

2024 Sharing Information on Progress (SIP) Report

HEC Paris

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nationssupported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.









































Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Letter of Commitment

HEC Paris demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



HEC Paris

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PRME Secretariat

Foundation for the Global Compact 685 Third Ave. 12th Floor New York NY 10017 USA

Paris, July 10th 2024

Adoption of the Principles for Responsible Management Education

To our stakeholders,

I am pleased to confirm that HEC Paris reaffirms its support of the following Seven Principles for Responsible Management Education: Purpose, Values, Teach, Research, Partner, Practice and Share.

In this annual Sharing Information on Progress (SIP) report, we disclose our continuous efforts to integrate the Seven Principles into our institutional strategy, culture, academic activities, and daily operations, and contribute to United Nations goals, particularly in the Sustainable Development Goals.

Sincerely your

Eloïc PEYR

Dean

The following outlines HEC Paris's institutional mission, vision, and strategic approach to responsible management education.

The Impact Loop - Feuille de route stratégique 2021-2025

2021-2025 strategic roadmap for HEC Paris

Relevant Stakeholders

Eloïc Peyrache

Purpose

This document outlines HEC Paris' strategy, mission, vision and values.

Feuille de route 2021-2025_VFR View document 🖸 Download document 🕹



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

PRIME Leadership Accountability

At HEC Paris, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

RME formalization within HEC Paris

RME principles are formalized both at the organizational level and at the academic level.

RME principles are formalized in several different ways across the organization:

- A Chief Sustainability Officer and a Chief Diversity Officer are responsible for elaborating and implementing the school's sustainability strategy and its diversity strategy, respectively. The scope of their work includes both staff and students.
- The Sustainability & Organizations (S&O) Institute at HEC Paris combines research and education towards a sustainable and responsible vision of business and purposeful leadership. The Institute and its 60 researchers on campus are dedicated to creating alternative models that balance environmental challenges and social impact with economic performance.

Organizational Structure for RME

The following organizational entities at HEC Paris are responsible for RME:

- Research-Focused Entity
- Teaching-Focused Entity
- Community Engagement Entity



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.

PRIME Elements in Degree Programs

HEC Paris integrates responsible management education into its degree programs through 4 different approaches:

Guest Speakers and Showcase Events

Purpose Day 2024

One-day event about purpose in business

Date

March, 2024 - March, 2024

Location

Hôtel de l'Industrie, Paris

Speakers

R. Edward Freeman, Hubert Joly

Supporting Links

This summit addressed how purpose intent can be translated into authentic action. We aim to unlock insights from the keynote speakers, panelists and participants into how best to embed purpose in firm culture and governance, as well as the latest thinking on how purpose can best be measured.

HEC Climate Day 2024

The objective of this HEC Climate Day is to bring together HEC students, researchers, experts, external guests from partner companies, as well as alumni, and staff members to discuss strategic orientations, potential solutions, and ongoing achievements to address the climate emergency.

Date

May, 2024 - May, 2024

Location

HEC Paris Campus

Speakers

Ibrahima Cheikh Diong, François Gemenne, Eleonore Bedel

Supporting Links

Addressing the climate emergency creates major challenges for business leaders and policy makers. The objective of this HEC Climate Day is to bring together HEC students, researchers, experts, external guests from partner companies, as well as alumni, and staff members to discuss strategic orientations, potential solutions, and ongoing achievements to respond to these challenges.

Inclusive Economy Day 2024

Organized by the S&O Inclusive Economy Center, it was an opportunity to engage in discussions surrounding a topic that resonates deeply not only within the realm of business but also within the fabric of our society: the inclusive economy -- with subjects of vital importance, rarely discussed in business schools.

Date

May, 2024 - May, 2024

Location

Fiap-Jean Monnet, Paris

Speakers

Bénédicte Faivre-Tavignot, Anselm Hager, SM Musa, Sandra Portocarrero, Raphaëlle Thirion

Supporting Links

This second edition brought together distinguished researchers Anselm Hager, S M Musa, Sandra Portocarrero, Carlos Inoue, Leandro S. Pongeluppe, Dan Wang, Naja Pape, Yann Algan and experts Raphaëlle Thirion, Jaafar HEIKEL, Kevin André who generously shared their insights and perspectives on crucial topic such as social ties, a vector of resilience in times of crisis, integrating refugees into companies, access to healthcare for all, training young people for jobs in short supply. The discussions were not only stimulating but also remarkably productive, underscoring the importance of collaborative efforts in addressing the challenges we face.

