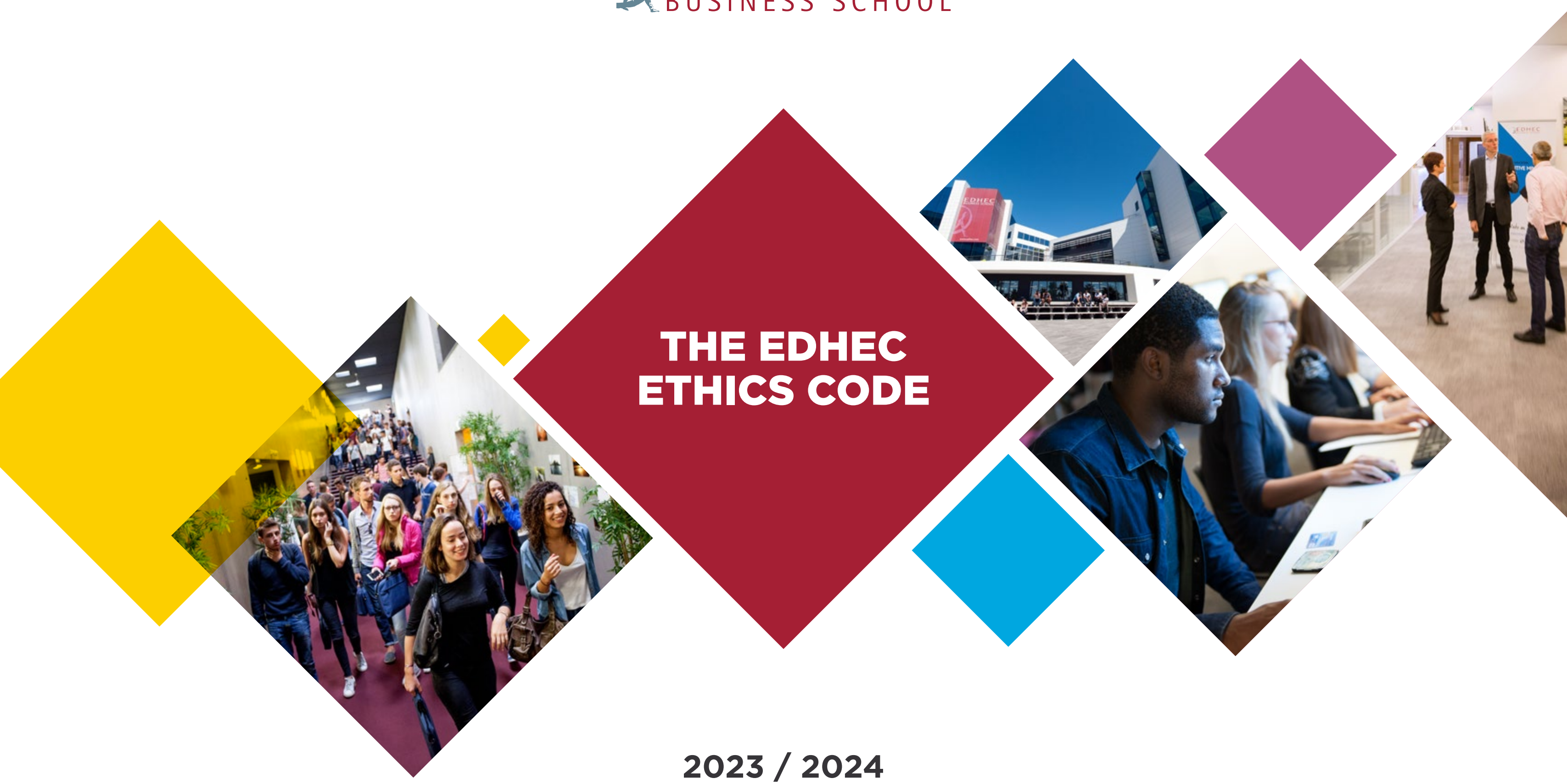


**THE EDHEC  
ETHICS CODE**

**2023 / 2024**



# EDHEC ETHICS CODE

Values and principles that guide EDHEC Business School and the whole EDHEC Community



«To be the school that brings innovative ideas to businesses”: EDHEC Business School’s ambition is strongly embodied in the creation of the **EDHEC Ethics Board**. Made up of business leaders and faculty members, this committee goes beyond academic analysis of ethical issues to confront them with the demands of the business world and society today.

