

SUSTAINABLE DEVELOPMENT & SOCIAL RESPONSIBILITY MASTER PLAN 2024



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A COMMITMENT CENTRAL TO THE EDHEC MISSION: **GÉNÉRATIONS** **2050** STRATEGIC PLAN

The world is currently facing unprecedented and large-scale challenges, climate crisis, biodiversity loss, increasing pollution... All these threats demand urgent action to protect our planet and build a fairer society. In response to these challenges, EDHEC is rolling out its Generations 2050 strategic plan, which sets out an ambitious and resolutely optimistic vision of the future. By setting its sights on a symbolic horizon - 2050, a pivotal date for humanity - EDHEC is making a strong commitment to future generations.

A bold vision for the 2050 generation

Priority 1: Net Positive

Generations 2050, EDHEC strategic plan for 2024 - 2028 is designed to fast track global transformation by focusing on three strategic areas:

1. Reinventing business models in favour of the common good

2. Empowering students to transform organisations

3. Accelerating climate finance

The level of EDHEC commitment to this plan is clear with the €270 million in funding dedicated to its delivery, €112 million dedicated to its campuses. This rigorous financial model is supported by the EDHEC Foundation, enabling the school to maintain a high level of academic excellence investing in strategic projects.

To go beyond the concept of CSR, EDHEC has launched its Centre for Net Positive Business to support businesses in their transition to Net Positive. This new centre will develop models that fully integrate planetary and social challenges into corporate strategies. In parallel, the Centre for Responsible Entrepreneurship continues implementation of its Responsible by Design (RED) initiative with the goal of widely disseminating this methodology throughout the entrepreneurial ecosystem.

Priority 2: Empower to transform

To meet the expectations of younger generations who now place societal impact at the heart of their career choices, EDHEC has created the EDHEC Impact Skills Model. This competency framework is based on over ten years of research and will be integrated into a new learning pathway: the Transformative Journey. Mandatory for all programmes, the Transformative Journey combines courses, hands on projects and events to encourage a holistic approach to organisational transformation.

Priority 3: Accelerating climate finance

Climate finance is a core pillar of the Generations 2050 plan.

EDHEC has launched the EDHEC Climate Institute to centralise and accelerate all the business school's climate finance initiatives.

In parallel, Scientific Portfolio, a FinTech developed at EDHEC, will give investors the opportunity to build portfolios based on scientific research in sustainable finance, integrating ESG criteria to better guide investment decisions

Academic excellence and an enhanced student experience

EDHEC is affirming its academic leadership through an ambitious recruitment plan of 100 new academic staff.

Its commitment to greater social diversity is enhanced and extended by the EDHEC Talents initiatives, supported by EDHEC Foundation, which target high school students and those preparing for admission to university-level higher education.

In response to technological developments in education, EDHEC will invest €20 million in EDHEC AI, a cross functional initiative designed to accelerate the integration of artificial intelligence into its programmes in collaboration with the PILab and EDHEC Online. Significant investment will also be made to modernise the Lille and Nice campuses, providing students with an optimal, inclusive and inspiring learning environment.

THE SDSR APPROACH: THREE CORE PRINCIPLES

Structured around the three founding principles - ambition, sincerity and leadership – and driven by a commitment to continuous improvement, the EDHEC's SDSR approach engages all the business school's resources and stakeholders. It is based on the framework of the French Higher Education SDSR label, which provides a set of criteria and standards to assess institutions's practices across five key areas: strategy and governance, education and training, research and innovation, environmental issues and social policy.

The founding principles

The EDHEC's SDSR approach is based on three core principles: ambition, sincerity and leadership by example.

- 1. **Ambition** : EDHEC aims to accelerate the transformation of the economic system through two key levers: through research, EDHEC seeks to provide the tools that companies need to make the transition to a more sustainable model, and through education, it strives to train the responsible managers of tomorrow by equipping them with the skills needed to guide this change..
- 2. **Sincerity** : EDHEC's SDSR strategy is based on a reality principle: faced with the scale of the challenges, the business school will have a greater impact if it focuses its action on targeted priorities.
- 3. **Exemplarity** : EDHEC is committed to integrating the principles of social responsibility into its daily operations and to becoming of sustainable and responsible practices.

