

Sustainability Plan

People Committed to our Planet and Society

2022 - 2026



Sustainable Impact

Our chance to change the world together

Our Purpose

With the aim of advancing and firmly establishing ourselves as **an exemplary, inclusive, responsible, sustainable, and transparent academic institution**, in July 2020, the Esade Executive Committee approved the development of the first institutional sustainability plan.

The resulting 2022–2026 Sustainability Plan was designed to make a real and measurable positive impact. The United Nations Sustainable Development Goals (SDGs) served as the roadmap to greater involvement in fields such as social justice, quality education, climate action, and responsible consumption.

Faithful to our mission and founding Jesuit values, the members of the Esade community are committed to working to build a more humane, fair, caring, and sustainable society that is respectful of the differences between people.

The «**Sustainable impact: our chance to change the world together**» initiative was launched in September 2020 to develop Esade's 2022–2026 Sustainability Plan.



Sustainable Impact

Our chance to change the world together

The plan consists of six commitments defined through sincere, in-depth dialogue with 338 members of our community, including faculty, staff, and students, as well as 11 stakeholder groups (businesses, public institutions, alumni, social organizations, etc.).





Our Journey

The sustainability plan was developed in keeping with the following milestones:

October 2020 – March 2021

13 editions of workshops focusing on sustainability, Agenda 2030 and the SDGs held, with 198 community members taking part.

October 2020 – July 2021

Committee comprising 12 faculty members and 7 students created to examine our Business School programs and ensure sustainability issues were integrated transversally in all areas of knowledge.

November 2020 – July 2021

Diversity and Inclusion (DI) work group created, consisting of 16 members tasked with identifying areas for improvement and guidelines to promote a more inclusive culture.

February 2021

Staff sustainability event held, with 250 participants. The aim was to analyze our contribution to the SDGs and identify future opportunities for improvement.

February 2021 – July 2021

Materiality assessment carried out after in-depth dialogues with our key stakeholders through 13 focus groups, 9 interviews and 3 surveys.

February 2021 – November 2021

Carbon footprint (scopes 1, 2 and 3) calculated.

April 2021

1st Sustainability Week held, organized with different student associations and Esade Alumni and featuring 30 activities based on the UN's SDGs with 553 Esade community members participating.

October 2021 – December 2021

Six work groups created to define specific actions, indicators and the necessary resources for each of the different dimensions identified jointly with our stakeholders.



Our Journey

February 2022

2nd Sustainability Week held and organized transversally with all the academic programs, featuring both curricular and extracurricular activities. Three different Challenges also held in the mobility, business simulation and ESG investment areas.

January 2023

First Sustainability Plan actions implemented.

February 2023

3rd Sustainability Week held, featuring 32 curricular activities in Business and Law School programs and 21 co-curricular activities organized with Esade Alumni and student associations.

July 2023

The Sustainability Plan's performance management system launched.

