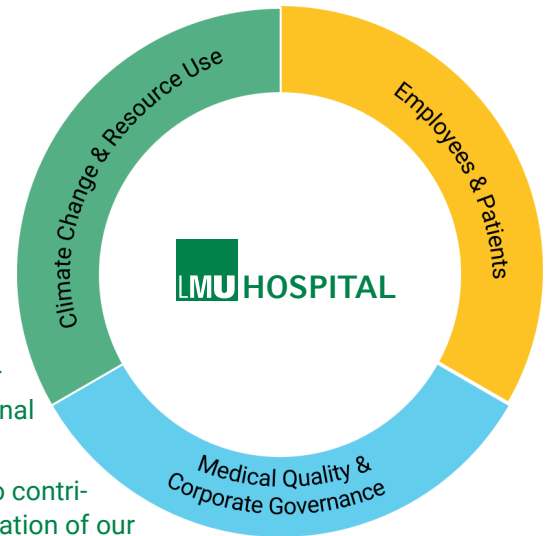


## Sustainability Strategy 2025-2030



### Our Vision:

The LMU Hospital, one of Germany's largest university hospitals, belongs to one of Europe's leading biomedical centers. It stands for medical excellence in care, research, and teaching – aiming for medical advancement in collaboration with national and international universities, research organizations, and companies.

In doing so, we work together in a caring and pioneering manner to contribute to a resilient and healthy society and to the long-term preservation of our natural resources. We avoid adverse effects of our actions on the climate and natural resources along our value chain and take social responsibility for our employees and patients. We are shaping a healthy future for all, taking economic aspects into account, and are actively committed to protecting human rights and promoting humane working conditions among our suppliers. For us, prevention and sustainability in healthcare are essential elements of a sustainable healthcare system.



### Sharing responsibility for climate protection and resource preservation.

	Climate Change 	Resource Use 
Our Ambition	<p>We aim to be climate-neutral by 2045 in line with the Bavarian Climate Protection Act by reducing the emissions we can directly influence in accordance with the Paris Agreement and offsetting the remaining emissions. In addition, we are expanding our existing solar power system and working with our partners to continuously reduce Scope 3 emissions. Whenever feasible, we take the consequences of climate change into account when constructing and renovating our buildings.</p> <p>We implement organizational and personal measures in particular to prevent in-house heat stress and contribute to educating society about the health risks of climate change and protective measures.</p>	<p>We are reducing our consumption of resources, increasingly focusing on sustainable technologies and materials, and optimizing our waste and recycling management towards a circular economy.</p>
Topics	<ul style="list-style-type: none"> <li>Climate action</li> <li>Energy</li> <li>Climate change adaption</li> </ul>	<ul style="list-style-type: none"> <li>Resource use</li> <li>Waste</li> </ul>
Targets 2030	<ul style="list-style-type: none"> <li>Reduction of GHG emissions (Scope 1 and 2) by 40% (base year: 2020)</li> <li>Reduction of specific energy consumption by 17% per m2 (base year: 2016)</li> <li>Expansion of photovoltaic system for in-house production of 1,600,000 kWh of electricity</li> <li>Ensuring the long-term structural functionality of the hospital</li> <li>Taking organizational and personal measures to prevent in-house heat stress</li> <li>Raising public awareness of heat-related health risks and heat protection measures</li> </ul>	<ul style="list-style-type: none"> <li>Raise employee awareness for resource-saving behavior</li> <li>Reduction of disposable materials (including disposable gloves)</li> <li>Reduction of paper consumption</li> <li>Reduction of material variety through standardization</li> <li>Increase of recycling and utilization rate</li> </ul>

## Caring for our employees and patients.

	Employees	Patients
	  	 
<b>Our Ambition</b>	We create a performance-oriented, inclusive and fair working environment based on economic efficiency, diversity, equal opportunities, health and safety and respectful cooperation. We are also committed to training the next generation of healthcare professionals. Our employees recommend us as an employer.	We ensure that the needs of our patients are always at the heart of everything we do. We not only offer excellent medical care, but also respectful, empathetic and participatory care that takes into account the social, cultural and psychological needs of our patients and promotes their quality of life in the long term. We provide clear information about treatment options, processes and risks. Our patients recommend the hospital to others.
<b>Topics</b>	<ul style="list-style-type: none"> <li>Working conditions</li> <li>Health and safety</li> <li>Equal treatment and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Social inclusion</li> <li>Personal safety</li> <li>Education and information</li> </ul>
<b>Targets 2030</b>	<ul style="list-style-type: none"> <li>Hiring, deploying, retaining, and developing motivated employees with the right qualifications and skills in the right positions</li> <li>Striving for a balanced ratio of women and men in all employment groups and among managers</li> <li>Reducing work-related accidents</li> <li>Increasing participation in occupational health management programs</li> <li>Increasing employee well-being</li> <li>Maintaining the low level of incapacity for work cases and days (sector comparison)</li> </ul>	<ul style="list-style-type: none"> <li>Improving the patient experience</li> </ul>

## Pioneering research and leading the way for tomorrow's healthcare.

	Medical Quality	Corporate Governance
	  	   
<b>Our Ambition</b>	We ensure excellent quality in healthcare through the smooth cooperation of highly specialized interdisciplinary centers under one roof and by supporting and advising other healthcare facilities through telemedicine, for instance. We advance medical research in order to develop sustainable solutions to the challenges facing the healthcare system. We guarantee an optimal medication process to minimize medication errors and maximize the safety and effectiveness of pharmaceutical therapy for patients.	The hospital management is guided by ethical, social, environmental, and economic principles. To ensure compliance with legal and business ethics rules, we are introducing a comprehensive compliance management system and providing training on anti-corruption for our employees at all levels. We strive to work with suppliers who also pursue sustainable, ethical, and transparent business practices – with the goal of jointly creating a responsible and sustainable value chain. As a public institution of the Free State of Bavaria, we actively contribute our professional expertise and many years of experience to scientific and socio-political committees in order to shape fair and sustainable healthcare.
<b>Topics</b>	<ul style="list-style-type: none"> <li>Quality of medical treatment</li> <li>Medication therapy safety</li> </ul>	<ul style="list-style-type: none"> <li>Corporate culture, including anti-corruption</li> <li>Supplier management</li> <li>Socio-political engagement</li> </ul>
<b>Targets 2030</b>	<ul style="list-style-type: none"> <li>Improving the quality of medical treatment</li> <li>Increasing the safety of pharmaceutical therapy</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of corporate ethics and corporate culture among our employees</li> <li>No cases of corruption</li> <li>All employees receive regular training on compliance topics</li> <li>Consideration of sustainability criteria in procurement, as far as economically reasonable</li> </ul>