A continuous improvement approach

The EDHEC's SDSR strategy is based on a perpetual cycle of planning, action, assessment and adjustment.

In 2020, the business school undertook a comprehensive review of its initiatives to better structure and strengthen its commitments. An internal audit of SDSR practices was conducted to review 280+ initiatives covering the majority of the United Nations's Sustainable Development Goals (SDGs). This analysis was updated and extended in 2021 to include new developments and respond to emerging challenges.

It led to the creation of a permanent position of Sustainability Manager, responsible for implementing the SDSR policy and defining EDHEC's priorities and commitments on societal and environmental transitions. A dedicated governance structure supports these efforts.

In 2022, EDHEC commissioned Capgemini Invent to audit its sustainable development and corporate social responsibility initiatives. This collaborative work resulted in the development of a materiality matrix, designed to assess key issues and determine strategic

EDHEC IN 2028



priorities consultation with internal and external stakeholders. This process ultimately led to the adoption of an overarching SDRS policy with action plans specific to each pillar.

Reference framework and recognition

In December 2023, EDHEC commitment and efforts were recognised with the award of the SDRS label. The distinction not only acknowledges past achievements but also serves as an encouragement to continue and intensify efforts to create a more sustainable future.

At the start of 2024, EDHEC consolidated and updated its SDRS policy and produced the SDRS Master Plan.

Co-construction and governance

The collective commitment around social responsibility provides EDHEC with a robust framework that gives everyone the opportunity to personally drive change.

In this spirit, EDHEC's SDRS master plan, the result of a co-construction process involving all stakeholders, defines the institution's priorities and commitments to support societal and environmental transition. It also serves as a key management tool to ensure consistency across actions and maximise individual and collective impact.

Strategic alignment with the Sustainable Development Goals

The EDHEC's SDRS approach is aligned with the UN Sustainable Development Goals (SDGs), which provide a universal framework for promoting prosperity while protecting the planet.

As a signatory of the UN Global Compact and Grenoble Accords and a member of the Principles for Responsible Management Education (PRME) initiative since 2015, EDHEC is committed to collaboration and partnership to developing and implementing practical solutions through education, research, equal opportunities and inclusion.