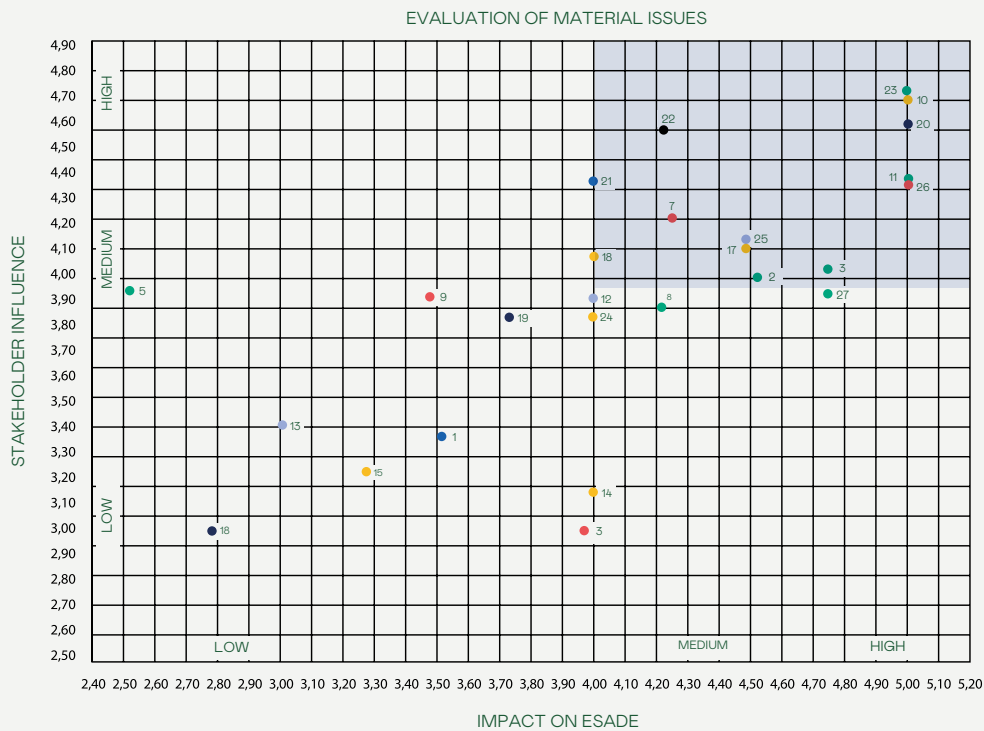
Today

We are currently monitoring and tracking the sustainability plan and its implementation.

Materiality Assessment

The materiality assessment allowed us to engage in an in-depth dialogue with 11 stakeholders (students, suppliers, businesses, foundations and NGOs, alumni, etc.) in order to identify what they perceive to be Esade’s most critical social and environmental impacts.

The process included interviews (9), focus groups (13) and surveys (3).



<p>Economic Issues</p> <p>21. Sustainable investment</p>	<p>Environmental Issues</p> <p>2. Responsible management of material resources</p> <p>3. Responsible management of natural resources</p> <p>27. Sustainable mobility</p>	<p>Service Issues</p> <p>16. Student and participant satisfaction and relations management</p> <p>17. Innovation</p> <p>23. Sustainability in the curriculum and research</p>
<p>Labor Practices Issues</p> <p>7. Employment quality</p> <p>10. Diversity and equal opportunity</p> <p>11. Non-discrimination</p>	<p>Governance Issues</p> <p>20. Governance and business ethics</p> <p>22. Organizational culture</p>	<p>Temas de sociedad</p> <p>25. Partnerships</p> <p>26. Social debate</p>

Our Commitments

Our six commitments are the result of the dialogue with our internal community (students, faculty, and staff) and key stakeholders and the subsequent reflection carried out with the various teams as part of the stage in which we visualized our future.

The Sustainability Plan operates through initiatives that are channeled through 127 concrete actions in the three impact areas defined by the environmental, social, and governance (ESG) criteria and three pillars of action – education, the campus as a learning lab, and social engagement – all in keeping with our essence.

The current climate emergency calls for a social transformation based on new approaches and behaviors, which are not possible without an attitude of discovery and mutual understanding. The planet's regeneration requires personal transformation and work in the environmental, ecological, social, and spiritual dimensions. That is why people are at the heart of our sustainability plan.

Through transformational learning experiences, we will promote changes in thinking, being, and action orientation with the aim of training true change agents, competent, conscientious, and compassionate people and professionals committed to society and the planet.





Impact Commitments



Planet

Climate action
and biodiversity

We are firmly committed to taking action, educating and carrying out research to promote meaningful changes with a positive impact on our planet's regeneration.

We commit to becoming carbon neutral in 2024 in scopes 1 and 2 by offsetting GHG emissions that we cannot reduce. We also commit to reducing scope-3, mobility-related emissions by 33% (compared to 2019 emission levels) by 2030.



People

Diversity, equity,
and inclusion

We commit to promoting and guaranteeing a campus that facilitates well-being and equal opportunity for all.



Governance and Culture

Ethics, transparency,
and commitment to
the community

We commit to acting ethically, responsibly, and transparently, in keeping with our values and purpose, in order to be a benchmark for our commitment to sustainability in all our areas of impact.

Action Commitments



Research, education, and social debate

We will comprehensively mainstream sustainability across all dimensions of our activity:

- reviewing, improving, and advancing in our curricular offer;
- ensuring that it is present in all areas of education, research, and social debate; and
- providing the necessary resources and promoting incentive policies to make this possible.



The campus as an innovation and learning lab

We will make our campus a benchmark in sustainability:

- transforming our operations and internal processes to ensure more sustainable behavior;
- using our campus as a learning lab that contributes to a new sustainability mindset; and
- promoting innovation, the transformation of our community and society, and the regeneration of the planet.



Social commitment, community, and partnerships to accelerate changes and amplify impacts

We will position the people from our community as true change agents to transform society and improve the planet:

- promoting actions to raise awareness and generate debate; and
- pursuing partnerships that foster comprehensive sustainability.



