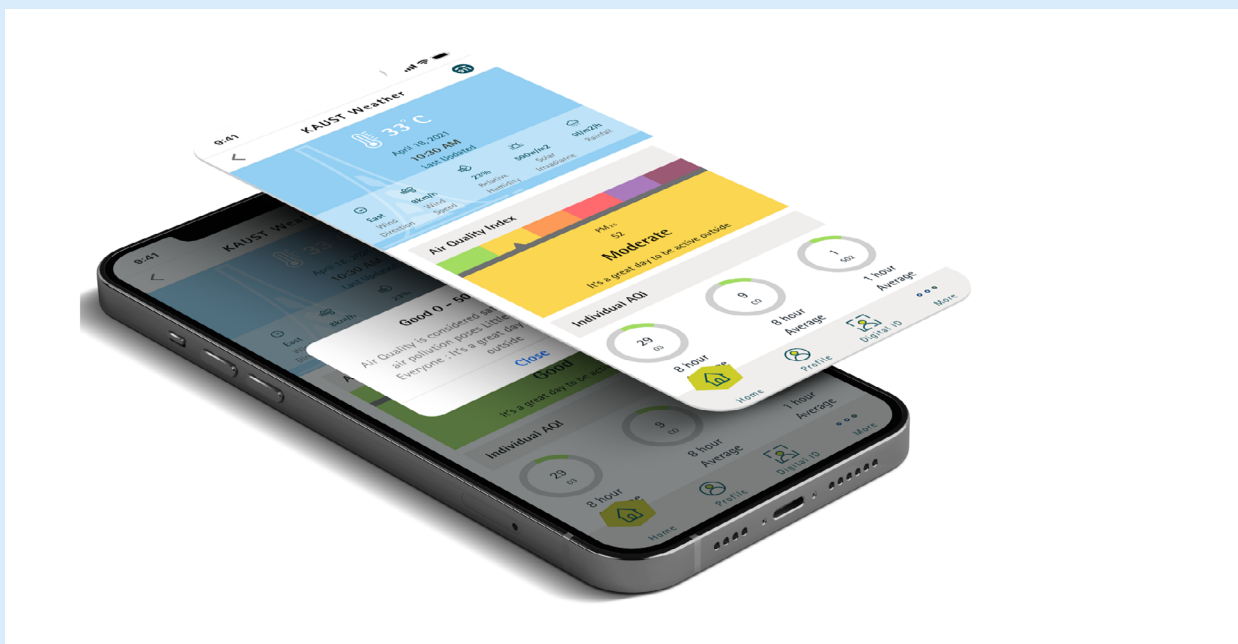
KAUST actively promotes cybersecurity awareness through its [Resilient Computing and Cybersecurity Center \(RC3\)](#). RC3 integrates cybersecurity into all disciplines, hosting regular talks and workshops with visiting specialists to foster an interdisciplinary research culture. These sessions cater to the diverse needs of KAUST's community, covering a range of topics and complexity levels suitable for different academic and technical backgrounds. By openly advertising these events and making them accessible, RC3 ensures that cybersecurity is prioritized and understood not just in professional settings but in the daily lives of all KAUST members.

Boosting Community Security with Advanced App Features

As part of the [KAUST Central app](#), recent enhancements have significantly improved community safety features. The app now incorporates advanced identity verification technologies to streamline campus access controls, balancing security with user convenience. Additionally, the "Verify Caller" feature offers protection against fraudulent calls from entities posing as legitimate organizations, such as banks and government agencies, which can lead to financial losses. These updates demonstrate KAUST's commitment to fostering a secure community environment through sophisticated identity management and proactive scam prevention measures.

Real-Time Updates for Community Safety

KAUST leverages its on-campus weather stations to provide current and accurate information on local outdoor weather conditions and air quality. This critical data supports community members in making well-informed decisions related to weather-related events, ensuring safety and preparedness at all times. By offering real-time updates on air quality, KAUST reinforces its commitment to maintaining a safe and healthy living environment for its community.





Balancing Professional Excellence with Personal Growth: From Staff to Students

Recognizing that maintaining a healthy work-life balance is crucial to fostering a thriving and productive work environment, KAUST is dedicated to sustaining a progressive and supportive workplace for both students and staff. This commitment ensures that all members of the KAUST community have the opportunity to grow and develop personally and professionally.

Student Support and Career Development:

KAUST supports students throughout their academic journey and beyond, providing comprehensive [career development services](#) such as counseling, skills workshops, CV and interview preparation, and networking opportunities with industry leaders. KAUST Career Fairs, organized twice a year, allow students to explore opportunities with leading employers both locally and internationally. By partnering with major institutions across the private, government, and academic sectors, these fairs maximize the potential of KAUST’s talent pool to contribute meaningfully to the Kingdom’s development. The Student Career Development team hosts these events and offers additional professional development resources, helping students seamlessly transition into the job market. Upon graduation, students join the [KAUST Global Alumni Network](#), a community that provides continuous support for their professional aspirations, ensuring their ongoing success and impact.



The career development academy



Career counselling



Skill development workshops



Job readiness initiatives



Peer coaching



Job search platforms



Mentoring

Staff Development at KAUST:

KAUST HR Programs are vital for the professional development of all staff, enhancing their knowledge and competencies. These programs offer leadership training and professional growth opportunities through various development courses, including leadership, communication, project management, and digital literacy. Initiatives like the Career Lunch n' Learn Series help staff explore career paths, exchange knowledge, leadership styles, and share successful stories, thereby expanding their professional networks. This commitment to work-life harmony fosters an innovative, inclusive, and supportive workplace, enhancing employee satisfaction and productivity.

