



# Time to Act



**Sustainable Impact Plan**

2024 -2027

Last Update: OCT 2024



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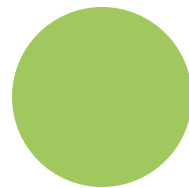
# 'Time To Act' Executive Summary

## 2024-2027

As part of OMNES Education, EUBS' campuses, students and employees actively support and deploy "**Time to Act**" **Sustainable Impact Plan**, which includes **Environmental, Social and Governance initiatives (ESG)**.

Our mission is to be a committed and responsible Institution, respectful of the planet and people, and a key player in transitions within the higher education sector for a more sustainable and inclusive world, which trains the conscious “manager-change makers” of tomorrow.

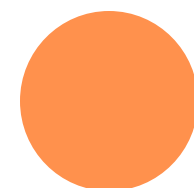
# ➤ 3 Strategic Pillars



## TIME TO BE CONSISTENT

### *Environment*

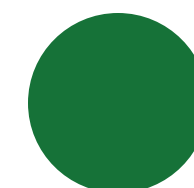
Includes sustainability efforts such as reducing **carbon emissions, energy efficiency and resource management**. Our goal is to commit to a trajectory of reducing our GHGs(\*) by adopting targeted actions on the most emitting items, besides become sober and responsible in purchasing, catering and overall campus management.



## TIME TO TAKE CARE

### *Society*

Develop a global **Equality-Diversity-Inclusion (DEI \*)** policy for employees and students: Gender equality and prevention of sexual and sexist violence; diversity of profiles; inclusion of people with disabilities.



## TIME TO ACCOMPLISH

### *Education*

Addresses the **social & environmental transition into EUBS programs and research** work, developing a Sustainability-oriented offer, for a global academic transformation aligned with the 17 SDGs of the 2030 Agenda. Train students and employees in CSR, Environmental and DEI issues to gain awareness.

[\*\(\\*\) See Glossary Slide\*](#)

- **Student employability and satisfaction**  
90% employability at 6 months  
85% student satisfaction
- **Integration of CSR into programs**  
100% educational grids revised to integrate CSR issues
- **Committed research** on climate, inclusive and sustainable issues

- **Student safety and well-being**  
100% of schools have a psychological unit and a Wellness program
- **Accessibility and equal opportunity**  
financial accessibility strengthened through work-study and other support systems
- **Health and well-being of employees**  
more than 2% of payroll devoted to trainings



**CSR CHALLENGES & GOALS**



- **CSR culture and responsible mobility**  
100% aware employees
- **Green Campus**  
100% of campuses integrate an environmental quality, well-being, and a local integration approach
- **Digital Sobriety**  
100% employees and students made aware of digital sobriety  
100% low carbon IT Policy
- **Responsible purchasing**  
100% of purchases incorporate the responsible purchasing policy



# Time To Be Consistent KPIs



## TIME TO BE CONSISTENT ENVIRONMENT

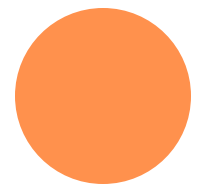
As part of OMNES Education, we're committed to a **Low-Carbon Trajectory** by reducing its GHG emissions by 2% per year, in absolute value, by adopting OMNES' Climate-change-oriented **Transition Plan** and many actions.

At the same time, a roadmap of actions for responsible, sober and inclusive campuses is gradually being deployed, like charters and policies on responsible purchasing, digital technology, mobility and catering.

### Time To Act Criteria (80% per Campus + 20%)

Criteria / Campus	Weight	Requirements
Responsible Campus (inclusive, sober, integrated into its territory)	10%	Process Started
	20%	Process Finalized – 85% Satisfaction rate (2027)
Carbon Footprint	5%	Participation in Carbon Footprint Project by OMNES
	5%	Participation in transition plan
Sustainable IT Charter (ISIT)	5%	Users
	5%	Materials
Sustainable Purchasing and Procurements	20%	Application of EU standards for responsible purchasing practices
Waste Management	5%	sorting and recycling system
	5%	Reduction of waste (mainly plastic)
Low Carbon Mobility	20%	

# Time To Take Care KPIs



## TIME TO TAKE CARE SOCIETY

Development of a global **Equality-Diversity-Inclusion (DEI)** policy for employees and students is one of our top priority: Equal opportunities, Gender equality and prevention of sexual and gender-based violence; Diversity of profiles (race, gender, age, religion, sexual orientation, cultural background, etc.); Inclusion of people with disabilities.