SUSTAINABLE DEVELOPMENT GOALS

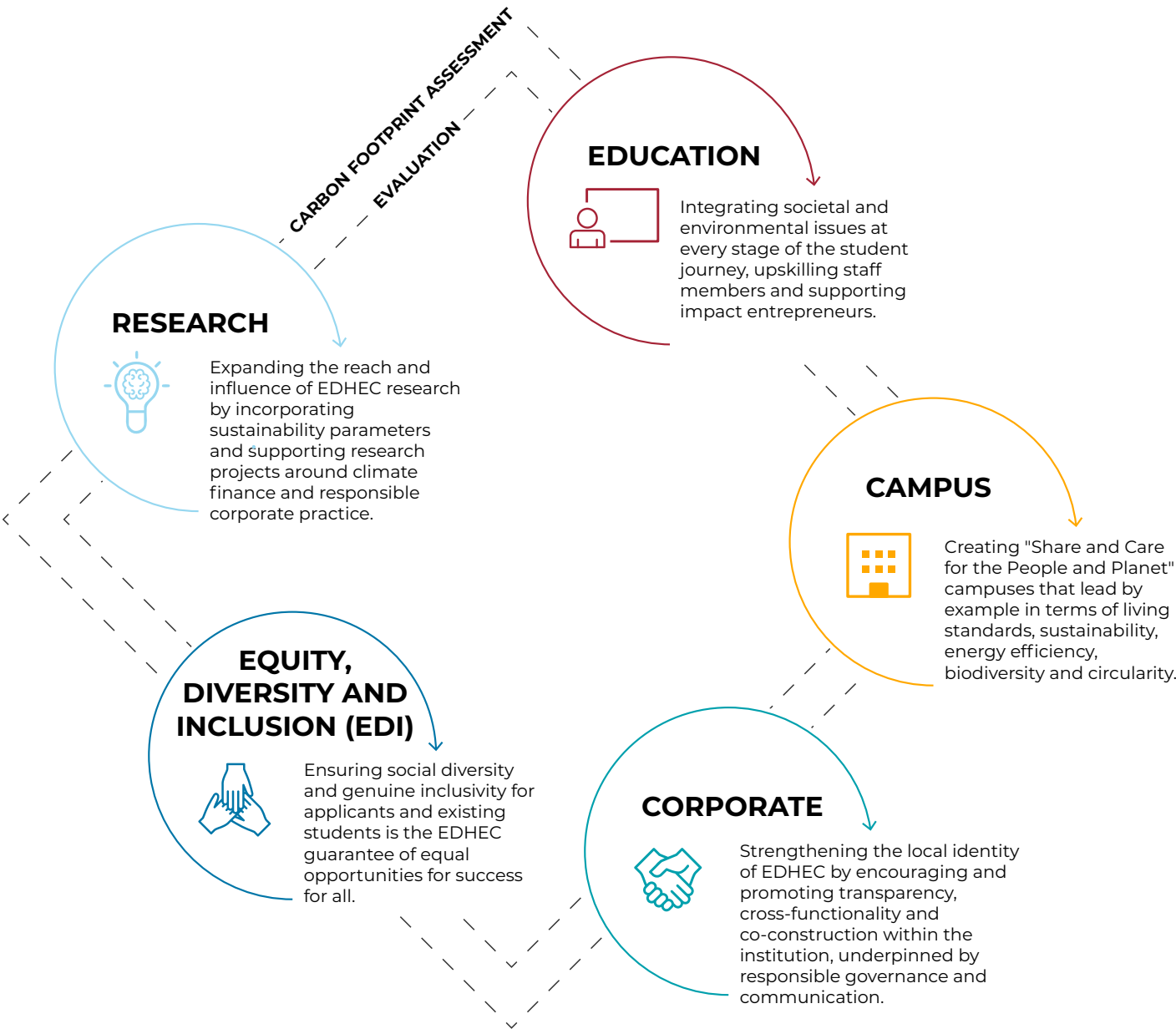


Among the 17 United Nations Sustainable Development Goals (SDGs), EDHEC has identified six priority goals to which it contributes most actively. These goals are at the heart of the education it provides, equipping students with the knowledge and skills needed to fully contribute to achieving the SDGs by 2030.

THE FIVE PILLARS OF THE SDSR POLICY

The EDHEC’s SDSR approach is a comprehensive and integrated strategy, structured around five key pillars - Research, Education, Equity, Diversity and Inclusion (EDI), Campus and Corporate - each of which plays a key role in achieving the business school’s sustainable development and social responsibility ambitions.

These five pillars are assessed through carbon footprint reduction and ongoing monitoring of the SDSR strategy. They are subject to rigorous performance indicators and external peer recognition, particularly through of accreditations and rankings.



A STRATEGY IMPLEMENTED ACROSS ALL THE BUSINESS SCHOOL ACTIVITIES

PILLAR 1 • RESEARCH • GENERATING KNOWLEDGE REQUIRED TO DRIVE AND ACCELERATE THE TRANSITION

EDHEC encourages the integration of sustainability criteria into the work of its researchers to expand the reach and influence of their work. The goal is to position the business school as a global leader in climate finance, while also embedding social and environmental issues across research topics and associated publications.

A commitment to climate finance

EDHEC places a strong emphasis on climate finance. For this purpose, it has founded the **EDHEC Risk Climate Impact Institute (ERCII)** research centre that provides the financial community with essential tools to integrate climate-related considerations into investment decisions and to better understand the implications of the climate crisis for global finance. Data generated by the EDHEC Infra & Private Assets initiative have also become a benchmark for influential institutions, such as the G20 and the OECD.

