



# Sustainability policy

|               |                      |
|---------------|----------------------|
| Reference:    | 01-A002-GW           |
| Distribution: | GIHE Worldwide       |
| Department:   | Executive Management |
| Updated by:   | Mathilde Chevallier  |
| Updated on:   | 29.04.2024           |
| Valid until:  | 31.12.2026           |

# Table of contents

|   |          |
|---|----------|
| <b>Headline .....</b>   | <b>2</b> |
| <b>Introduction .....</b>   | <b>3</b> |
| <b>1. Sustainability at GIHE .....</b>                            | <b>3</b> |
| 1.1 Definition.....   | 3        |
| 1.2 Performance indicators .....                                  | 3        |
| 1.3 Alignment with Institutional strategy.....                    | 4        |
| 1.4 Alignment with the Parent company's sustainable program ..... | 4        |
| 1.5 Program governance.....                                       | 4        |
| 1.6 Quality Assurance on institutional sustainability.....        | 4        |
| <b>Related documents.....</b>                                     | <b>5</b> |

# Headline

## Glossary of terms

**Sustainability:** it is the practice of meeting current needs without compromising the ability of future generations to meet their own needs, balancing environmental, economic, and social factors.

**Parent company:** refers to the business entity, in this case Sommet Education, that oversees other Institutions, such as GIHE or Les Roches for example.

## List of acronyms

- CSR:** Corporate Social Responsibility
- GIHE:** Glion Institute of Higher Education
- PDCA:** Plan-Do-Check-Act review cycle
- UN SDG:** United Nations Sustainable Development Goals

## Compliance

This policy responds to GIHE's Quality standards 6.1, 7.2, 8.1 and 9.3.

For more information about GIHE's Quality standards, please refer to [Quality standards \(02-A002-GW\)](#).

Please note that any new version of this document supersedes and replaces all previous versions. It is the responsibility of the recipient to ensure they are referring to the most recent version for accurate information and compliance.

# Introduction

Glion Institution of Higher Education (GIHE) has a commitment to excellence extending beyond academic endeavors to embrace a holistic vision of sustainability. This policy ensures that GIHE implements best practices and services in economic, social, and environmental stability and sustainability to guarantee institutional longevity and contribution to the communities GIHE serves.

This policy certifies its compliance with local and legal obligations upon campus location, with accreditation requirements and with the parent company's sustainability program and goals as guiding principle.

## 1. Sustainability at GIHE

### 1.1 Definition

This policy defines the program that aims to support GIHE in achieving specific outcomes in the following three main areas and consequently in consolidating GIHE's responsibility and accountability in awareness, promotion, acts, and achievements in sustainability.

- **Social sustainability:** To provide GIHE's stakeholders with equal opportunities, well-being, work-life balance, and personal and professional development as well as to provide support to underserved communities.
- **Financial and economic sustainability:** To support long-term financial stability and responsible economic growth for both the institution and the industry sectors it serves, without negatively impacting on communities and its environment.
- **Environmental sustainability:** To encourage and maintain an ecological balance in energy consumption, natural environment, and resources to support the wellbeing of current and future generations.
- **Stakeholders' engagement in sustainability:** To promote awareness and engagement of GIHE's communities in sustainability behavior and actions.

### 1.2 Performance indicators

The following indicators have been agreed to set clear direction on GIHE's sustainable goals. Review cycle, objective ownerships, targets or thresholds have been set, as defined in the [Sustainability objectives and performance indicators \(01-C005-GW\)](#), to assess GIHE's performance in reaching its sustainable goals.

#### Social sustainability

- Student equal opportunities and success
- Healthy environment for employees
- Services to the community

#### Economic sustainability

- Institutional resilience and positioning
- Financial stability and sustainability
- Services to the economic communities

#### Environment sustainability

- Carbon footprint reduction
- Responsible sourcing and initiatives

#### Stakeholders' engagement in sustainability

- Employees and students' sustainability responsiveness
- Sustainability integrated into curriculum and research

### 1.3 Alignment with Institutional strategy

The sustainability program is designed to support [GIHE's Institutional strategy \(01-C002-GW\)](#) and its four pillars:

- Enrich student learning and experience;
- Expand and enhance the Program and Research portfolio;
- Drive an effective organization;
- Invest and maintain campuses.

### 1.4 Alignment with the Parent company's sustainable program

GIHE's parent company aims to contribute to international efforts in promoting sustainability in its business practices, and assuming its role in the global sustainable agenda, using international assessment tools. With the reduction of its carbon footprint as the main sustainability focus for itself and for its schools, GIHE's parent company concentrates its efforts on direct and indirect emissions (energy consumption, operations, and finished product energy) and staff awareness, following the four main United Nations Sustainable Development Goals (UN SDG) as per the figure below and with the corresponding key indicators and targets listed in [Sustainability objectives and performance indicators \(01-C005-GW\)](#).



### 1.5 Program governance

The GIHE Leadership Committee is accountable to guarantee the implementation, the effectiveness, and the self-assessment of the GIHE sustainability policy. It however delegates responsibilities to the relevant departments (and its parent company when appropriate) upon the sustainability areas covered. The Leadership Committee is responsible for reporting sustainability projects and outcomes to the GIHE Governing Board, overseeing institutional sustainability. The sustainability program encourages and supports all GIHE stakeholders, including faculty, students, and employees, to actively contribute to sustainability activities. These contributions span across GIHE programs of study, applied research, community initiatives, and dedicated awareness sessions. By engaging in these diverse areas, stakeholders work collaboratively to promote sustainable practices, enhance their understanding of environmental issues, and implement practical solutions that benefit both the campus and the wider community.

### 1.6 Quality Assurance on institutional sustainability

The GIHE sustainability policy is designed, implemented and self-assessed, in compliance with the [GIHE Institutional Quality Framework \(02-A001-GW\)](#). An activity report, following the GIHE "Annual Report" template, is expected to be compiled on an annual basis to present GIHE's performance, areas for improvement leading to future initiatives. The annual report will also attach detailed data collection and plans of action, particularly in the domain of Corporate Social Responsibility (CSR), financial screening, staffing, social sustainability. The report is finally submitted to the Leadership Committee, and consequently presented to the Governing Board. An extract of this report will also be prepared to respond to the parent company's specific CSR expectations.

# Related documents

## Policies

GIHE Institutional Quality Framework (02-A001-GW)

## Procedures

PDCA Quality cycle (02-B001-GW)

## Other

Mission & Vision (01-C001-GW)

GIHE Institutional strategy (01-C002-GW)

Sustainability objectives and performance indicators (01-C005-GW)

## Department contacts & links

Managing Director: [managing.director@glion.edu](mailto:managing.director@glion.edu)

## Publication approval

This policy has been approved for publication by the Quality Oversight Committee on 29.04.2024.