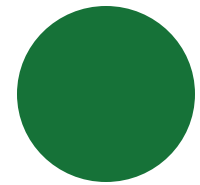
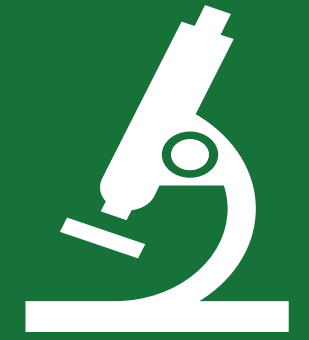
Our objective is to apply "Non-discrimination" and "Zero-tolerance" policies among the 4 campuses.

### Time To Act Criteria (100%)

Criteria / Campus	Weight	Requirements
Mental wellbeing (Students)	10% 10%	Mental wellness referent or professional / Campus Diagnostic process (listening unit, medical guidance and monitoring)
Sexual violence policy (Students)	10% 10%	Dedicated Referent / Campus Process (reporting and guidance, internal investigation, disciplinary council and monitoring)
Gender Equity	5%	Balanced ratio of woman in workforce and management (objective: > 35%)
	5%	Rise gender-equity awareness among students
Inclusivity policy (Disability, Sexual orientation, Age, Religion, etc.)	10% 10%	Dedicated Referent / Campus Process (support and monitoring)
Diversity policy	10%	Hiring diverse profiles (race, gender, age, religion, sexual orientation, cultural background)
	10%	Diversity among students accepted
Scholarships students	10%	At least 1% of students



# Time To Accomplish KPIs



## TIME TO ACCOMPLISH EDUCATION

Integrate the **social & environmental transition into the heart of our programs and research** work, and develop a sustainability-oriented offer, for a global academic transformation aligned with the 17 SDGs of the 2030 Agenda.

Train students and employees about a variety of issues related to environment (climate change, etc.) and society (inclusivity, equity, diversity).

### Time To Act Criteria (100%)

Criteria / Campus	Weight	Requirements
Student Satisfaction	10%	Alumni recruitment rate 6 months following graduation – Objective 2027: 85%
Integrate Sustainability in all EUBS degrees	5% 10%	At least 50% EUBS degrees integrate Sustainability 100% EUBS degrees integrate Sustainability
Volunteering (Students)	10%	volunteer hours for community investment and charity work
Impact projects / incubators	10%	
Sustainability-related Research	10%	25 % Scientific publications addressing societal concerns
Employability rate	10%	Alumni recruitment rate 6 months following graduation – Objective by 2027: 75%
Employee / Students referents	10% 5%	Referent / Committee Member Student referent
Launch Sustainability Certifications	10%	100% Deployment of TASK and/or BeReady certifications
Trainings and / or Events	10%	# Training hours for students and employees

# Governance

## EUBS' Committee

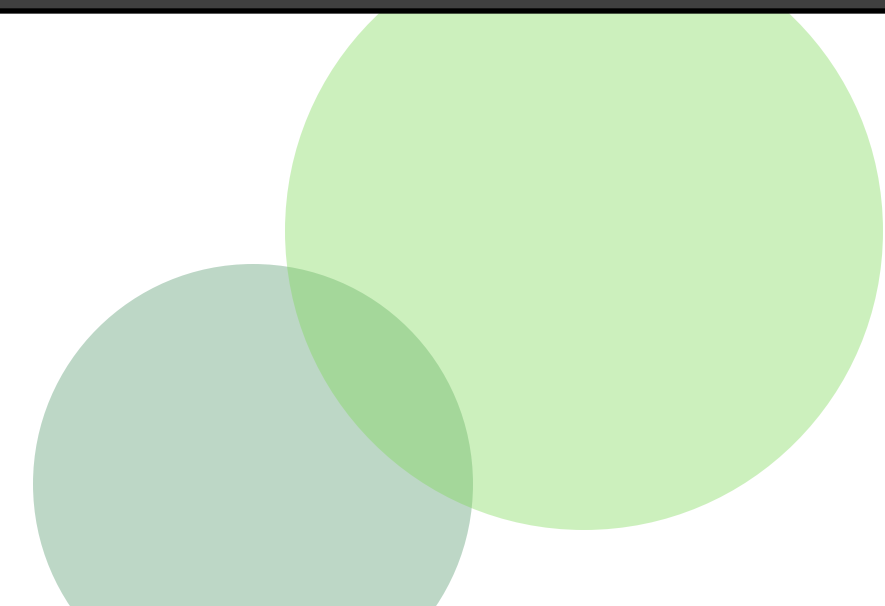
The Sustainability Committee at EUBS aims to position the school as a player and leader in transitions. It operationally deploys within its 4 Campuses.