In 2024, around 41% of EDHEC academic output, including articles published in specialist Sustainability journals, was devoted to social and environmental issues. This percentage, which has increased significantly from the 25% observed in 2022, reflects the growing integration of these issues into academic research.



RESEARCH THE STRATEGIC GOALS



Goal 1

Integrate SDRS issues into all research work



Indicator

Volume and percentage of stars published on sustainability issues.

Action 1

Encouraging and supporting interdisciplinarity and transdisciplinarity to address SDRS challenges in research and teaching activities through encouragement and promotion mechanisms.

Action 2

Integrating SDRS (environmental, social and economic) issues into EDHEC research projects by measuring the impact and SDRS performance of research centres and chairs.



Goal 3

Become the worldwide reference in climate finance research

Action 1

Founding the EDHEC Climate Institute to strengthen the impact of climate finance by producing research and offering a portfolio of world class training programmes and initiatives, available to all EDHEC students.

Action 2

Deploying solutions to help companies to integrate climate finance criteria and actively contribute to tackling global warming.



Goal 2

Transmit knowledge



Indicator

The volume and percentage of disseminated content dedicated to sustainability issues.

Action 1

Highlighting EDHEC's intellectual output and scientific ambitions on sustainability topics by actively promoting knowledge transfer to the socio-economic world through both cross-cutting and sector-specific policies.

Action 2

Disseminating EDHEC's intellectual output and scientific ambitions on sustainability topics by actively promoting knowledge transfer to the socio-economic world through both cross-cutting and sector-specific policies.



Indicator

The number of publications dedicated to climate finance



Goal 4

Support companies in their transition to a Net Positive model: this is being achieved through the creation of a Centre for Net Positive Business with the aim of bringing forward sector transformation plans for key industries, such as construction and food.

Action 1

Designing new programmes and content to support decision-makers and future managers in advancing Net Positive business transformation.

Action 2

Building analyses and tools to guide companies in their transition toward Net Positive Business.



Indicator

The number of corporate partners involved in the Centre for Net Positive

EDHEC encourages the integration of sustainability criteria in the work published by its researchers.



PILLAR 2 • EDUCATION • TRAINING TO TRANSFORM

EDHEC places the development of social and environmental skills at the core of its teaching approach, aiming to prepare leaders capable of addressing the challenges of the modern world. The business school ecosystem encompasses not only its employees, academic staff and researchers, but also entrepreneurs to ensure that social responsibility becomes the gold standard and that positive impact is central to academic, entrepreneurial, and administrative practices.

COMMITMENTS AND PRACTICAL ACTIONS

A three-level student journey:

- 1. Knowledge and competencies base: all students begin the Grande École Programme by learning the basics of climate science and major environmental issues in the 30-hour Planetary Limits and Transition course.
- 2. Acquiring professional skills: from practical expertise (carbon assessment, impact management, etc.) to interpersonal skills (inclusive management), EDHEC ensures that all its students are aware of global issues and prepares them for being agents of change. First-year BBA students work on a Sustainable Impact Project with the aim of developing a practical response to the UN Sustainable Development Goals. The ‘Short Course for Senior Managers’ in CSR Strategy gives senior managers the time and space to redesign their organisational structures to embrace more sustainable principles.
- 3. Developing a specific expertise: Students wishing to specialise can enrol in degree courses like the MSc in Climate Change and Sustainable Finance designed in partnership with École des Mines Paris-PSL. This high-level programme combines climate expertise with sustainable finance.

Responsible entrepreneurship:

The three EDHEC incubators - two at Station F and one at Sophia Antipolis in Nice - provide 100% of the business school’s startups with training in how to integrate economic, social and environmental performance from the earliest stage. The Responsible Entrepreneurship by Design methodology developed by EDHEC encourages each startup to address the issues around governance, human resources and stakeholder relations.



EDUCATION THE STRATEGIC GOALS



Goal 1

Integrate societal and environmental topics into all EDHEC programmes and courses



Goal 2

Support students in learning and integrating SDRS skills throughout their journey at EDHEC by encouraging the development of SDRS skills beyond the classroom.