Sustainability Plan

From Awareness to Action
2022 - 2026



Impact Commitments



PLANET



PEOPLE



GOVERNANCE AND CULTURE

Compromisos de Acción



RESEARCH, EDUCATION, AND SOCIAL DEBATE



THE CAMPUS AS AN INNOVATION AND LEARNING LAB



SOCIAL COMMITMENT, COMMUNITY, AND PARTNERSHIPS
TO ACCELERATE CHANGES AND AMPLIFY IMPACTS



Sustainability Plan | PLANET

Strategic Objective

We are firmly committed to taking action, educating and carrying out research to promote meaningful changes with a positive impact on our planet's regeneration. We commit to becoming carbon neutral in 2024 in scopes 1 and 2 by offsetting GHG emissions that we cannot reduce. We also commit to reducing scope-3, mobility-related emissions by 33% (compared to 2019 emission levels) by 2030.

Specific Objectives

1

Become carbon-neutral in 2024 in terms of scopes 1 and 2 by offsetting GHG emissions we cannot reduce.

2

Reduce scope-3, mobility-related emissions by 33% by 2030.

3

Implement changes in our procurement and purchasing processes to have a positive impact on our planet's regeneration.

4

Reduce the amount of energy we consume in our facilities by 15%.

Sustainability Plan | PEOPLE

Strategic Objective

We commit to promoting and guaranteeing a campus that facilitates well-being and equal opportunity for all.

Specific Objectives

1

Guarantee the comprehensive mainstreaming of diversity, equity, and inclusion criteria throughout the institution.

2

Improve gender equity and non-discrimination through representation in the workforce, management positions, and decision-making bodies.

3

Improve the well-being of the people who make up our community, measuring progress every two years by conducting a climate survey.

4

Activate listening processes and safe spaces to ensure that our behavior is aligned with our institutional values.



Sustainability Plan | GOVERNANCE AND CULTURE

Strategic Objective

We commit to acting ethically, responsibly, and transparently, in keeping with our values and purpose, in order to be a benchmark for our commitment to sustainability in all our areas of impact.

Specific Objectives

1

Ensure compliance with sustainability criteria in investments and guarantee transparency.

2

Promote impactful projects that help make our institution a benchmark for our commitment to sustainability.



Sustainability Plan | RESEARCH, EDUCATION, AND SOCIAL DEBATE

Strategic Objective

We will comprehensively mainstream sustainability across all dimensions of our activity.

Specific Objectives

1

Mainstream sustainability in our curricular offer.

2

Guarantee that sustainability is present in all areas of research and social debate.

3

Provide the necessary resources to incorporate sustainability, promoting incentive policies.



Sustainability Plan | THE CAMPUS AS AN INNOVATION AND LEARNING LAB

Strategic Objective

We will make our campus a benchmark learning lab for sustainability matters.

Specific Objectives

1

Use our campus as a learning lab to foster the development of a new sustainability mindset in our community.

2

Promote learning based on experiential and transformational education.



Sustainability Plan | SOCIAL COMMITMENT, COMMUNITY, AND PARTNERSHIPS TO ACCELERATE CHANGES AND AMPLIFY IMPACTS

Strategic Objective

We will position the people from our community as true change agents to transform society and improve the planet by raising awareness and fostering partnerships.

Specific Objectives

1

Raise awareness in our community to develop a sustainability mindset and promote changes that positively impact the Sustainable Development Goals.

2

Implement a communication strategy on sustainability issues targeted at the different internal and external stakeholders.

3

Forge partnerships that give added impetus to our sustainability strategy.

Sustainable Development Goals

Esade's Sustainability Model and its six commitments are primarily intended to contribute to the achievement of eleven United Nations Sustainable Development Goals.