The committee acts in conjunction with OMNES Education Group with the following schedule:

- **1x Monthly** EUBS Sub-committee meeting;
- **1x Quarterly** EUBS <> Omnes follow-up meeting.

EUBS (EU Business School) sub-committee stay connected through Microsoft Teams where initiatives are shared on a regular basis.

## Governance



# Action Plan



# Sustainability Audit 2024

## Time To Be Consistent

Environment



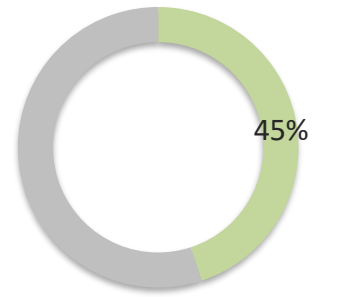
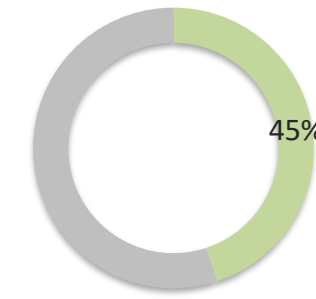
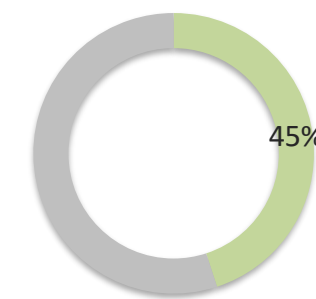
### TIME TO BE CONSISTENT

[\[Link to the Audit\]](#), Last Update: OCT 2024]

BCN = Barcelona Campus  
MUC = Munich Campus  
GVA = Geneva Campus

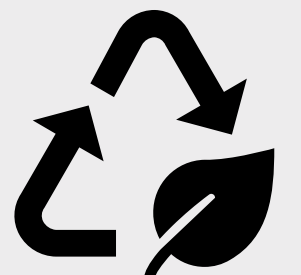
Criteria	BCN	MUC	GVA
Responsible Campus (inclusive, sober, integrated into its territory)	✓	✓	✓
Waste Management (audit)	✓	✓	✓
Carbon footprint audit (Co2 / Campus)	✓	✓	✓
Low Carbon Mobility	✓	✓	✓

### Progress 2024 vs 2027



### Gaps to be filled by the end of 2027

- Responsible purchasing and procurements policies;
- Sustainable IT Charter (ISIT) policy;
- Carbon Footprint transition plan (climate change action plan)





# Sustainability Audit 2024

## Time To Take Care

Society



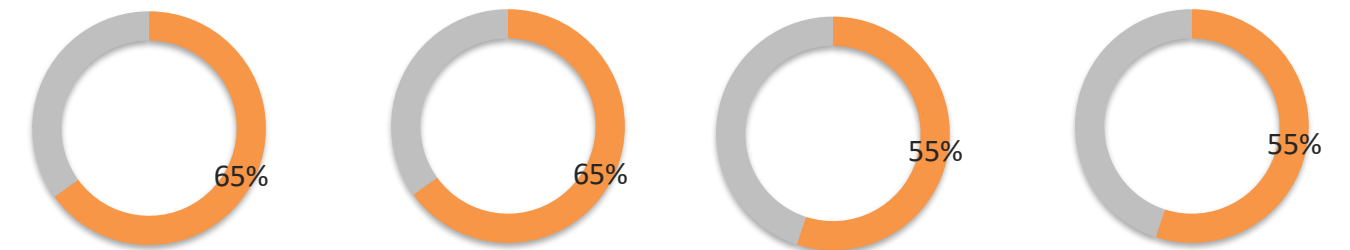
### TIME TO TAKE CARE

[[Link to the Audit](#), Last Update: OCT 2024]

BCN = Barcelona Campus  
DIG = Digital Campus  
MUC = Munich Campus  
GVA = Geneva Campus

Criteria	BCN	DIG	MUC	GVA
Gender equity among employees	✓	✓	✓	✓
Diversity policy	✓	✓	✓	✓
Sexual Violence referent & policy	✓	✓		✓
Mental wellbeing referent & policy	✓	✓	✓	½ ✓
Scholarships for students	✓	✓	✓	✓

### Progress 2024 vs 2027



### Gaps to be filled by the end of 2027

- Inclusivity policy & referent / campus;
- Adapt OMNES' DEI Policy;
- Have student ambassador / referent for each DEI policy (Sexual violence; Disability, Inclusivity, etc.)





