



SNHU Annual Environmental, Social & Governance

ESG Report 2025

Executive Summary

Southern New Hampshire University is committed to sustainability as a core part of its mission to transform lives through education. This report shares how SNHU is working to care for the environment, support its community, and operate responsibly—all in the service of continued growth and innovation.

Across campus and online, sustainability is integrated into how SNHU operates, teaches, and engages with students and partners. By tracking progress, collaborating across teams, and aligning efforts with widely recognized standards, the University is able to measure its impact, stay accountable, and continuously improve.

Through this work, SNHU aims to strengthen long-term resilience, support informed decision-making, ensure transparency, and deliver future-facing education for students, employees, and our entire global community.



About This Report

This report builds on Southern New Hampshire University's 2025 Sustainability Highlights Report and other public disclosures. It brings together our sustainability efforts into a clear, easy-to-understand format to show how we are caring for the environment, supporting our communities, and operating responsibly.

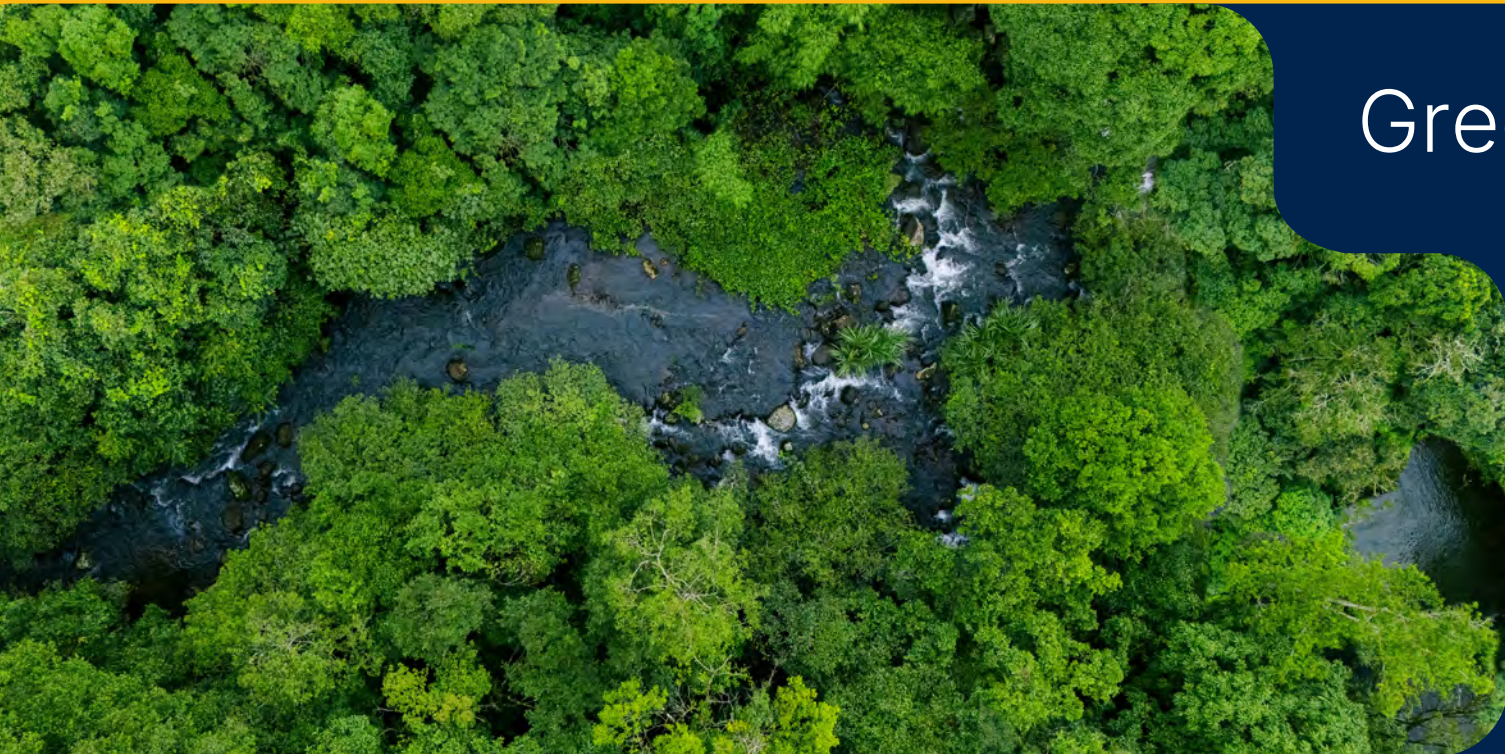
Our approach is informed by widely recognized sustainability standards and best practices, and is tailored to the unique role of higher education. By organizing our work in this way, we not only provide transparency and share our progress, but also help identify and reduce potential risks, strengthening SNHU's ability to operate responsibly and plan for the future.

