

esadefoundation

Social Balance


Academic Year 2021 – 2022

Do Good. Do Better.

1. Fundació Esade’s Mission


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 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.



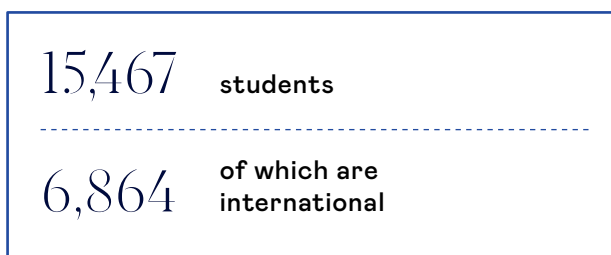
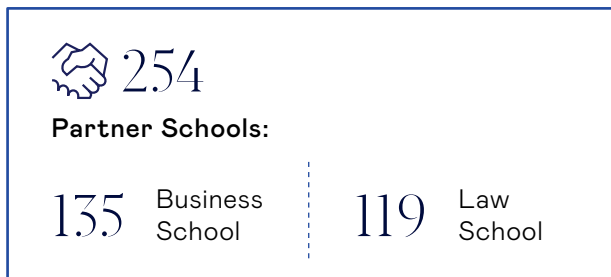
Social debate


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.





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 2021-2022 academic year:

→ **Esade University Development Service (SUD)**

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. Worth highlighting are the SUD Internship and Together programs.

During the 2021-2022 academic year, 88 students travelled to 16 countries to work on entrepreneurship, social consulting and legal assistance projects.

→ **Talent attraction: Campaigns and scholarships**

Our Scholarship Program is one of our strategic projects and proof of our firm commitment to promote diversity and equal opportunities in our classrooms. Through this program, 287 academically-gifted students without sufficient financial resources have been able to study at Esade. The amount dedicated to scholarships totaled €4 M during the 2021-2022 academic year.

→ **BSIS Label: Our impact on society**

Esade received the Business School Impact System (BSIS) educational label granted by EFMD Global this past academic year, recognizing

our notable social impact, the high number of international students in our classrooms and our commitment to innovation and entrepreneurship. The certification process comprises 120 indicators in seven different impact areas: financial, educational, business development, intellectual, impact on the regional ecosystem, social impact and image in the region.

→ **First-Year Experience**

During the 2021-2022 academic year, we continued carrying out various initiatives within the framework of this orientation program to improve the integration of students from different countries, cultures and socio-economic backgrounds. 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.

→ **New Bachelor's in Transformational Leadership and Social Impact**

We began teaching classes in this new program during the 2021-2022 academic year. The program has been 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.

→ Service-learning methodology (SL)

We continued to promote this methodology this past academic year, providing an effective service for our community and carrying out a critical reflection with students. This methodology provides a transformative educational experience based on collaborative work for and with the community to contribute to the common good by addressing real social and environmental challenges.

→ Institutional Sustainability Plan further developed

During the 2021-2022 academic year we focused on the third development stage of our Sustainability Plan, specifically on visualizing our future from a sustainability lens. The key process inputs consisted of the results from the materiality analysis already carried out and in which 11 stakeholder groups took part through a wide variety of different consultation methods, including 13 focus groups.

[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

The income Esade earned from its foundational activity as of August 31st, 2022, rose to €123 M, representing a positive change with respect to the previous year:

Income from activity (in euros) as of August 31 st	2021-2022	2020-2021	Variation 21/22-20/21
Amount in euros	€123,292,711	€108,856,208	13.26%

1.4 Efficiency

Foundational activity expenses / total expenses as of August 31 st	2021-2022	2020-2021
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 as of August 31 st	2021-2022	2020-2021
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, 2022

% of expenses by foundational activity area as of August 31 st	2021-2022	2020-2021
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)	2021-2022	2020-2021	Variation 21/22-20/21
Women	6	6	0%
Men	6	6	0%
Total	12	12	0%

● Women ● Men

2.1.2 Equal opportunities and diversity

Number of men and women on staff

Personnel on staff (as of August 31 st)	2021-2022	2020-2021	Variation 21/22-20/21
Women	468	404	13.68%
Men	586	536	8.53%
Total	1.054	940	10.82%