KAUST Learning and Development

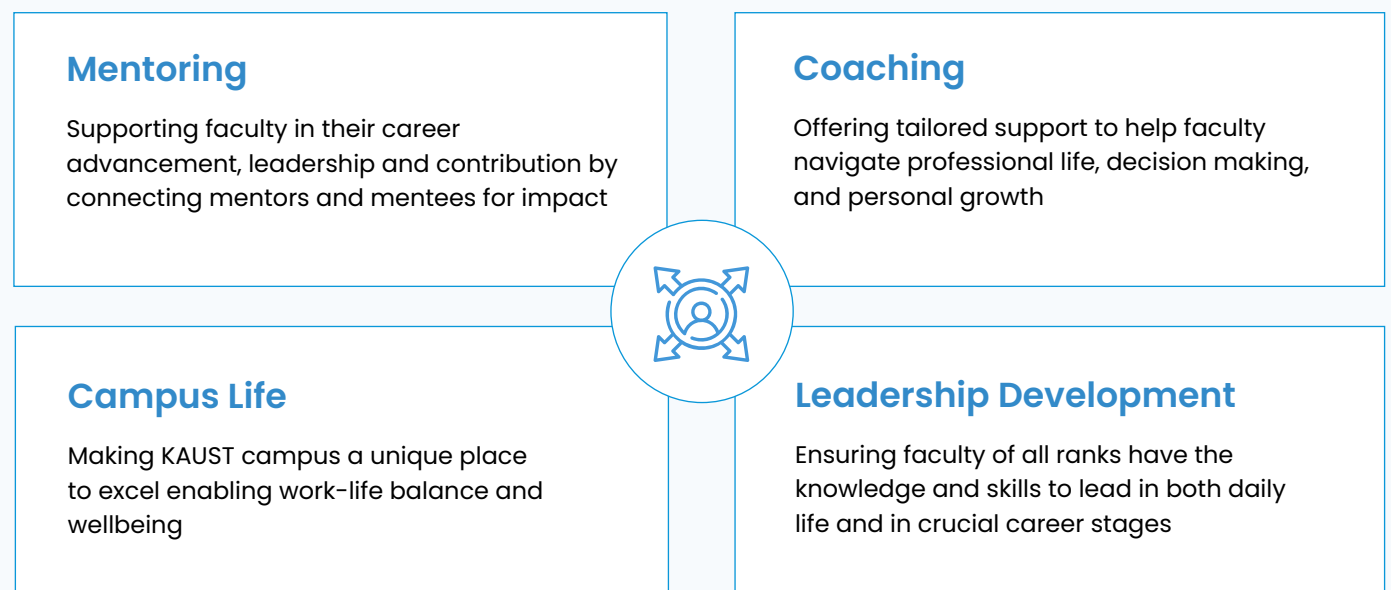


Faculty Development:

The development of [faculty](#) is a key driver toward KAUST's aspiration to be the best research university in the world. Faculty members are offered professional development, training, and coaching opportunities to enhance their performance in teaching and research, ensuring they excel in their academic and professional roles.

Proposing in Academia: Holistic Faculty Development

Faculty-led efforts supporting faculty in reaching their potential and building a culture of research and teaching excellence.





Spotlights

Unique Opportunities for Career Development

Recognizing the importance of providing productive and contemporary working models, and to keep the KAUST community safe, engaged, and active during the pandemic, KAUST implemented a flexible and hybrid working model. Piloting remote working in 2021, KAUST allowed its employees to work from anywhere in the world for up to 40 days. Following a successful pilot program and positive feedback from a survey, KAUST extended the Remote Working and Flexible Hours Pilot Program for 2022/2023.

- **Flexible Working:** Eligible employees receive a quota of up to 160 hours to be utilized as flexible working hours. This allows employees the option to work from alternate locations within the Kingdom for designated hours throughout their workday.
- **Remote Working:** Eligible employees are granted up to 30 working days per year to work remotely, which can be utilized either within or outside of the Kingdom.

The piloting program has now been further extended for 2024/2025 to meet employee needs and ensure a healthy work-life balance.

Great Place to Work Certified



Providing a Supportive Work Environment KAUST has been distinguished as the first University in the Kingdom to earn the “Great Place to Work” certification. The certification consists of an employee experience survey coupled with a company culture and workforce analysis. Companies exceeding the set benchmark are awarded the certification. This recognition reflects KAUST’s commitment to maintaining a supportive and constructive work environment that promotes professional growth and overall job satisfaction.





Winter Enrichment Program (WEP)

The Winter Enrichment Program (WEP) is a two-week annual event at KAUST, held every January since 2010. Designed to foster expansive thinking and break academic routines, WEP includes keynote lectures, workshops, exhibitions, and science fairs. It features notable participants such as Nobel laureates and industry leaders. Each year, a new theme is developed collaboratively, addressing global challenges through interdisciplinary approaches. Mandatory for students, WEP enriches their academic experience, encouraging them to see the connections between their work and broader global issues, thus enhancing their impact on the world. This program exemplifies KAUST's commitment to innovation, creativity, and excellence.

Since 2010...



Previous Themes:

- International Year of Chemistry
- International Year of Light
- Pulse Food
- Sustainability and Climate Change
- Big Marine Animals on the Move
- Food for All
- Pushing the Limits: Challenging Engineering & Science
- Pioneers
- Human-Machine Future
- City of the Future
- TIME
- Connectivity
- Resilience
- EDGE - Transform the world you know




Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.



