

esadefoundation

Social Balance


Academic Year 2020 – 2021

Do Good. Do Better.

1. Missió de la Fundació


Esade’s mission and values are the pillars of its holistic educational model for students and professionals, a model to which we are fully committed. Our mission and values permeate our Code of Ethics and Code of Conduct, revised during the 2020-2021 academic year and approved by Fundació Esade’s Board of Trustees on February 16th, 2021.

We pursue our mission in the following areas:




Education

Providing students a holistic education for them to become competent and socially-responsible professionals.



Research

Creating knowledge to improve organizations and society.




Social debate

Contributing to social debate to help build free, prosperous, fair and sustainable societies from a societal and environmental point of view.

Esade pursues this mission inspired by humanist and Christian traditions within the framework of intercultural dialogue.

Esade has two campuses in **Barcelona** and one in **Madrid**. Together, they span 78,553 m2 and house 126 classrooms.

Esade has also established exchange program agreements with business and law schools **around the world** and on every inhabited continent: North America, South America, Europe, Africa, the Middle East, Asia and Oceania.



205

agreements with international universities:


<p>129 Business School</p>	<p>76 Law School</p>
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12,326 students


4,462 of which are international



+100 nationalities



892 professionals

 [Annual Report](#)



1.1 Activities and projects

Esade's areas of action focus on education, research and social debate.

Below are details on some of the activities carried out during the 2020-2021 academic year:

→ Talent attraction: Campaigns and scholarships

Esade's Scholarship Program is one of our initiatives designed to provide students the opportunity to study at our university who, otherwise, would not be able to enroll in our programs. Thanks to the Scholarship Program, students with excellent academic track records and from diverse socio-economic backgrounds have the opportunity to study at Esade, thus increasing our positive impact on society.

During the 2020-2021 academic year, we dedicated 3.7 M euros to scholarships (compared to 3.2 M the previous year). During the 2020-2021 academic year, there were a total of 296 scholarship recipients at Esade.

→ First-Year Experience Program

We launched this program during the 2020-2021 academic year to promote and ensure students from different countries, cultures and socio-economic backgrounds are better integrated within our community. The program includes a variety of co-curricular activities, such as workshops, cultural outings and orientation groups, designed to help stimulate students' personal growth and improve their academic performance. The program underscores the importance of providing people an education which gives meaning to their lives and, as a result, contributes to the common good, both socially and environmentally.

→ Esade University Development Service (SUD)

The entire Esade community has the opportunity to volunteer for and work with social cooperation institutions and initiatives in order to promote the fair development of both people and society. The Esade University Development Service (SUD) offers our community and especially students the possibility of carrying out internships and volunteering either locally or internationally. Through the different economic development, volunteering and consulting projects they can choose from, participants develop skills and gain experience, enabling them to apply all that they've learned in class and grow both personally and professionally while also having a positive impact on society.

During the 2020-2021 academic year, **63 students travelled to 19 countries** to work on entrepreneurship, social consulting and legal assistance projects. For the first time ever, SUD projects were carried out in countries such as the Dominican Republic, Mozambique, Nigeria, Eswatini, Panama and Ghana.

→ Bachelor's in Transformational Leadership and Social Impact

We began commercializing this new program during the 2020-2021 academic year, designed to train young entrepreneurs with a social conscience and provide them the tools they need (knowledge, skills and experience) to find new ways to advance and help build a better world. The program combines knowledge, learning methodologies and interpersonal skills for students to become true agents of change.

→ Curricular revision of Business School programs

We created a new academic committee during the 2020-2021 academic year which worked

to identify ways to transversally introduce sustainability in all Esade program classes and raise our students' awareness about the importance of helping create an increasingly sustainable society.

→ **Center for Social Impact created**

This center serves to bring together students, professionals and scholars who want to use their professional competencies and skills to have a positive social and environmental impact.

→ **Published articles linked to Environmental, Social and Governance (ESG) criteria**

Esade contributed to social debate by publishing 122 articles in prestigious international journals with a positive impact factor and on our Do Better platform. Similarly, we carried out various research projects related to ethics, CSR and sustainability. Worth highlighting among these are: Impacto Social-BBK, Digicom and Equal4Europe.