The mission of the EDHEC Ethics Board is to promote ethics, through a business relevant research, thanks to academic projects and their dissemination to students, executive participants, companies and the society.

## It’s objectives include:

- To support and encourage academic research projects in business ethics and risk management;
- To enable students to develop the skills and analytical frameworks to identify, analyze, and resolve ethical problems likely to arise in their business careers (case studies, seminars...);
- To promote business ethics management in institutions and governments through meetings, conferences and public discourse;
- To design recommendations to EDHEC on key matters of policy and strategy related to ethics.

This code presents the **values and principles** that guide EDHEC Business School and underpin its educational mission. EDHEC wishes that all those with whom it is associated will promote these values and principles and encourage their adoption. The code is designed to **broaden awareness** in the wider community of how EDHEC conducts its activities, while also serving as a means of reinforcing the school’s own identity.

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Values and principles that guide EDHEC Business School and the whole EDHEC Community

This document is a contribution to the **school's public commitment to the UN PRME** (Principles of Responsible Management Education).

“EDHEC” herein refers to all board members, management, faculty, students and administrative staff.

EDHEC was created as a not-for-profit institution by a group of Christian humanist entrepreneurs in 1906. Their immediate objective was to **educate competent and responsible managers** for their industries and businesses. But, their broader perspective was societal since, to them, industrial development and business were merely instruments for fostering social progress, eradicating poverty and improving the then still miserable living conditions of the working classes.

More than a century later the context is very different, and the social and economic challenges no longer only local have also become global. Yet **EDHEC continues to endorse the values that motivated its founders** and remains steadfast in **upholding these values in the face of rapid change**. EDHEC's ambition is to have an impact: our success depends not only on the willingness of the corporate world to hire our graduates but on the positive impact as responsible leaders they can make on their companies and society at large.



# THIS IS WHAT WE STAND FOR



- ◆ **A humanist conception of business education**
- ◆ **Academic excellence combined with behavioral skills and an open mindset**
- ◆ **An international focus exposing students to alterity and cultural diversity**
- ◆ **Future graduates take collective and cooperative initiatives and have a life-long commitment to serving the community**
- ◆ **EDHEC Alumni are appreciated for their intellectual capacities, professional expertise, skill in respectfully managing people, open-mindedness**

EDHEC defends a humanist conception of business education. We are especially attentive to how our pedagogy and training can help transform individuals. For us, **academic excellence is a sine qua non**, while behavioural skills and more broadly an open mindset – taking seriously the challenges of the future – also play a key role in our educational project. EDHEC has chosen to give its programmes **an international focus to expose students to alterity and cultural diversity**. We believe that extra-curricular voluntary work in student-run associations, the majority of which have social, environmental or humanitarian goals, is a way of actively preparing our future graduates to take collective or cooperative initiatives and will encourage in them a life-long commitment to serving the community. Our intention is for our alumni to be appreciated for **their intellectual capacities, professional expertise, skill in respectfully managing people and open-mindedness**.

We aim for them to be aware that ‘value’ may not always be reduced to just a financial dimension and that the term ‘capital’ is also used in expressions of human, cultural and environmental quality.