KAUST's dedication to environmental stewardship, biodiversity conservation, and sustainable development is deeply embedded in its mission. This commitment aligns with the globally recognized environmental principles outlined in the United Nations Global Compact and is demonstrated through:

- **Operating with Reduced Environmental Impact:** Adhering to international environmental management standards, implementing advanced water management technologies, and carrying out comprehensive GHG inventories to monitor its environmental footprint.
- **National and International Environmental Stewardship:** Actively participating in local nature conservation, supporting biodiversity protection, and performing research on environmental conservation and rehabilitation.
- **Developing and Translating Environmentally Positive Technologies:** Supporting and funding impactful research and innovation for the betterment of humanity.



Operating with Reduced Environmental Footprint

KAUST is committed to minimizing its environmental impact through a comprehensive and systematic approach. The university has developed an Environmental Management System (EMS) Manual based on an [ISO 14001-certified system](#) to ensure compliance with national and international laws and to minimize or eliminate adverse environmental impacts. This EMS Manual outlines how KAUST will manage environmental concerns and risks to As Low as Reasonably Practicable (ALARP) levels, detailing the core elements of the EMS.

Through the EMS Manual, KAUST aims to provide stakeholders with a comprehensive understanding of environmental management practices, develop mechanisms to monitor and report on environmental performance, establish clear roles and responsibilities regarding environmental interactions, and demonstrate environmental excellence in daily operations. This systematic approach reinforces KAUST's commitment to sustainability and regulatory compliance.

In addition to the EMS, [a pledge was signed](#) to reduce the energy consumption of the campus. This pledge targets a 10% reduction in energy consumption from the baseline year 2015 benchmark by 2025 or earlier. Through the implementation of

an Energy Management System, KAUST promotes long-term sustainability by continuously evaluating and improving energy performance in the design, operation, maintenance, and modification of facilities and equipment. All staff, members, customers, and end users are encouraged to participate in innovative awareness campaigns and activities to promote energy-saving behaviours and ideas for improvements.

KAUST continuously implements several measures to reduce campus water consumption. The university produces all of its potable water from [desalination](#) and ensures all wastewater is collected for treatment and reuse, completing a full water cycle in an effort towards resource circularity.

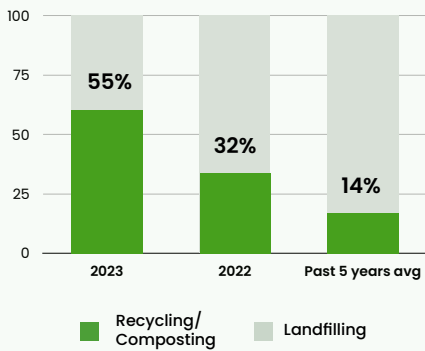
Efforts to reduce water usage include replacing fixtures with water-saving devices, equipping all faucets with touchless automatic motion sensors, and installing displacement tanks on toilets.

Measurement of Action:

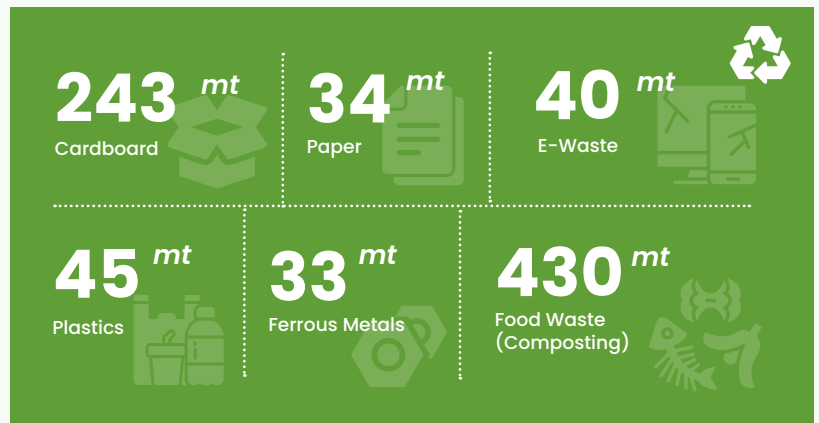
Achieving Remarkable Recycling Rates

KAUST implements best practices in hazardous waste management, emphasizing reduction, reuse, and recycling over disposal. The hierarchical approach includes source reduction to avoid waste generation, recycling and reuse to divert materials from waste streams, and disposal only when necessary. In 2023, KAUST achieved a significant milestone by diverting over 50% of municipal waste from landfills, a substantial increase from the previous year's 32%. This accomplishment was made possible through enhanced awareness programs, improved waste segregation, and increased community involvement in composting and recycling initiatives. These efforts highlight the crucial contributions of KAUST partners and service providers, Edama Organic Solutions and Averda, who are responsible for organic and overall waste management at the university, ensuring that waste is reduced and responsibly disposed of.

Municipal Solid Waste Recycling

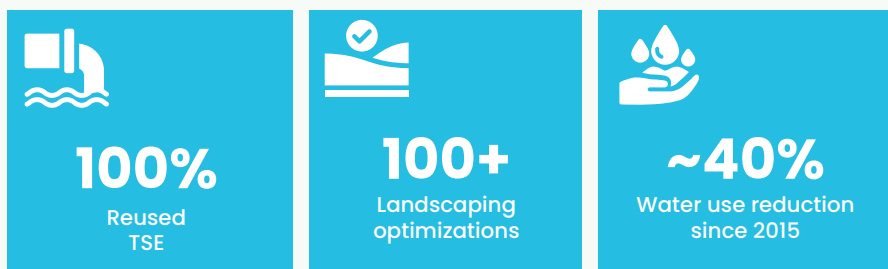


Recycling Numbers 2023



On-Campus Efforts to Save Water

One of the biggest water-saving efforts is related to landscaping optimization. As irrigation is one of the biggest consumers of water at KAUST, the Facility Management Team revised the landscape of KAUST in terms of functionality and visibility and converted more than 100 sites to xeriscaping themes. The ongoing project, implemented in selected houses every time a resident leaves KAUST, has already resulted in a water reduction of almost 40%. This coupled with the reuse of 100% of the treated sewage effluent (TSE) resulting from wastewater treatment, has significantly reduced KAUST's water use.