→ **First Institutional Sustainability Plan**

During the 2020-2021 academic year, Esade worked to define its first Institutional Sustainability Plan. This implies assuming and bearing in mind the consequences of our own decisions and the effects these have on justice within organizations and society, both locally and globally. All this implied defining an action plan approved by Esade's Executive Committee. 338 community members participated in this process: faculty, administrative and service (PAS) staff and students, in addition to 11 different stakeholders.

[For additional information](#)



1.2 Participants and beneficiaries

Our mission is to provide a holistic education based on human excellence, not just from a practical and academic point of view. Our aim is to educate people who, while freely sharing certain values, contribute as citizens and business and law professionals to create a more humane, fair, solidarity-minded and sustainable global society that also respects differences.

This holistic education also includes a spiritual dimension which encompasses self-awareness and inner life and helps increase our students' ability to face and overcome major personal and professional challenges. Our pedagogical model expresses this human excellence through four competencies which aim to provide an integral and integrated education:

1. **Awareness** of ourselves and the reality of the world.
2. **Compassion** towards others, empathy and solidarity.
3. **Competence** to be able to overcome professional, social and human problems.
4. **Commitment** to social and political transformation and the creation of a fairer society from both a social and environmental point of view.



1.3. Economic activity

Els ingressos per activitat fundacional al 31 d'agost del 2021 pugen a 108 M€, amb variació següent respecte a l'exercici precedent:

Income (in euros)	2020-2021	2019-2020	Variation 20/21-19/20
Amount in euros	€108,856,208	€102,829,418	5.86%

1.4 Efficiency

Foundational activity expenses / total expenses	2020-2021	2019-2020
Expense ratio between foundational activity expenses and total expenses	1.00	1.00
Expense ratio between necessary expenses and total expenses	0.00	0.00

Expense ratio between fundraising expenses and total expenses	2020-2021	2019-2020
Expense ratio between fundraising expenses and total expenses	0.01	0.01

Total annual expenses broken down by foundational activity area for the academic year ending on August 31st, 2021:

% of expenses by foundational activity area	2020-2021	2019-2020
Education	96%	96%
Research	3%	3%
Social debate	1%	1%

2. People

2.1. People in our organization

2.1.1 Organizational profile

Changes in the number of men and women on the Executive Committee:

Executive team (as of August 31 st)	2020-2021	2019-2020	Variation 20/21-19/20
Women	6	4	33.33%
Men	6	11	-83.33%
Total	12	15	-25%

● Women ● Men

2.1.2 Equal opportunities and diversity

Number of men and women on staff

Personnel on staff (as of August 31 st)	2020-2021	2019-2020	Variation 20/21-19/20
Women	404	485	-20.05%
Men	536	329	38.62%
Total	940	814	13.40%

● Women ● Men

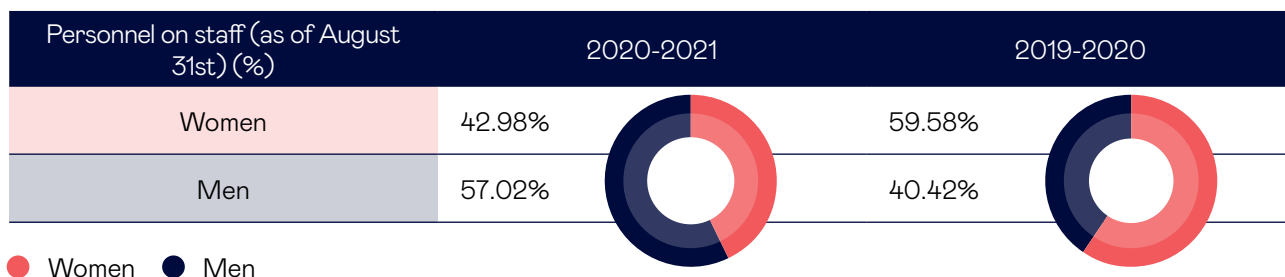
During the 2020-2021 academic year, Esade created a dedicated committee to promote and negotiate the Fundació’s new Gender Equality Plan based on the gender-equality analysis carried out with data from the 2018-2019 academic year and updated with figures from the 2020-2021 academic year. This committee participated in drafting the new Gender Equality Plan in order to continue promoting all the measures that favor gender equality between men and women at our institution.