Professor-Discretionary Course Topics

Risks management in the energy business

Department

Finance

Learning Object Subject

Energy

Educational Level

MBA

Learning Outcome

When they will have successfully completed this course, participants should: Have acquired the best command of global and regional energy issues, across the various segments of the energy value chain; Have acquired a deep understanding of the extent to which climate change and carbon issues will affect all businesses; Have developed a detailed understanding of energy market and contract risks, including exposure to international commodity price fluctuations (oil and gas in particular); Have acquired the best understanding of how risks producers, users and lenders mitigate market risks; Understand capital cost recovery on a global market; Understand the financing strategy of the players; Have a clear idea of how energy risks are addressed and mitigated; Have the best command of the economics, regulatory package and market risks of the low carbon/renewable power producers.

Interactivity Type

Classroom interactive lectures from professor, and group work presentations

Learning Object Description

This course proposes a specific introduction to energy business and markets via a risk approach. The various risks that you are exposed to when working in relation to energy issues climate risk, investment, contract counterparty risks, regulatory risks, carbon price risk, volume risk, price risk, etc. – will be addressed, defined and, to the extent feasible, quantified through practical examples.

MBA Syllabus Risks Management in Energy Business S24 (J.M Gauthier)

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Droit des contrats

Department

Law & Tax

Learning Object Subject

Law

Educational Level

L3

Learning Outcome

Acquisition des connaissances techniques : 1) Terminologie juridique : vocabulaire, locutions et adages; formulations et tournures 2) Normes juridiques : normes de droit comparé et normes de droit interne; normes de droit privé et de droit public; normes codifiées et non codifiées;

normes écrites et normes non écrites 3) Raisonnements juridiques : plan historique, plan logique, plan distributif; raisonnement a fortiori, a contrario, a pari, téléologique 4) Rédactions juridiques et écrits judiciaires : clauses contractuelles, consultations

Interactivity Type

Echanges interactifs avec les étudiants

Learning Object Description

Le droit des contrats est le préreguis absolu pour toute matière juridique et plus généralement pour toutes études entrepreneuriales et professionnelles. Le contrat est l'outil essentiel et indispensable et primordial de la vie économique. Il est le socle et le fondement de l'ensemble du droit positif privé et public. Les contrats régissent, maitrisent, gouvernent, structurent toutes les actions et opérations de la vie personnelle ou professionnelle des personnes physiques comme des personnes morales. Tout est contrat. Le droit des contrats exige une double démarche. La première, technique pour saisir la matière (nomos) dans son phénomène philosophique en tant que science de systématisation, de législation ; la seconde, pratique, et pragmatique, afin d'appliquer la technique juridique : de la théorie générale des obligations aux contrats spéciaux et spécifiques de droit civil et commercial (Contrat de vente, contrat de société, contrat de travail, contrat de prestation de service, contrats de cessions ou de licences de marques et brevets, contrats de distribution, contrat d'auteurs, etc...).

GE SYLLABUS COMPTABILITE FR L3

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Courses including elements of RME

In addition to dedicated programs, a wide range of courses include to some extent elements of RME at the discretion of the professor.

An internal study conducted in the past year found that:

- In the first two years of the Grande Ecole curriculum (equivalent to L3 and M1 respectively), ESG-related hours amounted to 22% of core courses in L3 and 15% in M1;
- In 2021-2022, the HEC MBA program offered ESG-related content in 27% of its total course hours:
- In 2022-2023, the EMBA program offered ESG-related content in 17% of its core courses hours and 43% of its specialization courses hours.

Attached to this section are a few examples of courses covering sustainability topics as part of a wider approach.

ESG-related cases

HEC Paris' course offering is supported by various teaching tools, among which one of the most prominent are case studies. In 2023, **all 15 of the cases** published by HEC teachers dealt with ESG-related topics.

Below are some examples of cases published recently by HEC Paris and addressing RME topics:

- Jayda Moore: Can She Rebuild Trust?
- · CAMIF: Leveraging Company Purpose for an Impactful Transformation
- Circular Magic? Carpets Reborn at Desso
- The Milky Way: A Journey Towards Moo-dern Sustainable Dairy Farming

Course-Level RME Learning Goals

Courses dedicated to sustainability or other elements of RME

HEC Paris offers a wide range of courses dedicated to sustainability, ethics or social innovation. A total of **157 courses** include ESG topics in course-level learning goals.