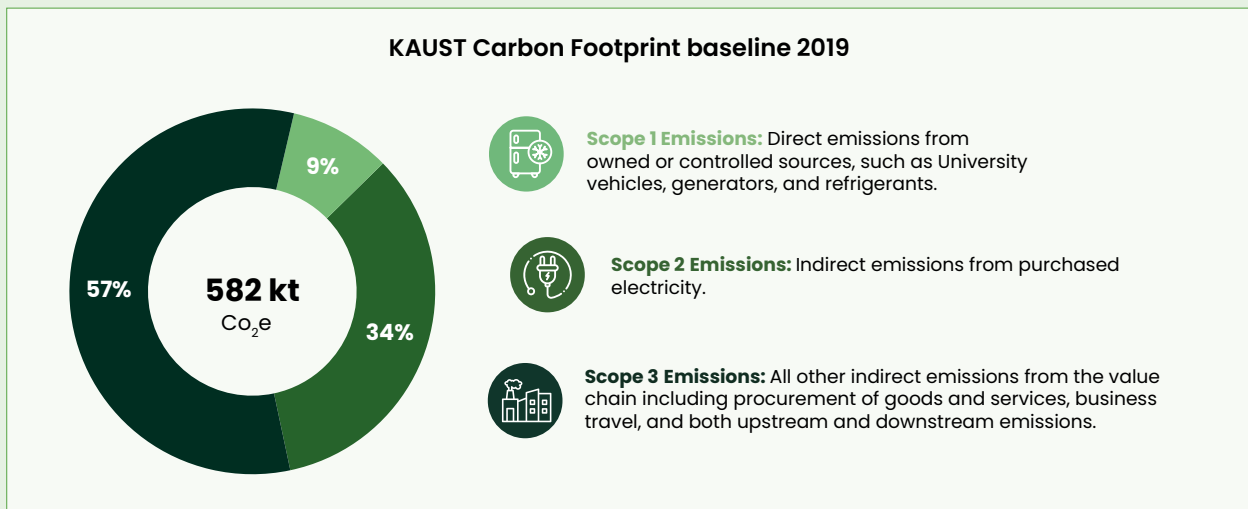




Spotlights

Measuring Greenhouse Emissions

Aligned with Saudi Arabia’s net-zero goal by 2060, KAUST started devising a Climate Action Plan, rooted in a thorough Greenhouse Gas Baseline Inventory. The inventory methodology complies with the [GHG Protocol standard](#), evaluating all three emission scopes. Going beyond conventional inventories, KAUST expanded its inventory in the often overlooked scope 3, covering business travel, waste management, employee commuting and the entirety of KAUST’s supply chain. This approach provides a genuine understanding of KAUST’s carbon footprint, laying the foundation for a decarbonization plan that leverages its innovation hub and living laboratory status for effective emission reduction.

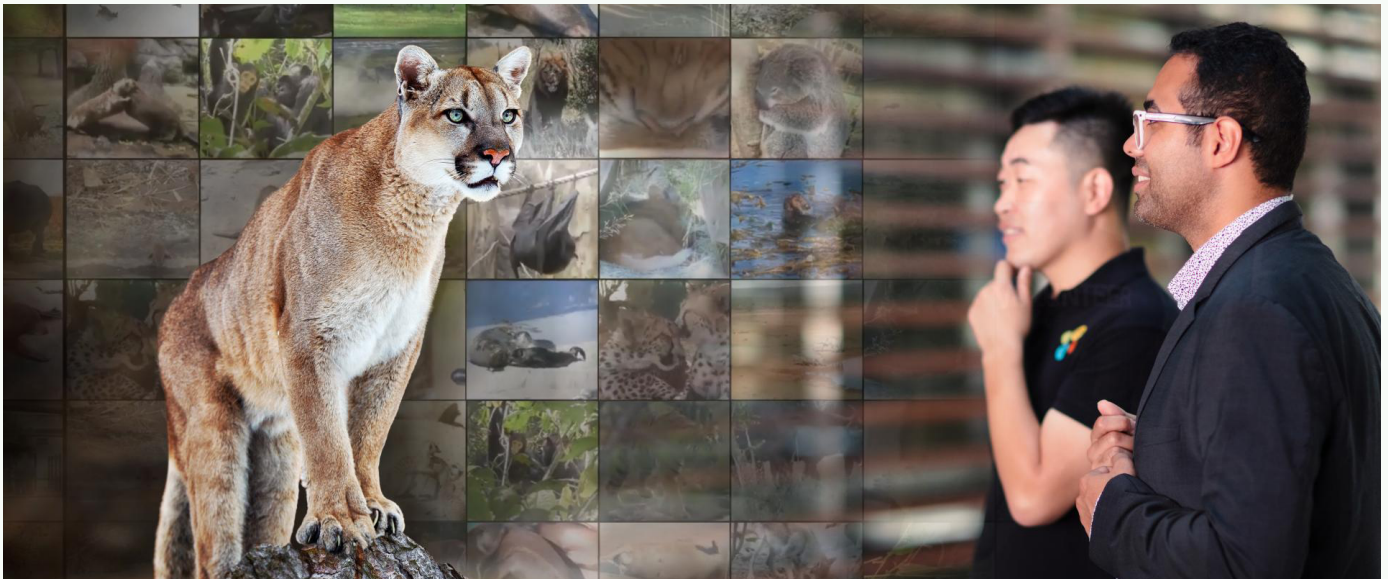


Innovative Wastewater Treatment Technologies

Saudi Arabia’s climate is extreme, and requires it to maximize and reuse its most precious resource – water (including wastewater). Increasing the use of treated wastewater reduces the need for desalinated water, which is costly to produce and very energy intensive, leading to higher CO2 emissions. KAUST researchers from the Water Desalination and Reuse Center (WDRC) have developed an [innovative wastewater treatment](#) method that uses less energy and renders water safe to use for agriculture. The technology is currently being piloted with industry partner MODON (the Saudi Authority for Industrial Cities and Technology Zones) in Jeddah.