Through this report, we aim to make it easier for students, employees, partners, and the broader community to understand our impact and our commitment to continuous improvement.

SOUTHERN NEW HAMPSHIRE UNIVERSITY SUSTAINABILITY HIGHLIGHTS 2025 REPORT



Environmental (E)



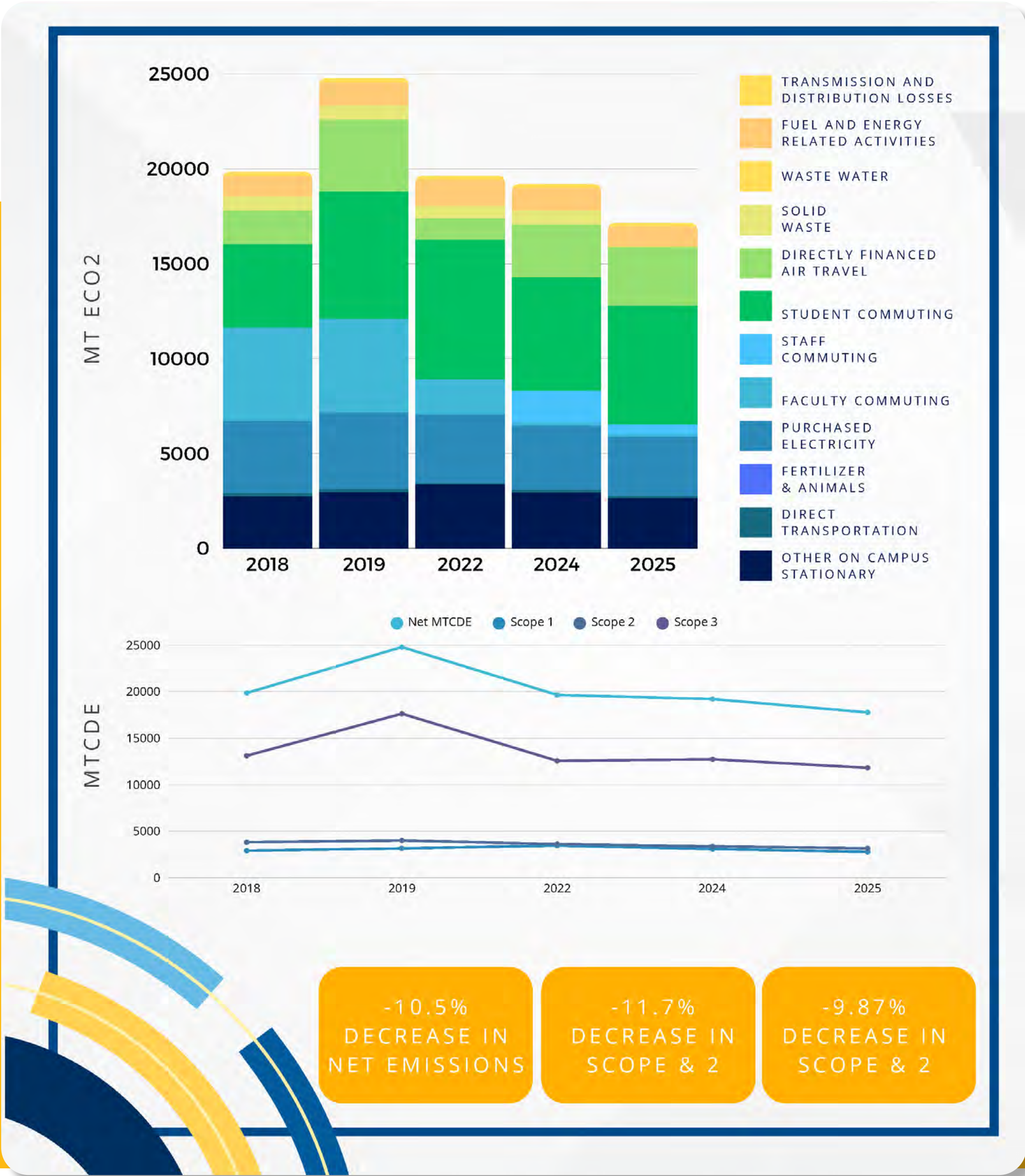
Greenhouse Grass Emissions

10.5%

Decrease in Net GHG Emissions

SNHU tracks Scope 1, 2, and 3 emissions using verified greenhouse gas accounting methodologies. Reductions reflect operational efficiency improvements, energy management, and data-driven planning.

Find out more information by viewing our [GHG report here](#).





Energy, Waste & Circularity

40,000+ lbs