Indicator

The number of compulsory ECTS credits dedicated to the social and environmental sustainability transition.



Indicator

The percentage of students involved in SDRS projects or initiatives outside the learning programme, or the number of certifications obtained.

Action 1

Integrating SDRS issues into all training provision, including initial, continuing, online and apprenticeship courses, by drawing on the CDEFM (Conference of Directors of French Business Schools) database of SDRS skills.

Action 1

Training students to apply SDRS knowledge and skills in all their academic projects and work experience assignments.

Action 2

Continuous monitoring of the SDRS offering by mapping all courses and programmes, and regularly assessing the level of SDRS knowledge among students and faculty members.

Action 2

Supporting EDHEC student associations in integrating SDRS issues into their activities and introduce a new certification: the Citizen Associations certification.

Action 3

Launching the Transformative Student Journey project, which includes the creation of new courses, introductory seminars and innovative learning experiences (workshops, immersive games, retreats, etc.) to help students develop three key competencies among students: critical thinking, action orientation, and collaboration.

Action 3

Encouraging student-led initiatives (outside of curriculum and associations) to carry out SDRS projects, both on or off campus, as part of fostering a culture of social responsibility within and beyond EDHEC.

Action 4

Offering EDHEC students international opportunities, with particular emphasis on developing countries through solidarity missions known as “Global Impact Projects”.



Goal 3

Support and encourage the development of SDRS skills among all EDHEC employees.



Indicator

The percentage of employees trained in SDRS challenges, and the total number of training hours delivered.

Action 1

Offering SDRS training modules, practical workshops and awareness-raising sessions to all EDHEC employees, including administration, academic and temporary staff.

Action 2

Encouraging faculty members to expand their expertise and knowledge of SDRS issues by implementing support mechanisms and recognise their commitment.

Action 3

Fostering the integration of SDRS practices into the daily activities of all employees and encouraging their active participation in SDRS initiatives.



Goal 4

Become one of Europe top schools in responsible entrepreneurship.



Indicator

The number of entrepreneurs supported.

Action 1

Supporting the emergence of business models and entrepreneurial projects with the potential to meet today's major global challenges by strengthening the support offered by EDHEC Entrepreneurs, dedicated to startups with a positive impact.

Action 2

Training students in entrepreneurial skills and mindset to become future change leaders, using tools such as the RED model.

Action 3

Supporting early-stage and growth-phase start-ups that share the same values and desire to have a positive impact through the GENERATIONS Fund powered by EDHEC.

PILLAR 3 • CAMPUS • TRANSFORMING TO LEAD BY EXAMPLE IN SUSTAINABILITY

EDHEC is committed to making its campuses models for the best standards of environmental impact and wellbeing integrating energy efficiency, biodiversity and resource circularity.

COMMITMENTS AND PRACTICAL ACTIONS

The EDHEC Share & Care Campus for People and the Planet project developed in collaboration with students aims to transform EDHEC campuses to ensure optimal learning environment for students, while reducing their impact on the environment. This project is supported by a €60 million investment plan. By 2026, 24,000 m² will have been either renovated or newly developed.

The 2020 project to upgrade the external walls of the Nice campus has reduced its annual consumption of electricity by an impressive 500,000 kWh. On Lille campus, the ongoing work to upgrade the main building is expected to save 600,000 kWh annually, contributing to a significant reduction in greenhouse gas emissions. On both campus, a relamping programme replaced traditional lighting with LEDs bulbs, and motion sensors were installed in place of switches.

For several years now, EDHEC has been committed to sustainable approach to managing the 10 hectares of parkland at the Lille campus. The elimination of chemical fertilizers, late mowing, a vegetable garden, a composting area, as well as insect hotels and beehives, all contribute to making the site respectful of the local ecosystem.

The ultimate goal is to ensure that students enjoy an optimal learning environment with lower environmental impact.



CAMPUS THE STRATEGIC GOALS



Goal 1

Align EDHEC buildings with top European standards for energy performance and well-being.