Another pioneering achievement, a KAUST-invented decentralized wastewater treatment and reuse unit has been installed in Rabigh, Saudi Arabia. The technology, developed by KAUST researchers and founders of the spinout [Al Miyah Solutions](#), is a mobile and “plug and play” modular system able to efficiently treat and convert wastewater into reusable water in areas that are not connected to a centralized sewer network. The first of its kind in the Kingdom, and installed in a facility from the National Water Company, the plant represents a culmination of five years of research led by KAUST researchers and directly addresses the critical issues of clean water access and sanitation.





KAUST's Efforts in Conservation and Environmental Stewardship

From the campus to the global stage, KAUST leads in biodiversity conservation and environmental stewardship, with collaboration with stakeholders being essential. In the pursuit of academic and research excellence, KAUST extends guidance, support, and partnerships to stakeholders, enhancing environmental stewardship. Strengthening strategic engagement with key partners is critical for advancing joint research initiatives on climate action, livability, health, food, water, and energy security, as well as ecosystem restoration and carbon management. These efforts collectively aim to ensure a sustainable and thriving future for all and the planet.

KAUST has significantly contributed to coastal and marine conservation. The establishment of The [Nature Conservation Area](#) on KAUST grounds has enhanced ecosystem services and biodiversity. Since 2005, KAUST's mangrove cover has increased by over 45 percent, now spanning more than 110 hectares and supporting over 240 bird species. This area serves as a living laboratory for long-term research and global conservation knowledge. It also offers learning opportunities through birdwatching, nature walks, and classroom activities, fostering public engagement.

Building on its commitment to marine conservation, KAUST inaugurated the world's first coral probiotics village in the Red Sea. [The Red Sea Research Center Coral Probiotics Village \(CPV\)](#), located about 20 km off the campus shores, was initially designed to test coral probiotics, a pioneering technology developed by faculty. Over time, the village has evolved into a permanent natural laboratory for collaborative research, enabling scientists to design experiments and share data effectively. These initiatives collectively highlight KAUST's proactive role in advancing marine conservation and environmental stewardship.

The institution's commitment extends to both national and international collaborations. This dedication to fostering partnerships is exemplified by KAUST's recent initiatives. KAUST has signed a [Master Research Agreement \(MRA\) with Red Sea Global \(RSG\)](#). This agreement promotes extensive collaboration between the two organizations, establishing a legal framework for mutually beneficial research projects to develop the world's most ambitious regenerative tourism projects along the Red Sea coast.

Internationally, KAUST and the Government of Saudi Arabia, along with G20 partners, are working to help tropical and deep-water corals survive in a warming world. KAUST plays a key role in The Coral Research and Development Accelerator Platform ([CORDAP](#)), leveraging expertise and technologies for coral restoration. This initiative highlights KAUST's dedication to global environmental sustainability. Additionally, KAUST is a strategic partner of The [WAVE initiative](#), a Saudi-led platform focused on accelerating ocean regeneration and promoting ecological balance. These partnerships underscore KAUST's commitment to international collaborations that address critical environmental challenges.

Measurement of Actions:



Environmental Stewardship Policy

KAUST is committed to leading environmental protection and sustainability in higher education by integrating environmental considerations into all operations, minimizing adverse impacts, and protecting the marine environment.



Current Research Report on the Challenges of a 3°C Warmer World

KAUST, [AEON](#) Collective, and the King Abdullah Petroleum Studies and Research Center ([KAPSARC](#)) published a comprehensive report addressing the challenges of a 3°C warmer world in Saudi Arabia. The assessment underscores the importance of understanding the cascading consequences of climate change on Saudi Arabia’s ecosystems, urban areas, and population health.

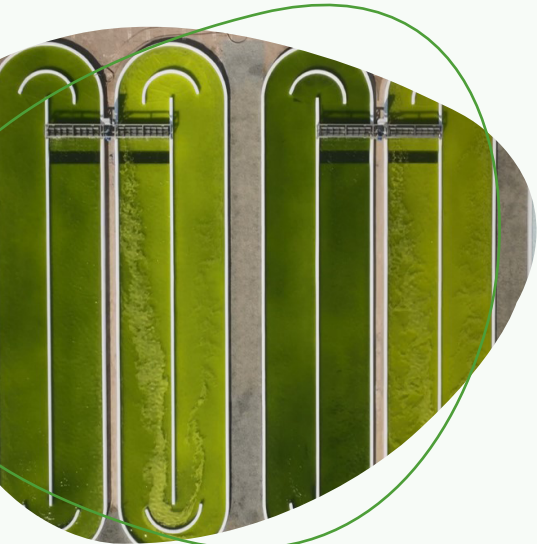


National Initiatives

1. Algal Biotechnology Development and Aquaculture

Saudi Arabia aims to achieve carbon net zero by 2060, recognizing that research and investment are crucial to this goal. As part of this effort, KAUST collaborates with the Ministry of Environment, Water and Agriculture ([MEWA](#)) to develop algal biotechnology solutions. Contributing to the Kingdom’s sustainable food production is a central pillar of KAUST’s vision. The university incorporates a holistic cycle of aquaculture and agriculture to address food security in Saudi Arabia and beyond.