Attached are a few examples of such courses, as well as the complete list of courses dedicated to ESG topics.

Circular Economy: the challenging transformation from linear to circular value chains

Department

Operations Management and Information Technology Department

Learning Object Subject

Circular Economy

Educational Level

MBA

Learning Outcome

The first main objective of this course is to develop a high-level understanding of the ongoing developments within the context of Sustainability, CSR and Circularity and their potential impacts on a company's value chain, thus sketching the wider context of sustainable operations. The second main objective of this course is to provide an overview of the principal concepts, methods and tools at the disposal of managers within the frameworks of Sustainable Operations, with particular attention for Circularity: circular strategies, revenue models and cost

structures. The third main objective is to have participants obtain practical experience in the application of these concepts, methods and tools in the transformation from linear to circular value chains.

Interactivity Type

Workshop-type course with team activities

Learning Object Description

According to many experts, we live in the age of acceleration. Acceleration of technological innovation, of globalization, and also of the growth of the population and the levels of consumption that go with it. It seems clear that the current levels of acceleration do not match with the current availability of resources on this planet, especially if we keep throwing things away at the end of their lifecycle. This is where the notion of circularity comes in. At the heart of it, it says we need to go from the traditional linear take-make-dispose way of doing to the circular model of reusing products and materials. In this course, we start by exploring the role of companies in society and their purpose, then zooming in on the basics of circularity, looking at specific circular strategies and revenue models. Secondly, we work on mastering circularity and look at how to become profitable while being circular, by using a powerful business simulation game. Lastly, we focus on imagining the complexities of the transformation from linear to circular value chains. These three parts together (explore, master, imagine) will then give a good insight on the Corporate Circular Imperative or, in other words, the narrative and the numbers to support the transformation from linear to circular.

MBA Syllabus Circular Economy - The Challenging Transformation... W24 (S Sommer - C Van Delft)

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Data and AI for sustainable businesses

Department

Strategy and Business Policy

Learning Object Subject

Data & Al

Educational Level

MBA

Learning Outcome

By the end of this class, participants should be able to: Grasp the key concepts of Data Science and AI, including Language Models (LLM) and Generative AI; Delineate the main steps to capitalize on opportunities presented by Data and AI; Implement the overall approach effectively across various business contexts.

Interactivity Type

Classes, groupe exercises and discussions

Learning Object Description

This class is one of the six classes (in addition to the backbone class) of the Sustainable and Disruptive Innovation Track. It is meant to give participants with the methodology and practical skills necessary to capitalize on opportunities to transform businesses using Data and Artificial Intelligence. The course is structured to arm participants with essential tools, which will be applied to specially designed business cases for hands-on learning. The tools and methodologies introduced are universally applicable, transcending any specific participant profile. They are versatile and can be utilized regardless of the participants' future roles—be it as a consultant, manager, or entrepreneur—and irrespective of the company's size or market sector.

MBA Syllabus Data and AI for Sustainable Businesses F24 (V Fraitot)

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Rewiring business for sustainability

Department

Strategy and business policy

Learning Object Subject

Sustainability

Educational Level

MBA

Learning Outcome

By the end of this class, participants should be able to: Understand the basics of sustainability, crisis management and communication; Develop tools to build and strengthen long-term relations with key stakeholders; Anticipate future sustainability dynamics shaping a wide range of industries; Formulate the sustainability objectives you are trying to address; Rethink and reinvent your business model accordingly; Reconcile business strategy with ever-more pressing global challenges.