## OUR THREE CORE VALUES



**IMPACT**  
**ENGAGEMENT**  
**INNOVATION**



# OUR AMBITION

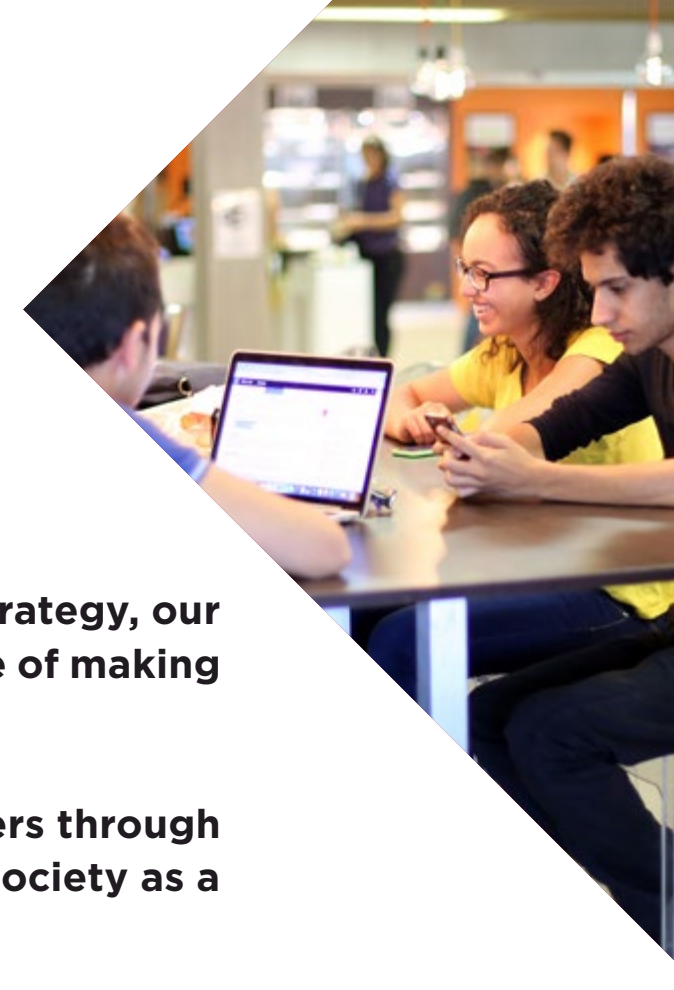
**As a top-tier European Business School with a global reach acknowledged for our ‘for business’ strategy, our ambition is to train students in a fully international context to become responsible leaders, capable of making a significant difference to their businesses.**

**For over a century the mission of EDHEC has been to educate future managers and business leaders through teaching and academic research that are business-relevant and useful for both the economy and society as a whole.**

Our educational mission is guided by three core values that EDHEC particularly cherishes:

- ◆ **Impact:** The desire and the ability to take responsibility for positively transforming our environment.
- ◆ **Engagement:** The ability to commit oneself in an authentic way and convince others to serve an ambitious and meaningful project. Human interests prevail over technical ones, and respect for people and the environment is paramount.
- ◆ **Innovation:** The desire and the ability to display creativity or to think out of the box.

EDHEC’s ambition is to be a fully international, leading, top-tier European business school with a global reach and acknowledged for its ‘For Business’ strategy. Our dual focus on high academic standards and training in soft skills, a century-long tradition at EDHEC, helps our students to become responsible leaders, capable of making a significant difference to their businesses.