KAUST Beacon Development ([KAUST’s consultancy arm](#)) recently partnered with the Saudi government to translate an early-stage research project exploring how to grow spirulina algae in saltwater, into a potential solution to produce 100 tons of animal and fish feed per year, reducing the Kingdom’s reliance on, and costs of, importing feed from abroad. Other opportunities to further translate and leverage this research include the development of perfumes and Omega 3 oil using spirulina algae.



2. Reefscape Restoration Initiative

Building on its marine research expertise and strategic location by the Red Sea, KAUST has embarked on the world's largest reef restoration project. [KAUST Coral Restoration Initiative \(KCRI\)](#), in collaboration with NEOM, aims to conserve, enhance, and restore 100 hectares of coral reefscape in the Red Sea. Leveraging KAUST's reputation and multidisciplinary expertise, the initiative focuses on coral propagation, conservation, and enhancement, enabling cost-effective, large-scale reef restoration. This effort aims to protect endangered coral reefs from climate change and pollution, and make them more resilient to the challenging ocean conditions of tomorrow, promoting marine biodiversity and sustainable development.

Following months of detailed planning and baseline assessments, In March 2023, KCRI launched its on-the-reef restoration work at Shushah, an island off the coast of NEOM, to test and evaluate various coral propagation techniques. In that first month, KRCRI propagated nearly 5,000 corals from a dozen important species.



3. Cryogenic Carbon Capture Project

[KAUST's Cryogenic Carbon Capture Project](#) focuses on developing and testing innovative techniques to efficiently capture carbon dioxide emissions. Using advanced cryogenic technology, the project aims to reduce carbon capture costs by over 50% compared to current methods. The captured CO₂, in liquid form, can be easily transported, utilized, or exported. In collaboration with industry and government partners, KAUST is establishing the infrastructure to achieve large-scale cryogenic carbon capture. Success metrics include cost-effectiveness, pilot plant completion, achieving carbon capture goals, CO₂ utilization, and contributing to Saudi Arabia's net-zero emissions target by 2060, while also significantly advancing global sustainability efforts.

KAUST Partnering with industry and government partners within Saudi Arabia, including ENOWA, NEOM's Energy & Water company, and the Saudi Electricity Company (SEC), to establish the infrastructure needed to achieve cryogenic carbon dioxide capture at larger scale.





Supporting the Transition from Research to Technology and Innovation

KAUST addresses urgent global environmental challenges and drives innovation to protect the environment through its research centers and [academic programs](#), collaborations, and consultancy services. This comprehensive approach ensures that the university's efforts in environmental sustainability, climate mitigation, and nature-based solutions significantly contribute to global sustainability goals and support the Kingdom's Vision 2030.

A seamless transition between research and innovation is achieved through the National

Transformation Institute (NTI), which translates research outcomes into practical applications. Innovation Systems – via the KAUST Investment Fund, KAUST provides seed funding for new companies and ideas, often in partnership with other funders. It also provides training, advice and support for small- and medium-sized enterprises, enabling entrepreneurs to grow innovative businesses. The KAUST Technology Transfer Office supports the creation and registration of intellectual property, such as patents, trademarks, copyrights, and licensing.

To develop Saudi Arabia's innovation economy, KAUST Innovation launched the VC Innovation Fund. Released in 2022, the fund plans to invest in seed level, deeptech startups with ticket sizes ranging from \$200,000 to \$2 million. The priority of investment for the fund are startups with large market potential, a superior product/ technology, their alignment with KAUST's main research areas, and their potential impact on the region in terms of job creation and solutions to specific local problems.



Spotlight

Advancing Sustainable Innovation for Environmental Impact

A culture of sustainable innovation thrives at KAUST through robust entrepreneurship and innovation programs. The [TAQADAM Startup Accelerator](#), co-founded with Saudi British Bank (SABB), supports budding entrepreneurs in transforming innovative ideas into market-ready products.

Several [KAUST-affiliated startups](#) have garnered prestigious global awards and recognitions, underscoring their significant contributions across various industries that exemplify the commitment to sustainable innovation. Some examples of relevant startups include:



Iyris: enables sustainable farming in water-scarce areas using saltwater greenhouses to grow organic, pesticide-free produce. Their innovative technologies improve energy efficiency, reduce water usage, and lower carbon emissions.



Wayakit: specializes in sustainable hygiene solutions for the aviation and travel industries with eco-friendly cleaning products. Their biotechnological approach reduces the ecological footprint and operational costs associated with cleaning processes.



Polymeron: utilizes organic waste from Saudi Arabia's date industry to manufacture 100% biodegradable bioplastics. Their products contribute to soil enrichment and reduce single-use plastic waste, addressing major environmental concerns.



Edama: provides turn-key organic waste recycling solutions, transforming organic waste into soil enrichment products suitable for desert environments. Their technology supports land restoration projects and helps local farmers grow more food with less water.



Mirai Solar: harnesses solar energy through innovative photovoltaic screens. Their technology optimizes light absorption for electricity generation while allowing light transmission, suitable for diverse applications like greenhouses and smart car park shading.



TerraXY: develops products such as SandX and CarboSoil to enhance soil fertility and water retention in arid regions. Their sustainable solutions aim to convert dry, infertile lands into productive agricultural soil.



Uvera: employs innovation, science, and technology to enhance sustainability management, addressing critical issues like food safety and climate change.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



At KAUST, fostering integrity, transparency, and accountability is paramount. This approach spans academic research, contracting, purchasing, and intellectual property management. Aligned with the United Nations Global Compact principles, this commitment demonstrates global leadership in transparency and integrity. The following sections highlight how these values are integrated into operations, maintaining high ethical standards and supporting KAUST's mission in science and technology innovation.