Executive Committee members by gender (%)

Executive team (as of August 31 st) (%)	2020-2021	2019-2020
Women	50%	26.67%
Men	50%	73.33%

● Women ● Men

Staff composition by gender (%)



2.1.3 Working conditions and work-life balance

Balancing work and family obligations improves labor relations and helps increase productivity and job satisfaction levels among workers. This balance is a powerful stimulus for our employees. For this reason, we have adopted measures to improve the work-life balance, including flexible and reduced work schedules to take care of children, among other types of leave. In this respect, the revision of our Gender Equality Plan currently underway includes the following specific objective: Promote a greater balance between Fundació Esade employees’ work and personal lives.

2.1.4 Pay equity

Pay ratio between the highest and lowest salaries	2020-2021	2019-2020
Pay ratio	15.79	13.42

2.1.5 Professional development

Esade’s Professional Training Plan is a strategic tool to develop skills and build our resilience as an institution. The different training options can be categorized into five basic priority areas:



Community



Organization



Talent



Business



Digitalization

2.1.6 Personnel health, safety and wellbeing

Esade is an academic institution that is wholly committed to the health and wellbeing of all those who make up our community, as reflected in our declaration regarding work-related risk prevention to which all Esade personnel have access.

To achieve the safety and wellbeing objectives established in said declaration, Fundació Esade has:

- A. Its own risk-prevention service area which covers three of the four established prevention categories. It has also defined a wide variety of procedures and protocols and periodically carries out actions, assessments and measurements, in addition to organizing training activities and workstation adaptations to ensure that prevention;
- B. An external risk-prevention service to cover the fourth prevention category (occupational medicine); and
- C. Two health and safety committees with labor representatives taking part. These committees meet periodically to address issues related to work-related risk prevention and promote specific measures.

On the one hand, all this enables Esade to plan, develop, implement and maintain its processes designed to improve working conditions and, on the other, manage, reduce and eliminate work-related risks. In keeping with specific risk-prevention norms, accredited certifiers periodically audit our prevention system, guaranteeing that it complies with current legislation while also allowing us to ensure its ongoing improvement.

The 2020-2021 academic year was primarily affected by the worldwide COVID-19 pandemic. The epidemic and resulting lockdown measures defined our efforts in terms of work-related risk prevention, addressing the challenges presented within our institution. We developed specific protocols for the different scenarios which could potentially arise given this context (actions to take when detecting COVID cases, specific protocols for particularly at-risk individuals, etc.). At the same time, we adopted other measures in all our buildings related to signage, hand sanitizer dispensers, safety screens between desks, facemasks, greater ventilation in all spaces and COVID tests. To monitor the different actions, Esade created two groups of COVID coordinators: i) One for programs and participants; and ii) and another for the different departments and corporate areas. These groups met weekly to inform each other about the different protocols adopted and come together on the issues addressed.

All the measures taken were certified by Hospital Clínic’s Epidemiology Department and by the internationally prestigious certifier, SGS. After carrying out the corresponding audit, SGS recognized Esade as an institution that had correctly defined and applied protocols and measures to prevent, reduce and/or control possible COVID-19 cases at our institution.

Number of total training hours in work-related risk prevention given to personnel	2020-2021	2019-2020	Variation 20/21-19/20
Training hours	1,704	1,137	49.9%

2.2. Volunteering

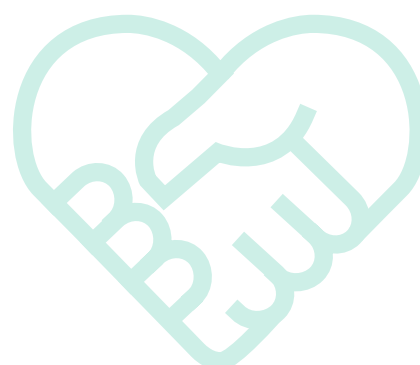
2.2.1 Volunteers

Number of volunteers (as of August 31 st)	2020-2021	2019-2020	Variation 20/21- 19/20
Volunteers	418	449	-6,90%

2.2.2 Communication and volunteer participation

For Fundació Esade, volunteering consists of community members participating in different solidarity-based programs and initiatives. These include: students participating in Esade University Development Service (SUD) projects; alumni taking part in Esade Alumni's Giving-back consulting project; and Esade professionals participating in volunteering initiatives such as Project Coach (Fundación Éxit) and the UCAS Program in Central American universities.

