CLIMATE ACTION PLAN

The climate is changing, time for action



LAST REVIEW: SEP 2026

Frederick University

Energy Policy

Frederick University firmly believes that key to its mission is being a force for positive change in the society. Unequivocally, one of the central problems facing humanity now is the use of unsustainable energy sources and climate change at large.

As a responsible institution, we have developed an energy policy to steer decisions related to sustainable energy use and achieve a reduction in carbon and overall greenhouse gas emissions, with the purpose to mitigate the environmental impact of the institution by 2030 by 55% in line with the 'Fit for 55 package' of the European Commission.

This dedication is further strengthened by the responsibility stemming from our leading role in Research on energy matters, including sustainable energy technologies, low carbon buildings and infrastructure, as well as on Education for a sustainable environment.

Carbon reduction

After assessing the CO_2 emissions, it was determined that fossil fuel use has a negligible impact on the University's overall carbon footprint. Instead, the primary contributors to emissions are identified in two main areas:
(a) electricity usage required for university operations, and
(b) transportation needs of the entire Frederick community to and from campus.

To address these impacts, two key actions have been incorporated into the University's energy action plan.

Firstly, a plan is in place to upgrade energy efficiency and install photovoltaic units on all university-owned buildings.

Secondly, policies are being developed to reduce the need for on-site transportation and inter-campus travel of students and staff.



Our pledge

- Regulatory compliance: At a minimum, we shall fully abide by all legal and other requirements related to energy management as specified under Cyprus Law and relevant EU and national directives and guidelines (e.g. EU Directive 2018/2002/EC, EU Directive 2018/844/EC, EU Directive 2018/2001/EC)

- Building construction and renovation: We shall treat energy efficiency as the factor with the highest weight in any decisions taken for renovation or new building construction for the university, in compliance with regulatory framework on nearly zero energy buildings, as well as implement a review cycle on progress in order to ensure that a process of continuous improvement is achieved.

- Renewable energy use in buildings: By 2030 all buildings in which the University operates and are owned directly or indirectly by the University (more than 80% of used premises) shall reach 80% renewable energy use and that existence of renewable energy will be a key factor in renegotiation of new leases. Furthermore, by 2040 the University will use 100% of its energy from renewable sources.

- Regular Energy Audits: We shall maintain, track and provide - where necessary - information regarding energy efficiency matters, including energy audits.

- Fossil fuel divestment policy: No investments of the university are or will be made on fossil-fuel industries or other carbon intensive industries and the university shall have no financial assets (such as stocks in related companies) that are primarily related to carbon-intensive activities. The divestment policy and updates on its implementation are communicated to stakeholders regularly.

- Raising awareness on energy savings: We shall ensure that all members of the community are appropriately aware of the importance of energy saving and mechanisms through which this can be achieved. Special awareness campaigns are implemented to encourage students and staff to reduce energy consumption.

Our Climate Action Plan is reviewed and updated on an annual basis to reflect the progress made, internal or external factors that may have changed and new strategies.

The plan outlines the strategic targets of the university in relation to its energy use and monitors the implementation of relevant actions.

Actions are organized into the following target areas:
- Governance: compliance with regulatory framework, policies, trainings
- Facilities: Building construction and renovation
- Energy Use: Energy production and use of renewable energy



Having successfully achieved the majority of the objectives set in the previous plan, Frederick University has formulated an ambitious Climate Action Plan (CAP) for the period 2025–2030. The Plan maintains its focus on the existing target areas of Governance, Energy Use, and Facilities, while introducing a new and strategically important area: Research and Innovation. The domain of Education is not addressed as a distinct target area, as relevant sustainability actions—such as the integration of the Sustainable Development Goals (SDGs), the inclusion of sustainability-focused courses, and related initiatives—are already encompassed within the overall scope of the Plan.

Target Area	Action	*Expected*	Notes
Governance	Complete energy audits on buildings	*2026*	Completed
Governance	Training on energy conservation	*Ongoing*	Continue offering annual training programs on best practices for energy conservation in the workplace.
Governance	Remote working policy and timetabling	*2027*	A remote working policy for academic staff is already in place, and a corresponding policy for administrative staff is planned for implementation in 2027. Timetabling arrangements are implemented to minimise travel for students and staff, particularly between campuses. Hot-desking arrangements are also implemented in designated areas to optimise workspace utilisation, reduce space requirements and reduce energy footprint.
Governance	Introduce sustainability KPIs	*2027*	Completed. Introduced KPIs related to carbon footprint, sustainability budgeting, and other indicators to monitor the University's performance. More ambitious targets on the monitored KPIs are set for 2030.
Facilities	Green spaces	*2028*	Identify underutilised spaces across both campuses and develop and implement a plan to enhance green urbanism through the creation of additional green areas.
Facilities	Digital transformation	*2028*	Transfer all official University documentation to digital form to achieve paperless processes.
Energy Use	Retrofit existing buildings with centralized HVAC systems	*2026*	Completed. Significant investments made in HVAC systems in Limassol Campus and Nicosia Campus' libary building to allow for central management and enforce minimum and maximum temperatures to avoid excessive use.
Energy Use	Covering 70% of energy needs by renewable energy in all buildings	*2025 - 2030*	Following the installation of photovoltaic (PV) systems in the Halls of Residence, introduced PV systems across almost all University buildings. The only remaining building is Nicosia Campus main building which is expected to be completed by the end of the CAP period.
Energy Use	Upgrade existing buildings to higher energy efficiency	*Phase 1 2026* *Phase 2 2029*	Phase 1 completed: Limassol campus has been upgraded with external insulation improvements and new energy-efficient HVAC systems. A second phase, applying similar upgrades to the New Wing of the Nicosia campus, is planned for 2029.
Research and Innovation	Smart buildings	*2027*	Completed. Introduced smart energy monitoring facilities in at three university buildings to serve as living labs, supporting research activities and the assessment of developed policies.
Research and Innovation	Energy and environment funding	*Duration*	Completed. Increased funding and support for research units dedicated to energy and environmental sustainability issues.
Research and Innovation	Partnerships with key stakeholders	*Duration*	Ongoing collaboration with city stakeholders, particularly three municipalities, to develop and implement climate-related projects and initiatives.