Interactivity Type

Classes, group exercises and guest lectures

Learning Object Description

This class is the backbone for the Sustainable and Disruptive Innovation Track. It will provide participants with the analytical toolbox to bring sustainability inside the business and identify key opportunities to transform companies in a wide range of industries. It will deal with crises outside and inside the business. As a result, leaders must, more than ever, be able to identify and anticipate weak signals. They must also be able to put in place mitigation strategies and even find ways to create opportunities that can generate value. In this context, crises represent unique turning points that can bring an organization down, or, on the contrary, help it reinvent itself. It is particularly critical to draw the lessons of crises that others experienced. This will be the focus of this class that will look to shed light on the challenges of value chains and on what it means for leaders to anticipate a crisis to strengthen their models - to make them more sustainable especially. Having in mind that for a leader or future leader, the crisis is not a question of "if" but of "when." This conversation will introduce participants to the key stakes of sustainability, including the sustainable development goals and other key concepts that will help them understand the nature and the scope of the transformations needed to meet official targets. The class will also consider key operational questions for businesses who will need to consider an ever-wider set of stakeholders. In all circumstances, especially in the case of new operations or businesses, stakeholders will by turns be partners, agents of change, opportunity creation and allies; but they can also rapidly become blockages, damaging the organization's operational result or its reputation. Failing to take account of this key business component, particularly with a focus on short-term costs (or time), can in certain cases endanger the entire business. Understanding who surrounds and interacts (or not) with the organization, identifying which values or elements specific to a community to build on and being able to develop lasting relations based on trust constitute key elements for a long-term relationship rooted in the direct environment.

MBA Syllabus Rewiring Business for Sustainability F24 (C Bitouzet, G Wernicke)

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Sustainable devlelopment and systemic shocks

Department

Economics and Decision Sciences

Learning Object Subject

Macro-economics

Educational Level

MBA

Learning Outcome

Knowledge of how to . . .: Develop the ability to make a valid macro / country-risk diagnostic, to think about possible policy or corporate response; Understand the implications of such macroshocks should prepare future leader to mitigate such risk and adapt the organization accordingly.

Interactivity Type

Formal presentations, illustrations and case discussions

Learning Object Description

This course is about incorporating the notion and consequence of systemic macro-shocks that can derail even the best designed sustainable development strategies. The course focuses on: Understanding the key factors behind long-term economic development, the likelihood of adjustments and the drivers of potential breaks in such development paths, including environmental challenges; Identifying the key variables or combinations of economic or political circumstances that create situations more prone to systemic crisis and macroeconomic difficulties and failures; looking at how to assess the implications of global challenges (climate, health, geopolitics) in country-risk analysis; Assessing and analyzing the operational consequences of such country-risks in emerging markets, for corporations and public authorities.

MBA Syllabus Sustainable Development and Systemic Shocks S24 (T Apoteker)

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Take the plunge bootcamp

Department

N/A

Learning Object Subject

Water management

Educational Level

Masters Degree

Learning Outcome

Developing knowledge about water issues and strategies developed in France and at the international level; developing concrete and local solutions to enhance water security.

Interactivity Type

Serious games, immersive experiences, conferences and workshops

Learning Object Description

Study of water as a vital, universal but also limited resource.

GE BOOTCAMP WATER MANAGEMENT BOOTCAMP

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Ethics and sustainability

Department

Strategy and Business Policy

Learning Object Subject

Ethics

Educational Level

L3

Learning Outcome

By the end of this course participants should be able to: Critically discuss the ethical issues that arise in contemporary business, their causes, consequences, and possible remedies; Discuss the global challenges (demographic, ecological, and societal) that involve a company's responsibility; Critically examine the assumptions and values that one brings to complex decisions involving ethical dilemmas, as well as in the design of (well-intentioned) sustainability solutions; Critically evaluate actions available to firms to improve the firms' ESG performance and sustainability impacts, from the perspective of different key stakeholders; Evaluate sustainability solutions from a behavioral perspective, why they work well (or not) and why their uptake is fast (or slow)

Interactivity Type

Cases, games, simulations, polls

Learning Object Description

Ethics is a crucial component of individual and group behavior and is at the heart of organizations' responsibilities. This course considers the ethical responsibilities of managers and corporations. We consider individual and organizational business actions and decisions in the light of moral principles and values. We intend to raise difficult ethical challenges and to provide frameworks that inform common patterns of success and failure in managing ethics and corporate responsibilities. In the first part of the course, we address these questions at multiple levels of individual, organization, society and transnational and multicultural contexts. Sustainability means that organizations also have ethical, social, and environmental responsibilities that go beyond their economic responsibilities. Sustainability requires organizations to expand their understandings of their role in society, to consider the impacts of their activities on diverse stakeholders, such as employees, customers, supply chain worker,

local communities, and society at large, and vice-versa, the impacts of these diverse stakeholders on the capability of the organization to pursue its business model and strategy. In the second part of the course, we ask what are the most promising strategies available to firms to mitigate the impacts of climate change and adapt to climate change? What are the most promising strategies available to firms to reduce inequalities at work or promote inclusion? What are alternative governance models that may help firms to advance their sustainability impacts? We will critically examine the evidence for what works (and what does not), identify obstacles that help explain why some firms are more focused on ESG than others, what policymakers can? Throughout, we will leverage a behavioral economics' perspective to make sense of proposed solutions, what hampers adoption and drives success.