Indicator

Total energy consumption.

Action 1

Optimising energy management and promoting energy efficiency on all EDHEC campuses in order to achieve the 2030 energy reduction target of 40% required to comply with the French commercial building final energy consumption legislation (*décret tertiaire*).

Action 2

Integrating environmental, social and energy performance criteria into all building renovation projects from the earliest design stage onwards.

Action 3

Assessing the quality of EDHEC buildings through ambitious certifications and accreditation labels to ensure full compliance with sustainability and environmental performance standards.



Goal 2

Integrate biodiversity into all EDHEC activities to actively contribute to the preservation of ecosystems and species.



Indicator

Number of biodiversity promotion actions implemented.

Action 1

Assessing EDHEC's biodiversity management practices and implement projects and partnerships that promote biodiversity.

Action 2

Introducing biodiversity-specific programmes and modules into the EDHEC curriculum, raising student awareness of ecological challenges and preparing them to become actively engaged in environmental protection.



Goal 3

Reduce environmental impact by optimising consumption and supply chain circularity practices.



Indicator

Tonnes of waste produced.

Action 1

Developing an integrated and cross-functional responsible purchasing policy, systematically including environmental and social criteria in the selection of EDHEC's suppliers and service providers.

Action 2

Implementing a circular economy policy across EDHEC campuses to optimize the use of resources, reduce environmental impact and raise awareness among all stakeholders.

Action 3

Reducing the digital footprint of EDHEC through a Green IT policy and educate stakeholders on responsible digital best practices.

Action 4

Promoting sustainable food on all campuses by adopting a responsible food policy and raising awareness about sustainable food choices.



Upgrading EDHEC buildings to align with the highest European standards of energy performance and wellbeing.

PILLAR 4 • EQUITY, DIVERSITY AND INCLUSION • A COMMITMENT TO EQUAL OPPORTUNITIES

True to its humanist values, EDHEC aspires to create an inclusive environment where every individual, regardless of background, feels valued and respected, and to become a model of equity, diversity and inclusion (EDI) in higher education.

COMMITMENTS AND PRACTICAL ACTIONS

- 1. Social openness:** To ensure that no one is, or feels, excluded for social reasons, EDHEC runs its EDHEC For All scholarship programme, which meets up to 75% of tuition fees for scholarship students, while the EDHEC Talents Prépas programme provides support for young people preparing for admission to university-level higher education.
- 2. Disability:** EDHEC works to ensure that students with disabilities receive the personalised support they need to make their student journey as comfortable and seamless as possible. Their care is supervised by a disability adviser, and all campuses are accessible for those with reduced mobility. Students also take part in disability awareness programmes as part of a wider climate of caring and mutual support.
- 3. Pushing back against sexual and gender-based violence (SGBV):** EDHEC strives to ensure that its campuses are inclusive, safe places to live, regardless of a person's gender or sexual orientation. A reporting platform is in place to gather and resolve complaints about verbal or physical abuse. In addition, a network of sentinel watchdogs has been set up to provide signposting and support for victims and witnesses of SGBV. All students also take part in an awareness-raising programme focusing on this crucial issue.

EQUITY, DIVERSITY AND INCLUSION THE STRATEGIC GOALS



Goal 1

Offer an inclusive and supportive environment for all.



Indicator

The percentage of EDHEC students receiving scholarships based on social criteria.

Action 1

Promoting diversity within EDHEC by supporting future students from a wide range of backgrounds and situations, through specific support mechanisms and partnerships with local stakeholders.

Action 2

Fostering the inclusion and success of international students, while encouraging greater gender diversity within EDHEC's student associations by introducing support mechanisms and partnerships with key stakeholder.

Action 3

Supporting social openness at EDHEC and help students facing challenges to succeed in their studies through the development of adapted support programs and by establishing collaborations with local partners.



Goal 2

Support the successful professional integration of all students, regardless of their backgrounds or profiles.



Indicator

The percentage of jobs connected with sustainable development, social responsibility and diversity.