# Sustainability Audit 2024

## Time To Accomplish

Education & Research



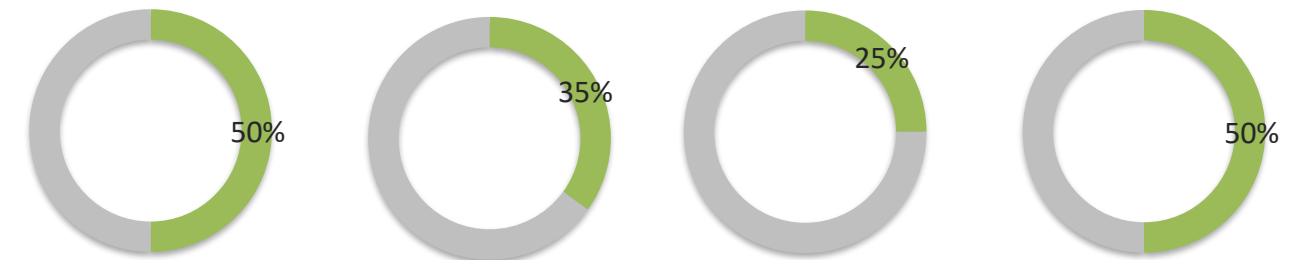
### TIME TO ACCOMPLISH

[\[Link to the Audit\]](#), Last Update: OCT 2024]

BCN = Barcelona Campus  
DIG = Digital Campus  
MUC = Munich Campus  
GVA = Geneva Campus

Criteria	BCN	DIG	MUC	GVA
Student Satisfaction	✓	✓	✓	✓
Integrate Sustainability in programs (50%)	✓	✓	✓	✓
Volunteering (Students)	✓			✓
Employability rate (Recent graduates survey)	✓	✓	✓	✓
Impact projects / incubators				✓
Sustainability Referent at EUBS	✓	✓		✓

### Progress 2024 vs 2027



### Gaps to be filled by the end of 2027

- Sustainability-related (SDGs) Research (Publications);
- Launch Sustainability Certifications (TASK, Be Ready, etc.)
- Encourage the creation of sustainability-related incubators;
- Student referents per Campus;
- Trainings for Students and Employees.





# Objectives 2024 – 2027

## Time To Be Consistent

Environment



### TIME TO BE CONSISTENT



	Short Term AY 2024 - 2025	Mid Term AY 2025 - 2026	Long Term AY 2026 - 2027
MUC	✓ Join Carbon Footprint Audit by OMNES	✓ Sustainability IT Charter (ISIT) ✓ Sustainable purchases & procurements policy	✓ Carbon footprint transition plan (Climate Action Plan)
GVA	✓ Join Carbon Footprint Audit by OMNES	✓ Sustainability IT Charter (ISIT) ✓ Sustainable purchases & procurements policy	✓ Carbon footprint transition plan (Climate Action Plan)
BCN	✓ Join Carbon Footprint Audit by OMNES	✓ Sustainability IT Charter (ISIT) ✓ Sustainable purchases & procurements policy	✓ Carbon footprint transition plan (Climate Action Plan)
DIG	✓ Join Carbon Footprint Audit by OMNES	✓ Sustainability IT Charter (ISIT) ✓ Sustainable purchases & procurements policy	✓ Carbon footprint transition plan (Climate Action Plan)