Materials Diverted from Landfill

SNHU advances circular materials management through surplus reuse, waste diversion, sustainable procurement, and operational efficiencies across campus and distributed environments.



Social (S)



82%
of degree programs
offer sustainability courses

Sustainability is embedded across academic programs, advancing workforce-relevant knowledge, systems thinking, and environmental and social responsibility among learners.

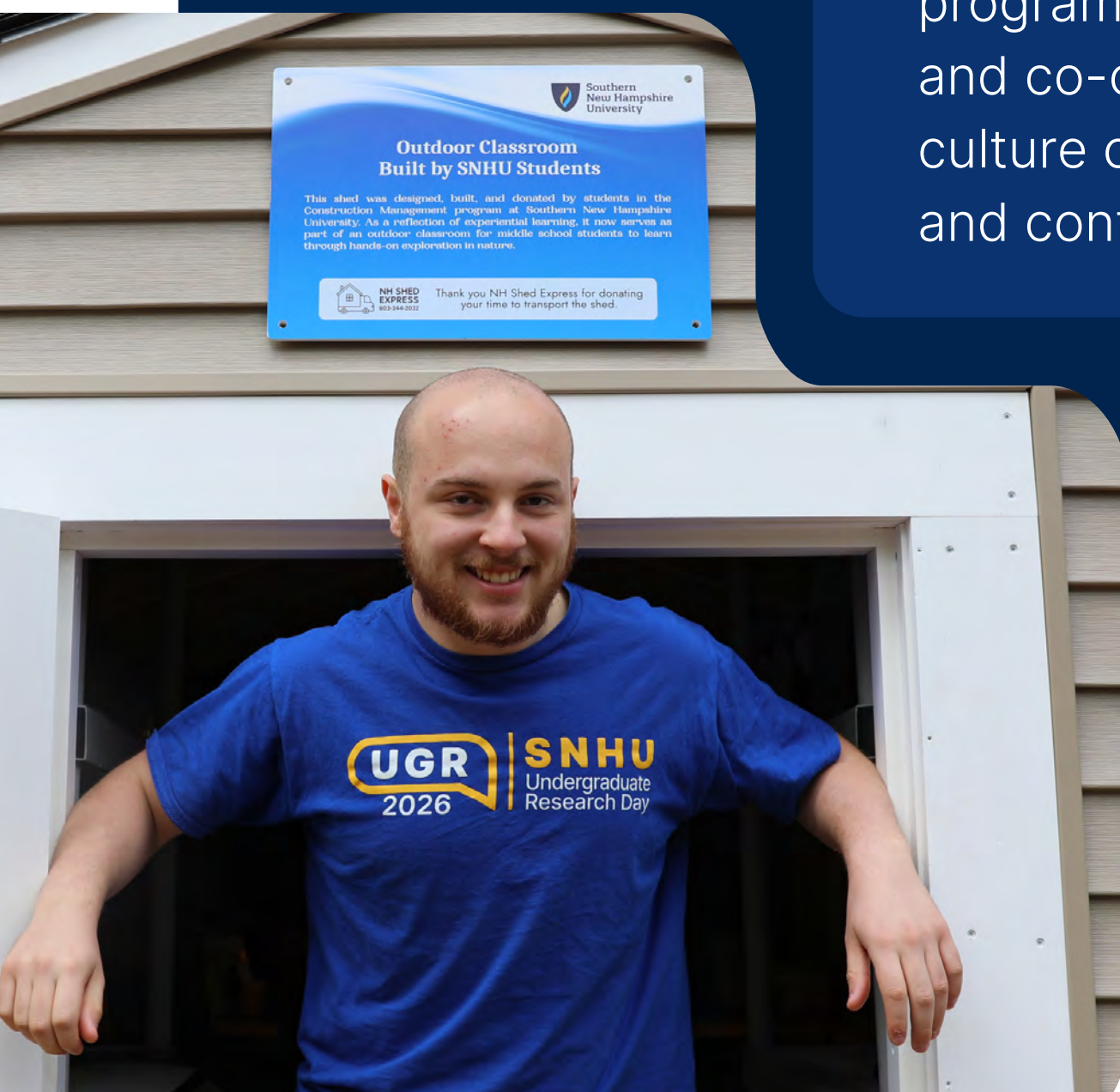
SNHU also conducts sustainability literacy assessments to evaluate student understanding of sustainability concepts, equity considerations, and applied problem-solving skills.