● Women ● Men

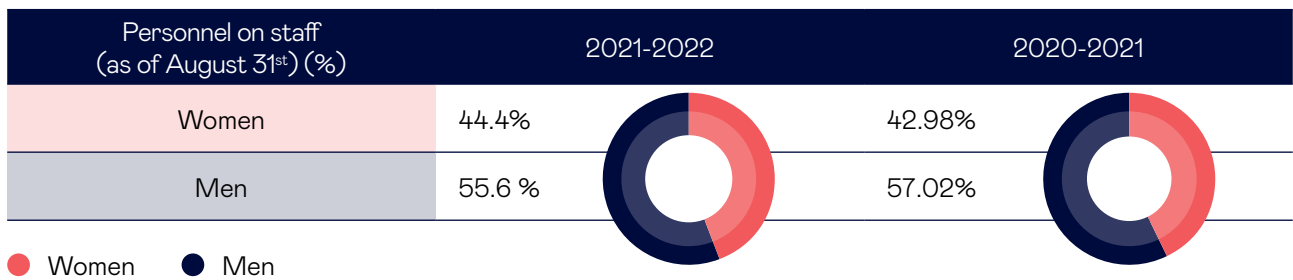
During the 2021-2022 academic year, Esade signed its new Gender Equality Plan and duly registered it in keeping with current legislation. This plan outlines the strategy Esade commits to pursue over the next four years (2022-2026) to achieve gender equality at our institution. The Gender Equality Plan reflects Fundació Esade’s commitment to continue adopting measures that promote gender equality as well as ensuring equal treatment and opportunities between men and women, in addition to raising awareness and ensuring that gender equality, inclusion and diversity are achieved as fully as possible.

Executive Committee members by gender (%)

Personnel on staff (as of August 31 st) (%)	2021-2022	2020-2021
Women	50%	50%
Men	50%	50%

● Women ● Men

Staff composition by gender (%)



2.1.3 Working conditions and work-life balance

Finding the appropriate work-life balance is essential for workers’ professional development and general wellbeing. In this respect, Esade’s Gender Equality Plan includes various measures to provide more flexibility at work and balance our employees’ professional and personal needs.

The objective of the measures we’ve adopted is to increase our employees’ satisfaction with the work-life balance and gender equality at Esade. For this, these measures include flexible and reduced work schedules to take care of children, leaves to ensure a good work-life balance and meeting schedules which respect people’s personal time, etc.

2.1.4 Pay equity

Pay ratio between the highest and lowest salaries	2021-2022	2020-2021
Pay ratio	15.48	15.79

2.1.5 Professional development

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



Community



Organization



Talent



Business



Digitalization

During the 2021-2022 academic year, our personnel received a total of 1,660 hours of training.

Hours of training for personnel:

Number of total training hours for personnel	2021-2022
Training hours	1,660

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.

During the 2021-2022 academic year, the COVID-19 pandemic continued to be the primary focus of our preventative (facemasks and hand sanitizer dispensers) and distancing (signage and safety screens) measures, with the appropriate adjustments to the different protocols as the pandemic evolved until the spring of 2022.

In addition, we carried out a psychosocial evaluation on all Esade campuses during the 2021-2022 academic year, requesting that all Esade personnel (faculty, researchers and administrative and service staff) take part. Based on the results, we created an interdepartmental workgroup in order to mitigate and/or eliminate the psychosocial risks identified in the analysis. We have also defined an implementation plan to apply these measures over the coming academic years.

Work-related risk-prevention training

Number of total training hours in work-related risk prevention given to personnel	2021-2022	2020-2021	Variation 21/22-20/21
Training hours	560	1.704	-67.14%

This drop is due to the compulsory training provided during the COVID-19 pandemic the previous academic year.

2.2. Volunteering

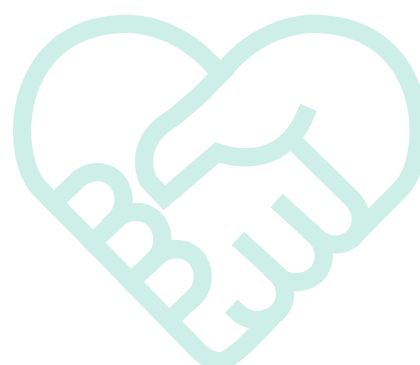
2.2.1 Volunteers

Number of volunteers (as of August 31 st)	2021-2022	2020-2021	Variation 21/22-20/21
Volunteers	482	418	+15,31%

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 for a specific period of time. At the end of each program and project, volunteers are assessed on their efforts. During the 2021-2022 academic year, a total of 111 volunteering projects were carried out.



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)	2021-2022	2020-2021	Variation 21/22-20/21
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 in 2022 with respect to 2021. 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.