These programs and initiatives all have their own processes, including objectives and candidate profiles, timeframes and institutional needs which volunteers help with. At the end of each program and project, volunteers are assessed on their efforts.



3. Good Governance

3.1 Transparency

Fundació Esade duly publishes all related information required by current legislation on its website: (www.esade.edu)

3.2 Board of Trustees

The composition and structure of Fundació Esade’s Board of Trustees is regulated by Chapter IV (“Organization and Functioning”) in Fundació Esade’s Statutes.

Article 15 defines the Board of Trustees as the Fundació’s top governance and administrative body, charged with representing and managing the institution and assuming all the faculties and functions necessary to achieve Esade’s foundational aims.



Article 16 defines the Board of Trustees’ structure and composition and the requirements to become a member. It establishes that the Board of Trustees is a collegiate body consisting of natural persons, with a minimum of six and a maximum of 20 members.

Any natural person with full legal capacity can serve as a Board of Trustee member, excepting: anyone who has been disqualified from or is unable to exercise public functions or positions or administer assets or who has been legally sentenced for committing crimes against property, against the socio-economic order or for falsification.

Article 17 establishes how Trustees are designated and the length of their terms. Specifically, Trustees maintain their posts for the length of time indicated when they are named, though these terms can never exceed four years. They can however be reelected indefinitely for terms lasting the established maximum period. Board of Trustee members can assume their functions after expressly accepting their posts by any of the means established in applicable legislation. Trustees are not remunerated for their work.

The current, up-to-date list of Esade Board of Trustee members can be consulted via this [link](#).

Number of men and women on the Board of Trustees

Board of Trustees (as of August 31 st)	2020-2021	2019-2020	Variation 2021-2020
Women	3 	3 	0.00%
Men	15	15	0.00%
Total	18	18	0.00%

● Women ● Men

The number of Trustees and the Board’s structure did not vary from 2021 with respect to 2020.

In 2021, a new Secretary (non-voting member) was named for the Fundació Esade Board of Trustees.

Board of Trustee responsibilities and obligations

The Board of Trustees has all the faculties attributed by Esade's Statutes and, in general, those necessary to achieve the foundation's goals, with no exceptions excluding those defined by applicable law and the Statutes.

The Board of Trustees can delegate responsibilities to one or more of its members to exercise all or a part of the Board's faculties jointly, collegiately or indistinctly, excepting those tasks and responsibilities which cannot be delegated. It can also grant all manner of general or special powers of attorney. At any time, it can also name and remove Board members serving as executive vice presidents and working closely with the Board of Trustees President on specific areas of the latter's functions and responsibilities. Similarly, the Board of Trustees can also create ad hoc committees.

Board of Trustee meetings and calls for meetings

The Board of Trustees generally meets every three months and compulsorily during the first quarter of the financial year in order to approve the annual accounts from the previous year.

It can also hold extraordinary meetings after calls from the President and as often as the latter deems necessary to ensure Fundació Esade's correct functioning. It will also meet whenever requested by four Trustees or a fourth of its members. In this case, extraordinary meetings have to be held within 30 days as of the date the request is presented.

The Board of Trustees will be considered to be officially gathered when half of the Trustees plus one are present either personally or duly represented as legally established.

Executive positions

The Board of Trustees will name one of its members to serve as Board President and another to serve as Vice President. In addition, it will also name a Secretary, though the latter does not have to be a member of the Board. The Trustees not holding executive positions are considered ordinary members.



3.3 Financial control and supervision

The Economic-Financial Management Service reports on Fundació Esade's economic and financial situation to the Director General every month. Similarly, it presents its forecasts at the end of the academic year. The Board of Trustees is responsible for approving the budget for the following year.