Engagement & Culture

The university engages students, staff, and faculty through sustainability programming, community partnerships, and co-curricular initiatives that foster a culture of shared responsibility, inclusion, and continuous improvement.



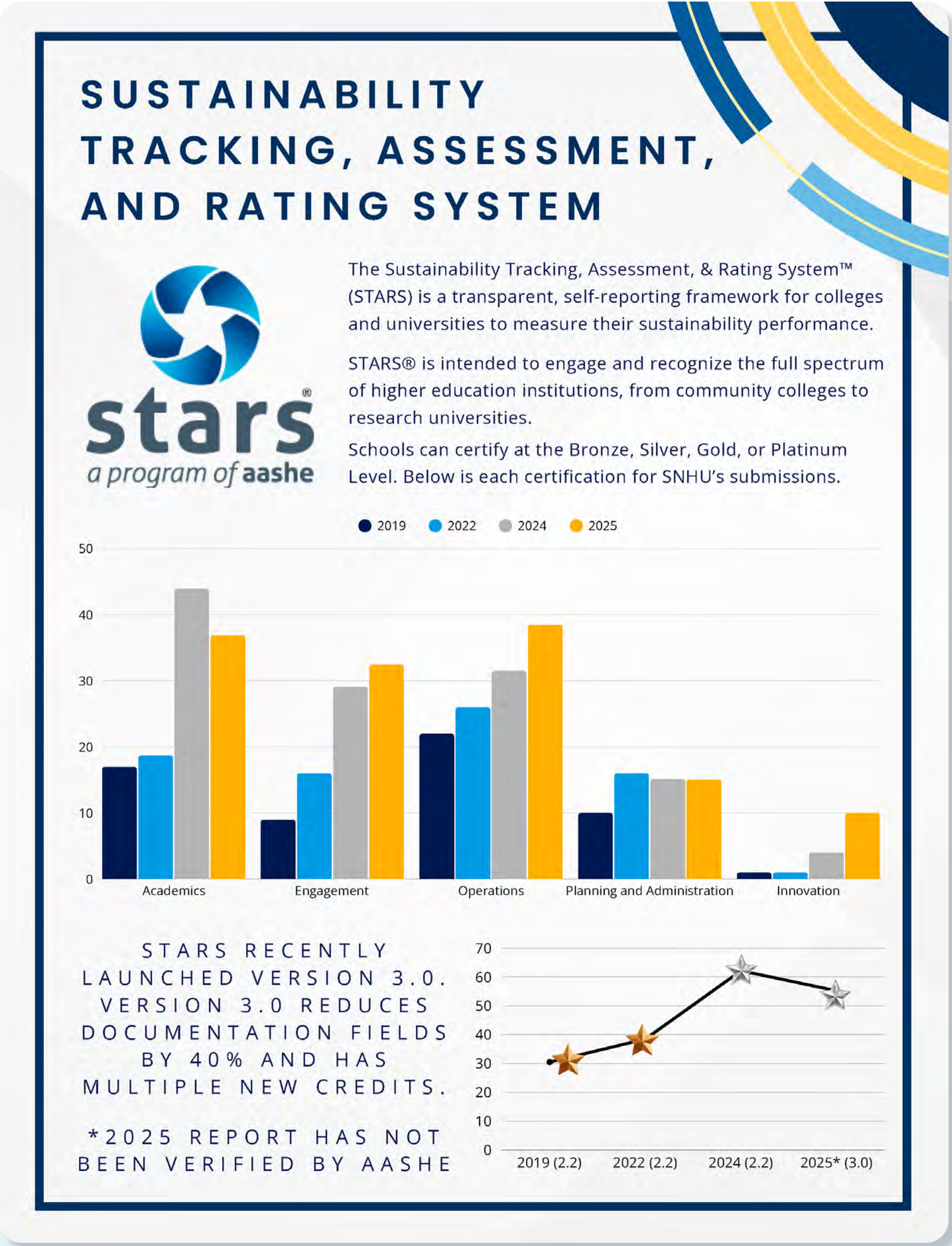
Governance (G)