GE ETHICS & SUSTAINABILITY 2024

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Sustainable Leadership in Africa

Department

Sustainability & Organizations

Learning Object Subject

Sustainability

Educational Level

Executive Education

Learning Outcome

Define and build meaningful and effective leadership skills adapted to the culture and challenges of the African continent; Anticipate and identify current changes: geopolitical, economic, technological, environmental, social, and societal; Present innovative and effective models from an economic, social, and environmental perspective; Compare diverse perspectives across different African territories and different continents

Interactivity Type

The program combines academic input, the expertise of HEC Paris in training executives, visits, and an interactive experiential learning approach.

Learning Object Description

This program concentrates on the key areas of leadership, general management and running a company, while at the same time paying close attention to the specific nature of the African continent. The focus on the stakes and challenges of a continent in transition and key sustainable development issues such as managing resources, carbon footprint and social inclusion enable participants to acquire a greater understanding of new high performing business models that are more sustainable and inclusive. Modules include: The major

challenges and megatrends of the African continent; Acting "with impact": the building blocks for sustainable and responsible growth; Acting "for impact": innovative business models that address and meet Sustainable Development Goals (SDGs); Improving the coherence of support functions in order to implement a responsible business strategy; Purposeful leaders meeting the challenges of the 21st century

EX Ed LEAD CAMPUS AFRICA

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List of ESG-related courses offered by HEC Paris

This is the complete list of courses dedicated to ESG-related topics currently offered by HEC Paris.

Department

HEC Paris

Learning Object Subject

ESG-related courses

Educational Level

All levels

Learning Outcome

ESG skills

Interactivity Type

All interactivity types

Learning Object Description

List of ESG-related courses offered by HEC Paris

List of courses dedicated to ESG topics

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Program-Level RME Integration

Master in Sustainability and Social Innovation

The Master in Sustainability and Social innovation is designed for current aspiring changemakers to develop the skills and knowledge needed to transform both society and enterprises into more sustainable practices. Taught by world class professors, all classes are designed to hone your analytical skills and ability to mobilize and communicate on meaningful topics to transform organizations into positive contributors to society.

The curriculum is structured around core courses which provide participants with the toolbox they need to become change-makers, and electives, which allows them to deepen their knowledgeon key issues related to sustainability, social innovation and the broader business environment. All classes are meant to support the participants' quest for purposeful change and impact.

At the end of this program students will have developed their skills in :

- Fundamentals in sustainability and social innovation applied to the business world
- Identifying current and future megatrends disrupting business environments, as well as the associated risks and opportunities.
- · Leveraging business mechanisms to generate positive social and environmental impact
- Challenging, adapting and transforming classic business models and managerial tools to sustainability-related challenges

Core courses include courses such as Sustainable Operations Management, Strategy for Sustainability or Sustainable Corporate Finance. Elective courses include courses such as Climate, Resources and Governance, Climate Change Economics, Decarbonization and Climate Strategies for Organizations, Social Assessment Tools for Managing and Growing Impact-driven organizations, Economic growth and capitalism in the era of climate change, Circular Economy: The Challenging Transformation from Linear to Circular Value Chains, Environmental Accounting and Performance...

The members of HEC faculty involved in this program are renowned researchers in their respective fields. Most of them are members the <u>Sustainability and Organizations Institute</u>, an inter-disciplinary research group at HEC Paris which aims at studying contemporary societal and environmental issues that organizations face. In addition, professors from other academic institutions as well as seasoned practitioners bring their expertise to the students. The Academic Director of the program is François Gemenne, a specialist of environmental geopolitics and migration governance.

MBA Specialization: Sustainable & Disruptive Innovation

This specialization seeks to teach participants how to identify transformation opportunities, spot disruption, and propose informed solutions tailored to a wide range of businesses and activities. It offers participants a framework to transforming the way business and industry operate, creating more value for a wide range of actors.