The Audit Committee, among other responsibilities, is responsible for supervising and revising Fundació Esade's annual accounts before their approval by the Board of Trustees. In the Audit Committee's November meeting, the committee and the external auditor have to present the duly audited accounts along with the auditor's report. After these have been validated, they are formally presented to the Board of Trustees. The latter is responsible for approving the annual accounts which can be consulted on its website.

3.4 Ethics and the prevention of corruption

Fundació Esade has defined a Code of Ethics and Code of Conduct approved by the Board of Trustees in 2015, revised during the 2020-2021 academic year and formally approved by the Board of Trustees in February 2021. After their approval, these codes were formally presented to Esade employees and distributed internally for their information. The Code of Ethics and Code of Conduct represent an express declaration of the principles and values which inspire and guide Esade's conduct as an academic institution. They also serve to guide how community members should behave, encompassing different areas of action and all affected groups.

In April 2021 the Board of Trustees approved Fundació Esade's Compliance and Crime Prevention Policy. Similarly, it also approved the creation of the Compliance Unit as the body responsible for ensuring compliance with norms and the creation of the Ethics Committee as the body in charge of managing reports of irregularities filed via the Fundació's Ethics Channel.

For Esade, beyond complying with valid laws and respecting the legislation in countries where it operates, it is extremely important to assume and implement principles to guide actions that succinctly and clearly express its commitment to educating responsible leaders, instilling a respect for human rights and the need to take care of the environment and contributing to sustainable development, in addition to fighting against corruption.



3.5 Collaborative initiatives

Esade collaborates with a multitude of institutions and organizations. It participates in the leading international business and law school networks:



The Global Alliance in Management Education (CEMS)



Partnership in International Management (PIM)



The Joint Certificate in International and Business Law (THEMIS)



Center for Transnational Legal Studies (CTLIS)



Societal Impact & Global Management Alliance (SIGMA)

The relationship between Esade and the Society of Jesus is shared with other universities in more than 80 countries around the world. By virtue of this relation, Esade is a member of various associations, it participates in different fora and collaborates with numerous Society of Jesus institutions:



Red de Universidades Jesuitas de España (UNIJES)



International Association of Jesuit Universities (IAJU)



Kircher Network (Xarxa Europea de la International Association of Jesuit Universities)



International Association of Jesuit Business Schools (IAJBS)



Jesuites de Cataluña.



Social responsibility and sustainability networks and organizations:



Global Reporting Initiative (GRI)



Principles for Responsible Management Education (PRME)



United Nations Global Compact (UNGC)



Red Española del Pacto Mundial de Naciones Unidas (REPM)



Red Española para el Desarrollo Sostenible (REDS)



Academy of Business in Society (ABIS)



Social Enterprise Knowledge Network (SEKN)



Global University Network for Innovation (GUNI)



Association for the Advancement of Sustainability in Higher Education (AASHE)



Global Business School Network (GBSN)



Fundación SERES



4. The Environment

4.1 Environmental impact management

Esade has defined environmental management processes and is currently working on drafting the institution's Sustainability Plan, with an established schedule of environmental impact actions in the Operations Area.

Esade's primary environmental impacts are energy consumption, the purchase of goods and services and travel.

Currently, Esade is implementing actions to reduce its energy consumption (using LED lights, solar panels, green energy sources, etc.) and is studying commuting and mobility-related issues to be able to achieve, if possible, improvements in this area.

Esade's Identity and Mission Area has led the institution's adherence to a series of reference institutions in the sustainability and social responsibility areas in order to collaborate with them and follow their recommendations (see key [collaborative initiatives](#)).

At the same time and as part of Universitat Ramon Llull's decarbonization initiatives, Esade will commit to periodically update its voluntary agreements and climate action commitments.