- **Accountability and Transparency in Operations:** Robust internal controls and regular audits ensure effective governance and compliance with ethical standards, aligning all operations with principles of transparency and accountability.
- **Anti-Corruption Practices:** Stringent anti-corruption and anti-bribery standards prevent bribery, extortion, fraud, and collusion. Comprehensive policies ensure all interactions are conducted ethically and transparently.
- **Research Integrity, Compliance, and Intellectual Property:** The institution promotes responsible conduct in research through rigorous training and adherence to ethical guidelines. Policies ensure the effective management, protection, and commercialization of intellectual property, providing clear support systems for researchers and maintaining the integrity and innovation that drive the university's mission.



Accountability and Transparency in KAUST Operations

Governance Approach at KAUST

As a leading institution of higher education and research, KAUST is committed to maintaining the highest standards of governance, accountability, and transparency in all its operations. The Governance function is pivotal in overseeing the implementation of appropriate governance frameworks and policies, ensuring effective internal controls are in place. It manages relationships with Board and Committee members, as well as stakeholders, including the government and other relevant partners. Additionally, the Governance function is responsible for conducting core secretariat operations for KAUST's Board and Committees, monitoring the implementation of all Board and Committee directives and resolutions.

Strengthening Risk Management

The Risk Management function at KAUST ensures the institution operates within the Board-approved Risk Appetite. This team collaborates with all departments to proactively identify, assess, treat, monitor, and report on the risk landscape and associated mitigation strategies. By continuously overseeing the risk environment, the Risk Management function

aims to address potential issues before they escalate, thereby maintaining the integrity and security of KAUST's operations.

Likewise, resilience and business continuity management is integral to this process through identification of critical scenarios and the creation of detailed recovery plans, ensuring KAUST can quickly resume mission-critical operations after a crisis. These efforts aim to protect people, projects, infrastructure, supply chains, technology, third parties, and vital records. The focus is not only on recovery but also on maintaining a state of preparedness and resilience in the face of unforeseen challenges.

KAUST commitment to transparency and resilience underpins its dedication to creating a secure, ethical, and sustainable operational environment, ensuring the long-term success and integrity of the institution and its subsidiaries.



Spotlight

Fostering Accountability and Transparency

The Internal Audit Department is an integral cornerstone of KAUST's governance structure, providing independent and objective assurance that operations are conducted efficiently, effectively, and in accordance with applicable laws, regulations, and policies. Internal Audit's work helps identify areas for improvement, mitigates risks, and enhances the overall integrity of operations.

Additionally, as part of KAUST's new strategy, the Strategic Management Office (SMO) was recently established, underscoring the University's commitment to rigorous strategy execution and progress monitoring. Reporting directly to the President, the SMO collaborates closely with University executives to deploy a robust planning and reporting framework. The ultimate goal is to ensure a seamless alignment of the University's operational plans with its strategic objectives. By integrating clear strategic management practices into its governance, KAUST further demonstrates its dedication to transparency, accountability, and structured progress in achieving its ambitious goals and targets.

The efforts of the SMO and the Internal Audit Department collectively strengthen KAUST's governance framework, maintaining a transparent and accountable path to continuous improvement and robust strategic oversight.





Commitment to Anti-Corruption

KAUST enforces stringent anti-corruption and anti-bribery standards for all employees, students, and suppliers. Everyone associated with KAUST must comply with all applicable laws and refrain from engaging in bribery, extortion, fraud, collusion, and other illicit activities. To uphold its commitment to anti-corruption and integrity, KAUST has developed a comprehensive framework of policies and measures ensuring compliance with applicable laws across all interactions involving its community members and partners.

Measures of Action:



Policy on Receiving Gifts

KAUST has instituted a comprehensive policy governing the acceptance and offering of gifts to prevent any undue influence or appearance of impropriety. This policy ensures that all interactions remain transparent and ethical.



Internal Audit Policy

This policy enhances the communication of audit observations and recommendations, ensuring a streamlined and effective internal audit process. The Internal Audit Policy is designed to ensure thorough oversight and accountability across all university operations.



Fraud Control Policy

KAUST has implemented a robust Fraud Control Policy to detect, prevent, and address any instances of fraud within the university. This policy outlines procedures for reporting and investigating fraud, ensuring a proactive approach to maintaining integrity.



The Intellectual Property Policy

KAUST outlines the management, protection, and commercialization of intellectual property created within the university. This policy applies to all members of the KAUST community, including researchers, staff, and students, and aims to ensure that new knowledge and technologies developed at KAUST are effectively transferred to benefit the public and support the economic development of Saudi Arabia.



Spotlights

Conflict of Interest Certification

To prevent any conflicts of interest that could impact the university's integrity, KAUST holds a policy on Conflict of Interest (COI) to assist faculty, staff, and other covered persons to identify actual, potential, apparent and/or perceived conflicts of interest and/or conflicts of commitment. It also establishes procedures to disclose such conflicts, including the completion of a COI re-certification process each year. This systematic approach ensures that all business interactions are conducted fairly, transparently, and in compliance with legal standards, reinforcing KAUST's commitment to ethical practices.