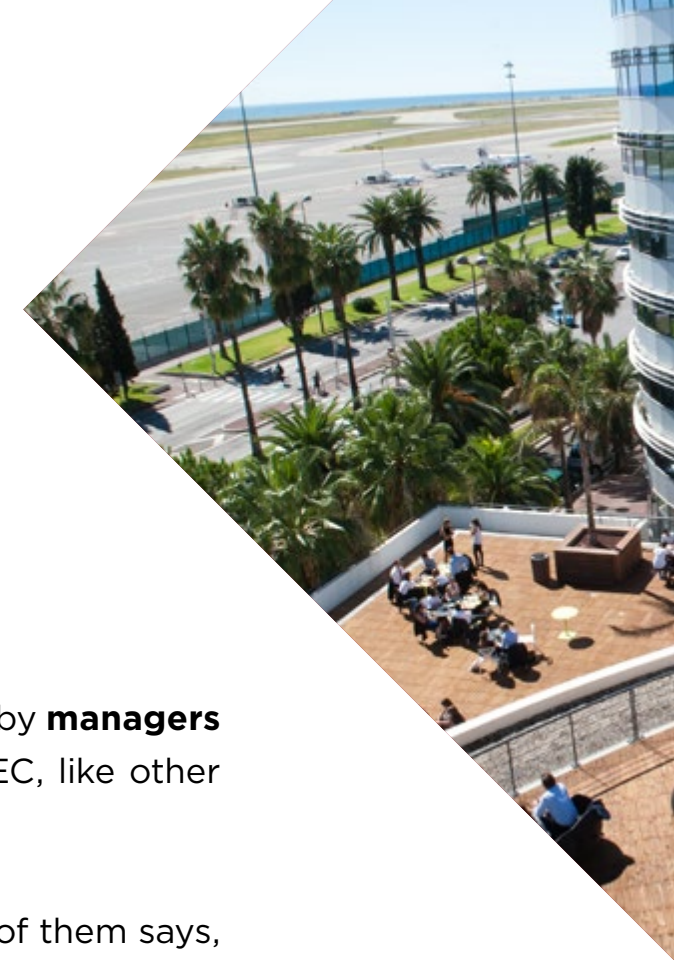
# OUR AMBITION



## Two general considerations have a bearing on the nature of this code:

Firstly, EDHEC holds that a good business not only creates value for shareholders and clients but is also characterised by **managers who act ethically and with integrity**, thereby delivering value to all stakeholders as well as to wider society. EDHEC, like other responsible business schools, **promotes good business** in this sense.

Secondly, the reputation of our school is inevitably determined by the actions of each of its members. Whatever one of them says, does or omits to do will invariably also reflect upon how the public at large views EDHEC and its graduates. The value of an EDHEC degree is based on its academic reputation but also on the reputation of the people who represent the school as students, alumni, staff or faculty. This implies that **the ethical principles expressed in this code concern all activities**, including the non-academic ones, with which EDHEC is associated.



# OUR PRINCIPLES

- ◆ **ACADEMIC INTEGRITY**
- ◆ **EXEMPLARY CONDUCT AND MANAGEMENT**
- ◆ **RESPECT AND TOLERANCE**
- ◆ **LOYALTY, INTEGRITY AND TRANSPARENCY ON ALL LEVELS**
- ◆ **CONFIDENTIALITY TO PROTECT PRIVACY**
- ◆ **A RESPONSIBLE BUSINESS EDUCATION**
- ◆ **SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT**
- ◆ **COMPLIANCE GRANTED BY THE EDHEC ETHICS BOARD**

The principles and values in this code express an ideal that is and, especially in a large organisation, will always be challenging, but which should guide our decision making and inspire the Ethics Board in its recommendations. They are of a limited number. While this in no way implies that other moral concerns or values matter less, our aim, in this instance, is to draw special attention to those aspects with direct impact on our activity.





# OUR PRINCIPLES



## ACADEMIC INTEGRITY

EDHEC is an advocate of academic integrity. This guarantees the quality of its degrees and graduates. In consequence, the different bodies of this institution, its collaborators, coordinators, faculty and students must at all times conduct themselves with **honesty and intellectual thoroughness**. Students must abstain from any kind of intellectual fraud, cheating or plagiarism. This injunction holds even more strongly for faculty in their research work.

## CONDUCT AND MANAGEMENT

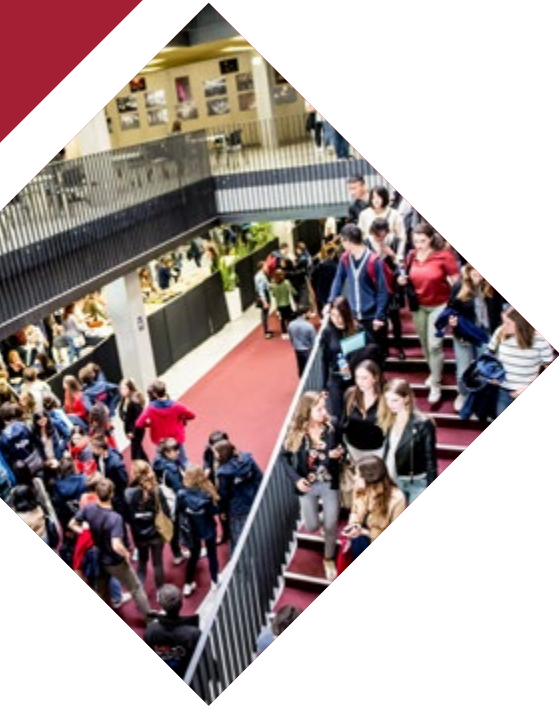
EDHEC is committed to complying with all its legal obligations in an exemplary manner. All coordination processes, education and learning, including assessments, must adhere to the **highest quality of integrity, scientific inquiry and pedagogical practice** and be in strict compliance with copyright law and other legal requirements, both national and international.