Participants engage with topics such as:

- Megatrends and disruptions and the changing business environment
- Sustainability in the supply chain; environment, social and societal concerns
- Innovative inclusive business models

Sample Courses include Rewiring Business for Sustainability, The Changing Business Environment, Design Thinking for Innovation, Socially Responsible Investing, Reaching Net Zero, Sustainable Operations and Supply Chains, Strategically Sustainable...

Executive MBA Specialization: Transforming Business For Sustainability

This Specialization aims to teach participants concrete methods and practices on how to implement priority actions in incorporating sustainability in business operations and understand the challenges businesses face in this task. With modules split between Paris and Manaus, this Specialization explores key economic, regulatory, technological, social and environmental trends relevant for designing a company's sustainability strategies. In Manaus, an immersive journey through the Amazon Forest helps participants understand the urgency of the actions needed and the possibility of achieving sustainability objectives through collective actions by various stakeholders.

Participants engage with topics such as the world economy through the lens of sustainable development or challenging transformation from linear to circular value chain.

Sample Courses include:

- Country sustainability analysis for sustainable GVC management
- Sustainable finance and responsible investing
- Meeting carbon neutrality: the energy challenge
- The challenges of carbon accounting
- · Sustainability as a strategy
- The social dimension of business
- Challenging transformation from linear to circular value chain

HEC Paris & Columbia University's Climate School double degree

HEC Paris concluded a double degree in June 2023 with Columbia University's Climate School. Faced with the crucial challenges posed by climate change, this unique program enables students from both institutions to train in international management, climate science and decision-making within companies, NGOs and governments.

The course develops a systemic understanding of climate physics and the biological and societal implications in conjunction with political science, economics, management, financial management, and quantitative analysis.

At the end of the course, students will be awarded two degrees: the <u>Master in Management</u> (MiM) from HEC Paris and the <u>Master of Arts (MA) Climate and Society</u> from Columbia University.

There are two routes to obtain this double degree, each starting with students studying on the HEC Paris campus:

- Students attend HEC Paris after the competitive exam for the preparatory class.

 Students take all the teaching courses in the Pre Master year and the first year of the Master (M1) over four full-time semesters.
- Students join the HEC Paris Master cycle in the first year, i.e. two full-time semesters.

The next sequence is identical for both pathways: students are encouraged to take an optional gap year when they will be actively involved in a broad spectrum of personal and business development activities, including jobs or internships. Students then take the entire MA Climate & Society program run by the Columbia Climate School for three semesters in the United States.

Chapters

Press release

https://www.hec.edu/en/news-room/hec-paris-launches-double-degree-columbia-university-climate-school-new-york



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

PRIME Elements in Research

HEC Paris incorporates responsible management education into its research endeavors through 4 different methods:

Research Conferences

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Date

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Location

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Speakers

R. Edward Freeman, Hubert Joly

Supporting Links

This summit addressed how purpose intent can be translated into authentic action. We aim to unlock insights from the keynote speakers, panelists and participants into how best to embed purpose in firm culture and governance, as well as the latest thinking on how purpose can best be measured.

S&O Research Day 2024

A two-day event gathering yearly the S&O network of 50-60 academics for 20 paper presentations and 2-3 keynote speeches on our topics

Date

May, 2024 - May, 2024

Location

HEC Paris

Speakers

Jiao Luo, Don Lange,

A two-day event gathering yearly the S&O network of 50-60 academics for 20 paper presentations and 2-3 keynote speeches on our topics

SnOResearchDay2024-program-final

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integrating refugees into companies, access to healthcare for all, training young people for jobs in short supply. The discussions were not only stimulating but also remarkably productive, underscoring the importance of collaborative efforts in addressing the challenges we face.

Regular Research Seminars

Required Research Reporting

Reporting on responsibility-related research publications

As part of its mandatory sustainability reporting, HEC Paris publishes every year the number of sustainability-related research papers published in peer-reviewed journals by HEC faculty. In 2023, a total of 21 research papers about responsibility-related topics were published in peer-reviewed journals by HEC faculty.

HEC Paris' extra-financial performance declarations, which include reporting on responsibility-related research publications, are available in French here.

Dedicated Research Funding

Research Chairs

Sustainability-related topics are at the core of various research chairs created at HEC Paris, which provide targeted funding for research related to responsibility.