Institutional Oversight & Integration

Sustainability at SNHU is governed through institutional leadership, cross-functional collaboration, and integration into strategic planning and enterprise systems. Governance structures emphasize accountability, transparency, and data integrity.

Measurement, Reporting & Assurance

SNHU reports sustainability performance through established external frameworks. Data governance practices ensure consistency, comparability, and decision-useful reporting aligned with ESG expectations.



Framework Alignment

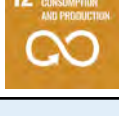
SNHU aligns its sustainability and ESG reporting with a diverse set of global, sector-specific, and regional frameworks, including AASHE STARS, the Greenhouse Gas Protocol, UN SDGs, SASB, GRI, UI GreenMetric, and NHBSR’s Measure What Matters NH. By leveraging multiple frameworks and benchmarking tools, the University ensures its sustainability strategy, performance measurement, and reporting are relevant and meaningful across academic, operational, community, and enterprise audiences while supporting transparency, accountability, and continuous improvement.

Data/Credit	Categories	STARS 3.0	SDG's	SASB	GRI	UI GreenMetric	MWM NH
Academics							
Curriculum							
Sustainability Courses	Academics	9.62/14	 SDG 4 (Quality Education)				
Degree Programs	Academics	8.29/15	 SDG 4 (Quality Education)				
Sustainability Literacy Assesment	Academics	3.33/4	 SDG 4 (Quality Education)				
Student Success	Academics	0/3	 SDG 4 (Quality Education)	SV-ED-260a.1 SV-ED-260a.2 SV-ED-260a.3			
Research							
Sustainability Research and Innovation	Research	6.66/10					
Center of Sustainability Research	Research	0/6					
Engagement							
Campus Engagement							
Outreach and Communications	Campus Engagement	4.5/5			GRI 413: Local communities	ED4	
Co-curricular Activities	Campus Engagement	5/9			GRI 413: Local communities		
Staff Engagement and Training	Campus Engagement	2.5/8				ED10	
Sustainability Culture Assesment	Campus Engagement	3/3					