EDHEC is committed to addressing all stakeholders with **care, respect, professionalism, fairness and efficiency**. EDHEC executives will manage the school diligently in a transparent and responsible way that encourages open dialogue, while observing the highest standards of governance.

## RESPECT AND TOLERANCE

In line with its mission as an international business school, EDHEC requires that all members of its community, i.e. its students, faculty, administrators and staff, conduct themselves in a **respectful and tolerant way** towards all individuals. EDHEC cannot accept, under any circumstances, verbal abuse toward a member of its community. All forms of harassment (including the use of sexually, physically or racially degrading language) are severely condemned. EDHEC promotes **respect for the dignity, diversity and rights of each individual** and totally rejects any kind of discriminatory, offensive or demeaning conduct, including on subjects relating to ethnic origin, gender, nationality, religion, race, sexual orientation, age or physical disability.

# OUR PRINCIPLES



## LOYALTY, INTEGRITY AND CONFLICT OF INTEREST

EDHEC stands for **integrity**. To safeguard its credibility and good reputation, as well as to promote and guarantee its reputation, collaborators, managers and faculty should avoid any situation where affinity, kinship or other types of personal relationship may bring into doubt the impartiality of its decisions. Transparency is therefore required concerning any involvement in activities external to EDHEC that could conflict with the interests of the school.

## CONFIDENTIALITY

EDHEC is committed to processing all personal data in an impartial and careful manner to protect the privacy of each individual and respect its legal obligations.

Staff members are required to respect the confidentiality, both inside and outside the school, of all facts or other information considered private or confidential in nature of which they have gained knowledge through the exercise of their duties.

EDHEC urges all of us to always be respectful in our communication and to strictly observe privacy rules, particularly when we share information on the social media.

## RESPONSIBLE BUSINESS EDUCATION

The school's educational mission has always been determined by a broad definition of business education and a rigorous respect for high academic standards. As an **advocate of humanistic values**, EDHEC directs its training towards **responsible leadership** which thrives under conditions where high standards of ethical conduct are upheld. Faculty and programme coordinators are expected to deliver balanced curricula that endorse these views on responsible business education.

On an extra-curricular level, EDHEC has a strong tradition of active student-run associations and encourages students to undertake some **voluntary involvement** in them, whether this be for the benefit of the community, as part of development projects, promoting social diversity or combating social exclusion. EDHEC is convinced that taking the lead in these initiatives while a student is an important step towards **future responsible leadership** in business.

# OUR PRINCIPLES



## SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT

EDHEC aims to contribute to the progress and well-being of the community. It should **act with due regard to sustainable development** in the economic, social and environmental spheres, in accordance with the best available practices and norms.

EDHEC is committed, notwithstanding its multi-campus organisation, to minimising its CO2 emissions, its energy and paper consumption and to selecting environmentally and socially conscious suppliers.

EDHEC wishes to share its convictions in these matters with its personnel and students.

## CODE OF COMPLIANCE

The Ethics Board will watch over the application of the precepts specified in this code, **encourage responsible conduct by EDHEC students, faculty and staff**, and keep an eye on the teaching of ethics at programme-level.

The Board is responsible for the interpretation and clarification of all doubts, and for the examination of any queries relating to non-compliance with this code; and it may recommend steps to remedy the such occurrences where necessary.

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## THIS IS OUR CODE

**LET'S ALL TAKE RESPONSIBILITY FOR EDHEC'S ETHICAL INSTITUTIONAL CULTURE AND MAKE OUR POSITIVE IMPACT!**

If you belong to the EDHEC community, whatever your specific link or role is, this is your code. All of us share responsibility in fostering and maintaining the ethical institutional culture of EDHEC. It is the **contribution and the effort of all of us that will bring about our positive impact.**

If you judge that the school in some of its actions is not fully in line with its mission and with this code, it is up to you and to all of us to act and to get in touch with the EDHEC Ethics Board.

### CONTACT

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*Make an impact*