# Objectives 2024 – 2027

## Time To Take Care

Society



### TIME TO TAKE CARE



	Short Term AY 2024 - 2025	Mid Term AY 2025 - 2026	Long Term AY 2026 - 2027
MUC	<ul style="list-style-type: none"><li>✓ Sexual violence referent (employee)</li></ul>	<ul style="list-style-type: none"><li>✓ Inclusivity referent (employee)</li><li>✓ Adapt OMNES' DEI Policy</li><li>✓ Gender Equity awareness (Students)</li></ul>	<ul style="list-style-type: none"><li>✓ Sexual Violence policy</li><li>✓ Mental wellbeing policy</li><li>✓ Inclusivity Policy</li></ul>
GVA		<ul style="list-style-type: none"><li>✓ Inclusivity referent (employee)</li><li>✓ Adapt OMNES' DEI Policy</li><li>✓ Gender Equity awareness (Students)</li></ul>	<ul style="list-style-type: none"><li>✓ Sexual Violence policy</li><li>✓ Mental wellbeing policy</li><li>✓ Inclusivity Policy</li></ul>
BCN		<ul style="list-style-type: none"><li>✓ Inclusivity referent (employee)</li><li>✓ Adapt OMNES' DEI Policy</li><li>✓ Gender Equity awareness (Students)</li><li>✓ Inclusivity Policy (Real Decreto 1026/2024)</li></ul>	
DIG		<ul style="list-style-type: none"><li>✓ Inclusivity referent (employee)</li><li>✓ Adapt OMNES' DEI Policy</li><li>✓ Gender Equity awareness (Students)</li></ul>	<ul style="list-style-type: none"><li>✓ Inclusivity Policy</li></ul>



# Objectives 2024 – 2027

## Time To Accomplish

Education & Research



### TIME TO ACCOMPLISH



	Short Term AY 2024 - 2025	Mid Term AY 2025 - 2026	Long Term AY 2026 - 2027
MUC	<ul style="list-style-type: none"> <li>✓ Student referent</li> <li>✓ Training to employees</li> <li>✓ Reinforce Volunteering Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>✓ Training to students</li> <li>✓ Impact projects / Incubators</li> <li>✓ Launch Sustainability Certifications (TASK, Be Ready, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Integrate Sustainability in 100% of programs</li> <li>✓ 25 % Sustainability-related Research</li> </ul>
GVA	<ul style="list-style-type: none"> <li>✓ Student referent</li> <li>✓ Referent (Employee)</li> <li>✓ Training to employees</li> <li>✓ Reinforce Volunteering Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>✓ Training to students</li> <li>✓ Impact projects / Incubators</li> <li>✓ Launch Sustainability Certifications (TASK, Be Ready, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Integrate Sustainability in 100% of programs</li> <li>✓ 25 % Sustainability-related Research</li> </ul>
BCN	<ul style="list-style-type: none"> <li>✓ Student referent</li> <li>✓ Training to employees</li> <li>✓ Reinforce Volunteering Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>✓ Training Employees</li> <li>✓ Training to students</li> <li>✓ Impact projects / Incubators</li> <li>✓ Launch Sustainability Certifications (TASK, Be Ready, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Integrate Sustainability in 100% of programs</li> <li>✓ 25 % Sustainability-related Research</li> </ul>
DIG	<ul style="list-style-type: none"> <li>✓ Student referent</li> <li>✓ Training to employees</li> <li>✓ Reinforce Volunteering Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>✓ Training to students</li> <li>✓ Launch Sustainability Certifications (TASK, Be Ready, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Integrate Sustainability in 100% of programs</li> <li>✓ 25 % Sustainability-related Research</li> </ul>

# Glossary

## C

**CSR** – *Corporate and Social Responsibility*: A business model where companies integrate social and environmental concerns. It includes initiatives like ethical labor practices, sustainability efforts, and community engagement to contribute positively to society.

**CSRD** - *Corporate Sustainability Reporting Directive*: directive adopted by the European Union that requires companies to disclose detailed information on their sustainability practices, including environmental, social, and governance (ESG) factors

## D

**DEI** – *Diversity, Equity and Inclusion*: A framework for organizations to ensure representation, fair treatment, and active support of diverse populations, besides a sense of belonging, regardless of their background, race, gender, or other characteristics.

## E

**ESG** – *Environmental, Social, and Governance*: holistic approach that incorporates sustainability (Environmental), Diversity equity and inclusivity (DEI) and social responsibility and ethical business practices (CSR).

## G

**GHG** – *Greenhouse Gases*: Refers to gases in the Earth's atmosphere that trap heat, contributing to the greenhouse effect and global warming. The main GHGs include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and fluorinated gases.

**GBSV** - *Gender-Based & Sexual Violence*: Prevention programs aimed at creating safer environments through training and support systems for students. These programs include workshops and campaigns to raise awareness,

## S

**SDG** – *Sustainable Development Goals*: Set of 17 interconnected global goals established by the United Nations as part of the 2030 Agenda for Sustainable Development. Each goal addresses a different area of development, aiming to promote prosperity while protecting the planet.



# Thanks

Don't hesitate to contact us if you have any question!

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