Sustainability-related research chairs at HEC Paris include among others:

- Business Models For The Circular Economy, funded by the Future Investment Initiative (FII) Institute, which aims to develop new business models that drastically reduce resource and environmental footprints and, at the same time, have economic and social benefits.
- Sustainability & Supply Chain Analytics, funded by CMA CGM, which focuses its research on the societal and digital challenges of global transport.
- Turning Points Aspiration to Inspiration, funded by Cartier, which deals with research questions raised by current turning points such as sustainability, new relations to consumption, generation Z behaviours, as well as preparing for upcoming challenges.
- Purposeful Governance, funded by Mazars, which aims to meet the challenges of climate change, work for the common good and better understand how decisions are made and how we can support more effective corporate governance.

All of HEC's research chairs are listed here.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

Partnership Approaches for RME

HEC Paris partners with external stakeholders to advance responsible management education through 4 different approaches:

Knowledge Translation and Dissemination

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Medici Summer School

The school is organized and sponsored by Bologna Business School (University of Bologna), HEC Paris (S&O Institute), and MIT Sloan School.

The Summer School is designed to promote doctoral education and research in organization theory and related fields (economic sociology, management studies, strategy) and contribute to the development of enlightened practice in the management of business organizations. The Summer School is a unique educational program for qualified doctoral students interacting with thought leaders in the management field who will share their knowledge and wisdom on frontier research topics.

The Medici Summer School is hosted yearly, on a rotating basis, by the three founding institutions. It combines lectures and research seminars by prominent international scholars with active engagement by participating students. Every day of the one-week program is scheduled to end with the presentation of students' research related to the topic of the School and with a panel of senior faculty providing feedback. The School has also a tradition of hosting keynote speeches from leading practitioners as well as organizing short field trips to local places of intellectual interest, including companies, research labs, NGOs, museums, etc.

A typical day will feature a guest faculty member presenting on their research, an integrative session led by a host faculty member that explores links among the guest faculty research, and a workshop in which the host and guest faculty work with students to flesh out their own ideas, both theoretically and empirically.

Ecology in times of societal polarisation

ESSEC, ESCP and HEC have joined hands to organise a historic and major collaborative event to discuss climate change and the ecological transition, thereby allowing their respective students to work together and sending a strong, unified signal of cooperation on the matter. The event is thought of as the first milestone of a long-term collaborative journey to collectively exchange and accelerate a healthy and fertile production of knowledge, conversations and action in favour of a just ecological transition in the sector of higher education and beyond.

On this occasion, one hundred and twenty students from ESSEC, ESCP and HEC's respective sustainability-focused Master's programmes (40 students from each institution) came together to reflect on how to analyse and depolarise the debates around these issues in the following collective spheres: Academia, Corporate, Family, Media, Politics.

The event took place throughout the day of Friday 26th April, 2024 at Académie du Climat in Paris.

Students workd in mixed groups and were offered several workshops as well as the support of a mentor to help them unfold issues of polarisation through academic analysis and theatrical simulations. The event concluded with a public restitution, in the notable presence of the three schools' leadership teams, guests and the press, followed by a cocktail party.

Collectif pour l'Intégration de la Responsabilité Sociétale et du développement durable dans l'Enseignement Supérieur (CIRSES)

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Les missions de l'association sont les suivantes :

- Animer un réseau de partage d'expériences et de bonnes pratiques
- Faire rayonner les démarches responsables
- · Accompagner les établissements vers une performance globale
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Sa raison d'être est d'impulser la transformation de l'ESR grâce à une communauté engagée et d'ouvrir de nouvelles voies pour une société écologique et solidaire.

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External Community Dialogue

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BS4CL envisions a world where businesses recognize and unleash their full transformative potential to effectively address the climate emergency. BS4CL's mission is to contribute to this vision by conducting rigorous research, developing actionable insights, and delivering thought leadership that empowers individuals and organizations to lead the climate transition. BS4CL strives to provide cutting-edge research and evidence-based recommendations that support corporate executives in making informed decisions aligned with climate goals; aims to inspire and educate students, educators, and future leaders, nurturing their understanding of sustainable practices and empowering them to become catalysts for change within their spheres of influence. BS4CL's commitment extends beyond academia by actively engaging with policymakers to inform evidence-based decision-making and advocating for policies that foster the integration of sustainability practices into the business world.