Framework Alignment

Data/Credit	Categories	STARS 3.0	SDG's	SASB	GRI	UI GreenMetric	MWM NH
Public Engagement							
Civic Engagement	Public Engagement	5/8					
Integrated Partnerships	Public Engagement	6/9	 SDG 11 (Sustainable cities and Communities)		GRI 413: Local communities	EC10 ED9	Community
Continuing Education	Public Engagement	3/3	 SDG 4 (Quality Education)				
Shared Facilities	Public Engagement	1/2	 SDG 4 (Quality Education)				
Operations							
Buildings and Grounds							
Building Design, Construction, Operations and Maintenance	Buildings and Grounds	0/0	 SDG 9 (Industry, Innovation and Infrastructure)	IF-EN-160a.2 IF-EN-410a.2 IF-EN-410a.1		EC2 EC.6	
Water Use	Buildings and Grounds	0/7	 SDG 6 (Clean Water and Sanitation)		GRI 303: Water and Effluents		
Ecologically Managed Ground	Buildings and Grounds	2.76/5	 SDG 13 (Climate Action)  SDG 15 (Life on land)		GRI 413: Local communities	WR1 WR5	
Engery and Climate							
Energy Use	Energy and Climate	6.01/10	 SDG 7 (Affordable and Clean Energy)	CG-EC-130a.1	GRI 302: Energy GRI 305: Emissions	EC3 EC4	Climate and Energy
Greenhouse Gas Emissions	Energy and Climate	12.64/16	 SDG 7 (Affordable and Clean Energy)	IF-WM-120a.1 CG-EC-130a.1	GRI 305: Emissions	EC7	Climate and Energy

Framework Alignment

Data/Credit	Categories	STARS 3.0	SDG's	SASB	GRI	UI GreenMetric	MWM NH
Operations							
Sustainable Procurement System	Operations	0/7	  SDG 2 (Zero Hunger) SDG 12 (Responsible consumption and production)		GRI 204: Procurement practices GRI 308: Supplier Environmental Assessment		Environment
Food Recovery	Operations	0.5/2	 SDG 12 (Responsible consumption and production)		GRI 306: Waste		
Purchased Goods	Operations	0.92/4	 SDG 12 (Responsible consumption and production)				
Materials Management	Operations	2.25/4	 SDG 12 (Responsible consumption and production)				
Waste Generation and Recovery	Operations	3.36/5	 SDG 12 (Responsible consumption and production)	IF-WM-420a.3 IF-WM-420a.4	GRI 306: Waste	WS1 WS6	Environment
Transportation							
Vehicle Fleet	Buildings and Grounds	0.05/2	 SDG 11 (Sustainable cities and Communities)	IF-WM-110b.1 IF-WM-110b.2		TR1	
Commute Modal Split	Buildings and Grounds	3.78/6	 SDG 11 (Sustainable cities and Communities)			TR2	
Air Travel	Buildings and Grounds	1/2					
Planning and Administration							
Coordination and Planning							
Sustainability Coordination	Coordination and Planning	1/1	 SDG 17 (Partnerships for the Goal)				
Institutional Governance	Coordination and Planning	2.25/4	 SDG 17 (Partnerships for the Goal)				
Sustainable investment Program	Coordination and Planning	0/4					
Marketing and Recruiting Practices	Coordination and Planning			SV-ED-270a.1 SV-ED-270a.2 SV-ED-270a.3 SV-ED-270a.4			

Framework Alignment

Data/Credit	Categories	STARS 3.0	SDG's	SASB	GRI	UI GreenMetric	MWM NH
Social Equity							
Institutional Climate	Social Equity	2/3	 SDG 10 (Reduced Inequalities)		GRI 401: Employment GRI 405: Diversity and Equal Opportunity		Environment
Racial and Ethnic Diversity	Social Equity	1.68/3	 SDG 10 (Reduced Inequalities)	SV-PS-330a.1	GRI 405: Diversity and Equal Opportunity	Diversity and Inclusion	
Gender Parity	Social Equity	1.67/2	 SDG 5 (Gender Equality)			Diversity and Inclusion	
Affordability and Access	Social Equity	1/3	 SDG 4 (Quality Education)				
Wellbeing and Work							
Health, Safety and Wellbeing	Wellbeing and Work	2.21/3	 SDG 3 (Good Health and Well-being)		GRI 403: Occupational Health and Safety	SI10	Workplace
Employee Rights							
Pay Equity and Living Wage	Employee Rights	2.5/3	 SDG 8 (Decent work and economic growth)				Workplace
IT & Systems Operations							
Institutional Climate	IT & Systems Operations	2/3	 SDG 9 (Industry, Innovation and Infrastructure)	SV-ED-230a.1 SV-ED-230a.2 SV-ED-230a.3			



Southern
New Hampshire
University

Sustainability

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