Action 1

Promoting the professional integration of all EDHEC students by taking into account the diversity of their profiles and backgrounds.

Action 2

Supporting students aspiring to high-impact careers by enhancing placement, guidance, and integration initiatives within companies committed to transformation.





Goal 3

Strengthen equality, diversity, and employee well-being as pillars of responsible management.



Indicator

Satisfaction surveys and the student barometer survey.

Action 1

Promoting equal opportunities by implementing diversity and gender parity policies in recruitment and career advancement, with a focus on fair representation in leadership, governance, and employee representative bodies.

Action 2

Improving well-being on all campuses by developing a quality-of-life policy for both EDHEC employees and students, integrating concrete actions for quality of life and working conditions (QLWC).

PILLAR 5 • CORPORATE • STRENGTHENING RESPONSIBLE GOVERNANCE

The governance of EDHEC's SDSR strategy as well as its local anchoring, have been designed with a spirit of transparency, cross-functionality and co-construction. The SDSR governance relies on a network of internal stakeholders dedicated to implementing and monitoring responsibility initiatives. This network of internal committees and bodies ensures strategic oversight and collective commitment toward sustainable transformation.

INTERNAL STAKEHOLDERS

1. The Executive Committee: The Executive Committee has responsibility for managing activities in France and internationally, and acts on recommendations made by the Board of Governors, the International Advisory Board and the Ethics Board, whose members are drawn from civil society, the corporate world, the student body and academic staff. Together, they ensure that all EDHEC actions and decisions align fully with social responsibility principles.

2. The Ethics Board: The Ethics Board was formed in 2011 to support EDHEC in its societal choices by offering advice and recommendations around responsibility and sustainability issues. Its role has evolved in the years since then, and it is now an essential cornerstone of the EDHEC responsible governance structure.

3. The EDHEC Foundation: The Foundation plays a central role in the social mix and development of the business school by raising funds to finance scholarships and major entrepreneurship, research and corporate social responsibility projects.

CROSS-FUNCTIONAL BODIES AND PARTNERSHIPS

1. The sustainability unit: The EDHEC's SDRS strategy is driven by the sustainability unit which includes a sustainability manager supported by an active committee of representatives from over 15 departments. The committee is divided into a number of sub-groups to enable targeted and detailed collaboration on specific issues as part of promoting inclusivity and cross-functionality.

2. Involvement of current students and alumni: Students and alumni are actively involved in SDSR projects. They contribute via surveys, dedicated events (such as the Sustainable Campus Challenge and Sustainability Week) and concrete actions, like carbon footprint calculation or shared equipment initiatives. This engagement contributes to the co-construction of solutions, aligned with the five SDSR pillars: governance, education, research, diversity and inclusion, and campus.

COMMUNICATION AND AWARENESS

A dynamic internal communication strategy ensures that all stakeholders in the transformation process are informed and engaged. A variety of events, awareness raising sessions and collaborative actions are organised to share best practices and increase skills around SDSR issues and consolidate the culture of responsibility at EDHEC.



CORPORATE THE STRATEGIC GOALS



Goal 1

Implement and integrate an ambitious sustainability and social responsibility strategy into all EDHEC activities.

Action 1

Deploying and promoting EDHEC’s SDRS strategy to ensure its full integration across all EDHEC departments and services.

Action 2

Coordinating EDHEC’s SDRS strategy across all EDHEC departments and divisions through the implementation of a structured action plan.



Indicator

Number of cross-functional SDSR projects



Goal 2

Promote responsible communication to foster greater transparency and enhance engagement.



Indicator

The number of SDSR-related communication campaigns.

Action 1

Disseminating responsible messages through all EDHEC communication channels to inspire and encourage its entire community to strengthen the collective culture of commitment and positive impact.

Action 2

Ensuring that all communication media are designed in accordance with eco-socio-design criteria including the assessment of the carbon footprint assessment of reports and documents, a policy of selecting only responsible goodies and committed service providers and optimising the use of digital communication (website accessibility, social media, etc.) to reduce environmental impact.