4.2 Waste management

Total volume of waste generated by type and elimination or management method

Volum de residus generats (kg)	Mètode d'eliminació	20-21	19-20	Variació 20/21 -19/20
Paper and cardboard	R0305 R0306 R0101 R0102 R0103	27,630	33,131	-16.60%
Glass (Note a)	R1303	1,295	224.8	475.82%
Light packaging (Note a)	R13	2,948	982.9	199.94%
Organic material (Note a)	R0301 R0302	9,301	5,574.1	66.86%
Waste (Note a)	R1303	28,578	17,579	62.57%
Lead batteries	V44	0	30	-100%
Batteries and accumulators specified in codes 160601, 160602 or 160603 as well as unclassified batteries and accumulators that contain these batteries	R1213	0	25	-100%
Low-consumption lightbulbs	R12	10	36.75	-72.24%
Empty printer/copier ink and toner cartridges	R1201	8	17	-54.91%
CDs and DVDs	R13	6	20	-70.44%
Ionization smoke detectors	R1	0	1	-100%
Fluorescent lightbulbs	R12	228	258	-11.81%
Wood	R13	0	378	-100%
Metal	V41	13	302	-95.70%
Plant-based oils	V61	80	N/A	-
Alkaline batteries	R12	49	119	-58.82%
Electrical and electronic devices (non-special)	R12	17	335	-94.92%
Non-special inert and construction waste	R0505	1,360	N/A	-
Other (specify)				-
Total volume		71,523	59,013	21.20%

Note a: Special collection and removal in Sant Cugat; for remaining buildings, collected and removed by municipal services; not recorded.

4.3 Energy efficiency and climate change

Esade's calculation of its carbon footprint during the 2019-2020 academic year was validated by TÜV Rheinland. Similarly, Esade registered its emissions with the Spanish Ministry of Ecological Transition in 2020, obtaining the "Calculating" seal for scopes 1, 2 and 3.

Energy consumption by source

Energy consumption by source	2020-2021	2019-2020	Variation 20/21-19/20
Electricity (kWh)	5,393,120	3,194,897	68.80%
Natural gas (kWh)	1,264,244	1,204,864	4.93%
Diesel (l)	274	274	0.00%
Propane (kg)	0	0	-
Gasoline (l)	0	0	-

Greenhouse gas (GHG) emissions

GHG emissions (tCO ₂ eq)	2020-2021	2019-2020	Variation 20/21-19/20
Direct CO₂ emissions (scope 1)	231.47	222.25	4.15%
Natural gas	230.73	222.25	3.82%
Fuels	0.74	0	-
Propane gas	0.00	0.00	-
Indirect CO₂ emissions (scope 2)	0	1,288.81	-100%
Electricity	0	1,288.81	-100%
Other indirect emissions (scope 3)	4.66	1.09	327.52%
Waste generation	4.66	1.09	327.52%



5. Suppliers

5.1 Supplier management and relations

Since the 2020-2021 academic year, all new suppliers who begin working with Esade have been required to undergo a standardization process. This includes their adherence to Fundació Esade’s Code of Ethics and Code of Conduct as well as the United Nations Global Compact. We began the 2020-2021 academic year with 46% of our suppliers confirming their adherence. At the end of the year that figure rose to 66%.

In addition, we have examined the suppliers previously registered and working with Esade prior to this process to ensure that they all meet these requirements, prioritizing those who work physically at our facilities.

During the academic year, Esade revised its Request for Bids and Purchasing Policy, and we have begun assessing our suppliers to comply with our Purchasing Policy.

In general, we work with local suppliers, and 85% of the amount spent on purchases corresponds to Spanish suppliers.

Suppliers	2020-2021	2019-2020	Variation 20/21-19/20
Total number of suppliers	1,002	1,116	-10.22%

5.2 Responsible sourcing

We have established assessment criteria to be included in our calls for tenders, with a preference for CET and B-Corp certified companies or those that have the corresponding sustainability certifications for their specific areas of activity.

We have also included sustainability-based criteria for purchases made within the institution: ecological cleaning products, a range of sustainable merchandising products sourced locally, the elimination of plastic bottles, the use of local products in restaurants, Welfare Quality certificates, etc.

Esade assesses all these indicators both in calls for tenders as well as the ongoing evaluation process implemented with strategic suppliers.

Responsible sourcing suppliers (%)	2020-2021	2019-2020
Share of responsible sourcing suppliers over the total number of suppliers	66%	46%