During the 2021-2022 academic year we continued informing the community about Fundació Esade's ethics and crime prevention policies, and the Esade Executive Committee approved the Corporate Gift and Hospitality Policy as well as its Anti-Corruption Policy.

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 and workers' 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 (CTLS)



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)



Jesuitas 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)



Fundació 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 here](#)).

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.

During the 2021-2022 academic year we also weighed investing in our Barcelona and Sant Cugat campuses to carry out energy improvements, manage water and improve building accessibility.



4.2 Waste management

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

Volume o generated waste (kg) ¹	Elimination method	2021-2022	2020-2021	Variation 21/22-20/21
Paper and cardboard	R0305 R0306 R0101 R0102 R0103	22,256	27,630	-19.45%
Glass	R1303	626	1,295	-51.67%
Light packaging	R13	7,438	2,948	152.29%
Organic material	R0301 R0302	15,696	9,301	68.75%
Waste	R1303	38,640	28,578	35.21%
Low-consumption lightbulbs	R13	28	10	174.51%
Empty printer/copier ink and toner cartridges	R12	20	8	156.41%
CDs and DVDs	R13	38	6	533.33%
Packaging that contains dangerous substances or pollutants	R12	0	0	-
Fluorescent lightbulbs	R12	35	228	-84.76%
Wood	T62	450	0	-
Metal	R1301	258	13	1,880.77%
Plant-based oils	R0406	2	80	-97.50%
Alkaline batteries	R201	168	49	242.86%
Paints and varnishes	V44	221	0	-
Electrical and electronic device waste (non-special)	T62	359	17	2,011.76%
Electrical and electronic device waste	R1205	3,522	0	-
Non-special inert and construction waste	R0505	18,530	1,360	1,262.5%
Other (specify)				
Total volume		108,285	71,523	51.40%

¹ Does not include data from our Madrid campus. At the latter, electrical and electronic device waste and batteries are managed directly via the Green Dot recycling system.

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. Currently, Esade is in the process of registering its emissions with the Spanish Ministry of Ecological Transition for the period spanning from 2019 to 2022 in order to achieve the “Reducing” seal. In addition, our emissions for the 2021-2022 academic year are currently being verified to obtain the corresponding certification.

Energy consumption by source

Energy consumption by source	2021-2022	2020-2021	Variation 21/22-20/21
Electricity (kWh)	6,022,327	5,393,120	11.67%
Natural gas (kWh)	1,327,887	1,264,244	5.03%
Diesel (l)		274	-100%
Propane gas (kg)		0	-
Gasoline (l)		0	-

Greenhouse gas (GHG) emissions

GHG emissions (tCO ₂ eq)	2021-2022	2020-2021	Variation 21/22-20/21
Direct CO₂ emissions (scope 1)	233.03	231.47	0.68%
Natural gas	231.03	230.73	0.13%
Fuels	0.00	0.74	-
Propane gas	0.00	0.00	-
Indirect CO₂ emissions (scope 2)	0	0	-
Electricity	0	0	-
Other indirect emissions (scope 3)	49.56	4.66	963.52%
Waste generation	49.56	4.66	963.52%



5. Suppliers

5.1 Supplier management and relations

Since the 2021-2022 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 academic year with 66% of our suppliers confirming their adherence. At the end of the year that figure rose to 80%.

As a result of the process we’ve implemented for calls for tenders and our commitment to suppliers with a social focus, we’re incorporating new Special Work Centers that employ people with disabilities in the office supply and printing categories in our registry of suppliers

Suppliers	2021-2022	2020-2021	Variation 21/22 vs 20/21
Total number of suppliers	1,142	1,002	13.97%

Suppliers endorsing codes of conduct	2021-2022	2020-2021
Number of endorsing suppliers	80%	66%

5.2 Responsible sourcing

During this past academic year we revised our entire promotional material and merchandising catalogue to include sustainability criteria throughout. This has resulted in the incorporation of new, locally-sourced products. We’re also working to reduce the amount of plastic used in packaging and products.

Our travel policy prioritizes online meetings. It also requires those travelling between Madrid and Barcelona to use the AVE high-speed train instead of flying to thus reduce our environmental impact.

We have implemented an ongoing assessment system for General Service suppliers which includes a positive assessment if suppliers present sustainability projects. In fact, this system encourages our suppliers to strengthen their commitment and to propose ongoing improvements in the services provided in terms of their sustainability.

Responsible sourcing suppliers (%)	2021-2022	2020-2021
Share of responsible sourcing suppliers over the total number of suppliers	80%	66%