Goal 3

Strengthen EDHEC’s engagement within its local communities to contribute to a broader dynamic of collective mobilisation.



Indicator

The quantity and quality of partnerships created, measured on the basis of practical and productive collaborations with local and international stakeholders.

Action 1

Collaborating with local and national stakeholders to make progress on sustainability and social responsibility issues by identifying and developing partnerships, collaborations, and events in France, fostering a common commitment.

Action 2

Building relationships with networks of international stakeholders to advance SDSR issues by identifying and developing partnerships, collaborations and events internationally to promote collective progress.



MEASURING IMPACT: TOOLS TO TRACK AND MONITOR EDHEC'S SDSR COMMITMENTS

CARBON FOOTPRINT

EDHEC is committed to reducing its carbon footprint and since 2020 has been measuring greenhouse gas emissions across scopes 1, 2, and 3 generated by all activities on its French campuses. In alignment with the Paris Agreement of December 2015 and to contribute to the global effort, EDHEC has set targets to achieve carbon neutrality by 2050 by reducing scope 1 and 2 GHG emissions by 42%, and scope 3 emissions by 20% by 2030.

In 2024, following the calculation of its second carbon footprint assessment, EDHEC confirmed the ambitions and actions of its Low-Carbon Transition Plan to actively contribute to tackle climate change and promote a more sustainable future. To achieve its targets, the business school is implementing the resources and initiatives.

- 1. Energy efficiency and the use of renewable energy:** Across all campuses, energy supply comes from 100% low-carbon electricity and the Lille campus has been connected to the city's district heating network, significantly reducing its carbon footprint.
- 2. Sustainable mobility:** Recognising that transportation accounts for around two-thirds of its carbon, EDHEC is taking steps to encourage low-carbon mobility among students and staff. For example, bike sharing stations and electric vehicle charging terminals are already available and reinforcing a culture of sustainable transportation.

EDHEC's carbon footprint is assessed every two years to monitor progress and adjust strategies accordingly. EDHEC is also committed to raising awareness of its wider community to this initiative by organising workshops and educational programs on sustainability and carbon emission reduction.

THE STRATEGIC GOALS



Goal 1

Reduce EDHEC's carbon footprint to achieve carbon neutrality by 2050.

Based on its first carbon footprint assessment in 2022 and the low-carbon transition plan approved in 2024, EDHEC is targeting a 42% reduction in its Scope 1 and 2 GHG emissions and a 20% reduction in its Scope 3 emissions by 2030. The actions cover all of the school's activities.



Indicator

Tonnes of CO2e per student.



Goal 2

Reduce EDHEC's carbon footprint through an ambitious low carbon mobility policy.

Approximately 60% of EDHEC's GHG emissions relate directly to mobility: student travel, employee business travel and student and employee commuting.



Indicator

Tonnes of CO2e per student.



ASSESSMENT OF THE SDSR APPROACH

EDHEC is strengthening its leadership in sustainable development and social responsibility by positioning itself in rankings and obtaining accreditations that recognise its commitments and ambitions around these issues. In December 2023, EDHEC was awarded the DDRS label for two years, marking an important milestone in the recognition of the CSR initiatives and ambitions incorporated by EDHEC into its continuous improvement process.



Goal 1

Monitor SDSR performance internally using relevant and long-term indicators.

Integrating SDSR indicators into EDHEC performance enables precise measurement of the impact of implemented actions and helps identify areas for improvement. The profit-sharing bonus is calculated based on criteria and objectives closely aligned with EDHEC's Generations 2050 strategic plan, including compliance with its carbon reduction commitments.



Goal 2

Promote EDHEC's SDSR strategy externally and assess its approach.

As part of its commitment to continuous improvement and a commitment of sharing best practices, EDHEC assesses its performance in French and international rankings, accreditations and labelling schemes that recognise and highlight its commitments and ambitions in sustainable development and social responsibility.



Indicator

The percentage of SDSR indicators included in EDHEC performance dashboards.



Indicator

Improvements recognition (new labels, higher rankings, etc.).

Make an impact