Boosting Capabilities of National Partners

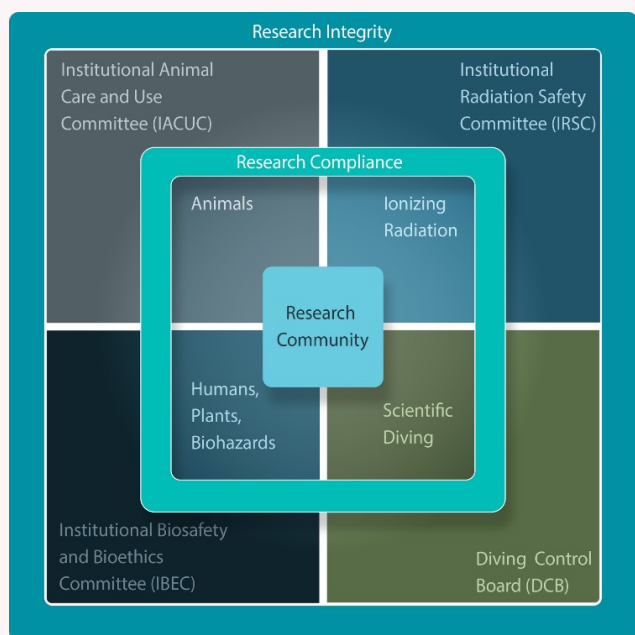
KAUST has partnered with the [University of Jeddah \(UJ\)](#) to expand their technology transfer capabilities. This collaboration, supported by the Saudi Ministry of Education, aligns with Vision 2030's goal to transform Saudi Arabia into a knowledge-based, innovative economy. KAUST's expertise in intellectual property management and technology commercialization is expected to bolster UJ's capacity to translate their research into impactful, marketready solutions, fostering a culture of innovation and bridging the gap between academia and industry. Through strong technology transference, academic institutions raise their accountability to drive societal progress and economic diversification.





Research Integrity and Compliance

KAUST ensures research integrity through a comprehensive framework designed to uphold the highest ethical standards in research. This framework includes a robust set of guidelines, policies, and training programs aimed at promoting responsible conduct among researchers. Research Compliance coordinates the University’s regulatory framework for research safety and ethics review through four faculty-led committees: [the Institutional Animal Care and Use Committee \(IACUC\)](#), [the Institutional Biosafety and Bioethics Committee \(IBEC\)](#), [the Institutional Radiation Safety Committee \(IRSC\)](#), and [the Diving Control Board \(DCB\)](#) for scientific diving. Additionally, Research Compliance fosters adherence to ethical principles and regulatory requirements through policies and activities related to the responsible conduct of research.



KAUST endorses international standards and best practices, such as the [Singapore Statement on Research Integrity](#) and the [Montreal Statement on Research Integrity](#) in Cross-Boundary Research Collaborations. By adopting these global guidelines, KAUST reinforces its commitment to maintaining high standards of research integrity and ethical practices.

Measurements of Actions:



Research Integrity Policy

The Research Integrity Policy establishes the standards for responsible conduct in research at KAUST. It outlines the ethical principles and professional behaviours expected from all researchers. The policy is designed to ensure that research is conducted with honesty, transparency, and accountability, thereby maintaining the credibility and trustworthiness of KAUST's research outputs.



Research Misconduct Procedure

The Research Misconduct Procedure provides a framework for addressing allegations of research misconduct at KAUST. It details the process for reporting, investigating, and resolving instances of fabrication, falsification, or plagiarism in research. This procedure ensures that all cases are handled fairly, confidentially, and promptly to uphold the integrity of the research process.



Permissible Research Policy

The Permissible Research Policy outlines the types of research activities allowed at KAUST. It sets the boundaries for research to ensure compliance with legal, ethical, and safety standards. The policy helps in maintaining a safe research environment and ensures that all research conducted at KAUST is socially responsible and aligned with the university's values and mission.

KAUST follows structured procedures for initiating, conducting, and concluding investigations into research misconduct, ensuring a fair and thorough process. By implementing these measures, KAUST ensures that its research community adheres to the highest standards of integrity, contributing to the university's reputation for excellence and ethical conduct in research.



Open Access Policy

The Open Access Policy at KAUST ensures that research outputs are freely accessible to the public. This policy aims to promote the dissemination of knowledge and increase the visibility and impact of KAUST research. By making research results widely available, the policy supports global academic collaboration and innovation.





Spotlights

Commitment to Preventing Plagiarism

KAUST is firmly committed to upholding academic integrity, with a particular emphasis on [preventing plagiarism](#). To ensure that all students and researchers adhere to the highest ethical standards, KAUST has implemented several rigorous educational and support measures.

Mandatory Plagiarism Course

All incoming students are required to complete a detailed online course titled “Plagiarism and How to Avoid It.” This course provides essential guidance on recognizing and avoiding plagiarism, emphasizing the importance of originality and proper citation in academic work.

Turnitin Integration

KAUST utilizes Turnitin, an advanced online text-matching tool, to help students identify improper citations and potential plagiarism in their work. Students can access Turnitin through their Blackboard accounts. Once enrolled in a Thesis or Dissertation course, they will have access to Turnitin for the duration of their time at KAUST. For assistance, students can reach out to the Library for content-related questions or the IT Helpdesk for access and system issues.

iThenticate for Researchers

For researchers, KAUST provides access to iThenticate, a powerful text-matching software used to check for plagiarism in research papers. This service, offered by the Office of Research Publication Services (RPS), ensures that all research publications meet the highest standards of academic integrity.

KAUST ensures that all researchers and lab users are well-versed in research ethics through a comprehensive array of workshops and courses. These sessions cover essential topics such as ethical decision-making, publication ethics, and compliance with institutional policies. The training is designed to familiarize all members of the research community with the high ethical standards expected at KAUST, thereby promoting a pervasive culture of integrity.



We extend our sincere appreciation to the entire KAUST community—students, alumni, faculty, staff, and leadership—along with our stakeholders and partners, both national and global, whose invaluable contributions have made this success possible. We remain steadfast in our commitment to the UN Global Compact principles as we move forward into the future.

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