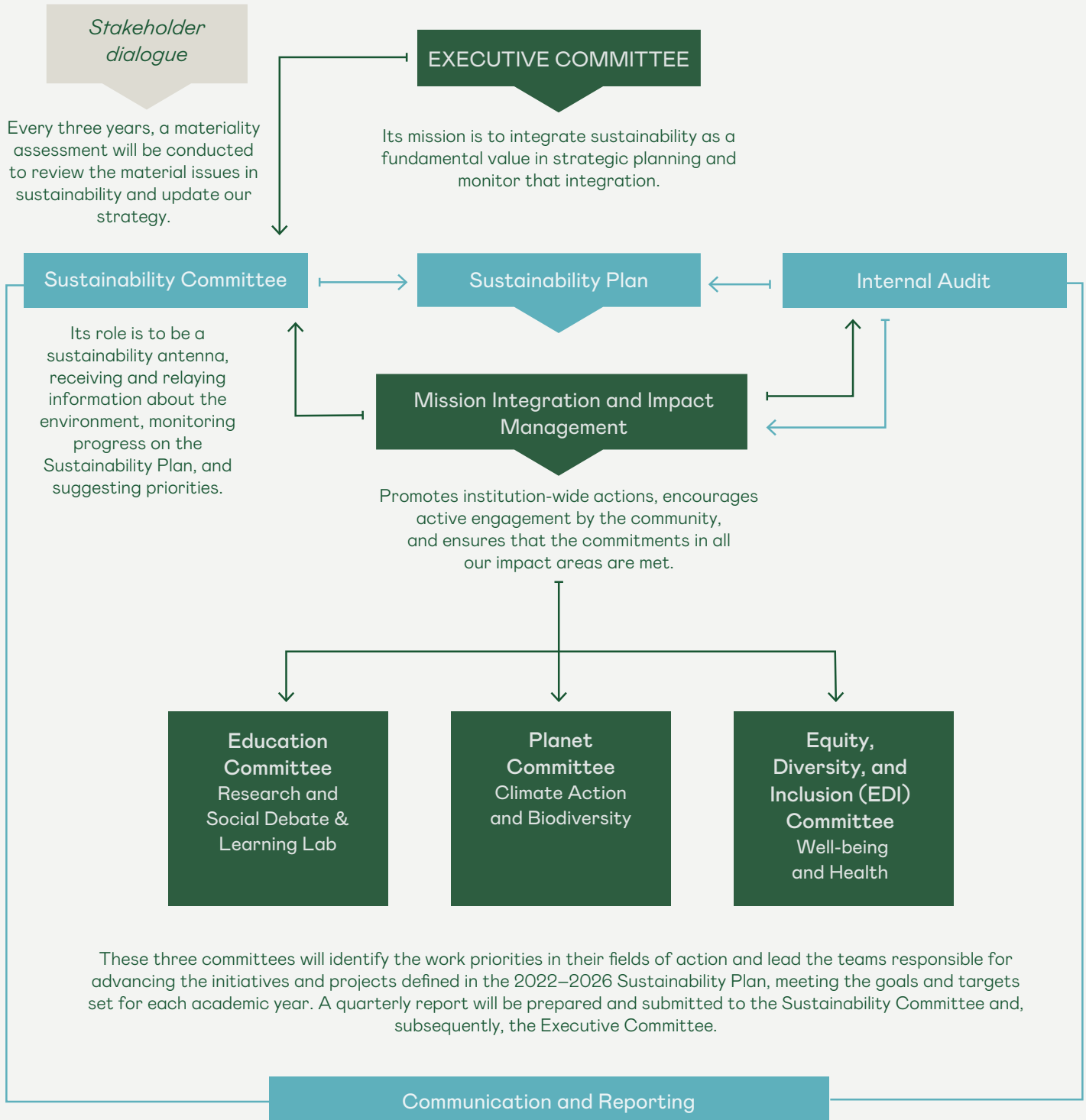
Governance model

The Sustainability Governance Model is made up of various committees, Mission Integration and Impact Management, and the stakeholder dialogue. The governance groups will be responsible for coordinating the efforts needed to establish Esade as an exemplary, inclusive, responsible, sustainable, and transparent academic institution, placing people at the center and acting to regenerate our planet.

At the same time, they will be responsible for setting the overall work priorities of the Sustainability Plan for each academic year, will provide support, will promote the active participation of the internal community, and will ensure that our sustainability commitments are met in all our areas of impact.



Our sustainability governance model is structured as follows:



Impact Monitoring and Reporting

The contribution and ongoing collaboration of the entire Esade community is key to ensuring successful implementation of the institutional sustainability plan. Monitoring, progress reports, internal communication, and accountability will be fundamental to the strategy's progress in the coming years. The material issues to result from the materiality assessment will be reported starting in the 2022–2023 Impact and Sustainability Identity and Social Responsibility Report, which will

present the progress made on the commitments contained in the Sustainability Plan.

Esade's Sustainability Plan is a living document and will continue to be updated, taking into consideration the voices and opinions of our community. Additionally, a materiality assessment will be conducted every three years by means of an in-depth dialogue with our stakeholders in order to further strengthen our commitment to sustainability.



Visit the Sustainability website for more information about the Sustainability Plan and our impact.

[MORE INFORMATION](#)



Should you have any questions, suggestions, or ideas, contact us at the following e-mail address:

[CONTACT US](#)



esade

For more information, do not hesitate to contact us at
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