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HEC Paris & Columbia University's Climate School double degree

HEC Paris concluded a double degree in June 2023 with Columbia University's Climate School. Faced with the crucial challenges posed by climate change, this unique program enables students from both institutions to train in international management, climate science and decision-making within companies, NGOs and governments.

The course develops a systemic understanding of climate physics and the biological and societal implications in conjunction with political science, economics, management, financial management, and quantitative analysis.

At the end of the course, students will be awarded two degrees: the <u>Master in Management</u> (MiM) from HEC Paris and the <u>Master of Arts (MA) Climate and Society</u> from Columbia University.

There are two routes to obtain this double degree, each starting with students studying on the HEC Paris campus:

- Students attend HEC Paris after the competitive exam for the preparatory class.

 Students take all the teaching courses in the Pre Master year and the first year of the Master (M1) over four full-time semesters.
- Students join the HEC Paris Master cycle in the first year, i.e. two full-time semesters.

The next sequence is identical for both pathways: students are encouraged to take an optional gap year when they will be actively involved in a broad spectrum of personal and business development activities, including jobs or internships. Students then take the entire MA Climate & Society program run by the Columbia Climate School for three semesters in the United States.

Chapters

Press release

https://www.hec.edu/en/news-room/hec-paris-launches-double-degree-columbia-university-climate-school-new-york

Collaborative Problem Solving

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Impact Company Lab

The Impact Company Lab is an experimentation platform designed to concretely grow the positive social & environmental impacts of global companies. It does so by leveraging 'future-focused" perspectives, cutting edge methodologies, the power of companies, and the intelligence & know-how of HEC researchers.

The Impact Company Lab was co-founded by HEC & Schneider Electric in 2023, as part of the Sustainability & Organizations Institute (S&O). It thus works closely with the S&O Centres, while also forging strategic connections across the unique HEC Paris ecosystem in order to push forward new frontier knowledge and practices.

The Impact Company Lab is designed to deliver value at three levels:

- Convene & amplify the transformative power of Next Frontier Impact Leadership: builds a
 global community of global leading Impact Companies and harness their collective
 ability to deliver in order to narrow gap between impact intentions and results.
- Applies big bold thinking to universal impact related challenges & mega-trends: identify new perspectives and drive paradigm shifts
- Experiment & scientifically assess specific impact questions to create a body of compelling evidence for the leaders of today and of tomorrow

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Collaborative Change Action

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HEC Climate Day 2024

The objective of this HEC Climate Day is to bring together HEC students, researchers, experts, external guests from partner companies, as well as alumni, and staff members to discuss strategic orientations, potential solutions, and ongoing achievements to address the climate emergency.

Date

May, 2024 - May, 2024

Location

HEC Paris Campus

Speakers

Ibrahima Cheikh Diong, François Gemenne, Eleonore Bedel

Supporting Links

Addressing the climate emergency creates major challenges for business leaders and policy makers. The objective of this HEC Climate Day is to bring together HEC students, researchers, experts, external guests from partner companies, as well as alumni, and staff members to discuss strategic orientations, potential solutions, and ongoing achievements to respond to these challenges.



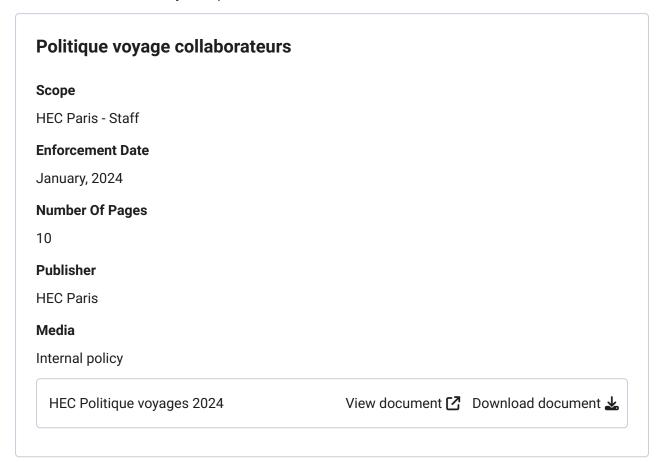
Practice

We adopt responsible and accountable management principles in our own governance and operations.

PRIME Policy Implementation

HEC Paris has implemented 5 policies to support its commitment to responsible management education:

Local staff/student/faculty transportation



Travel

Politique voyage collaborateurs

Scope

HEC Paris - Staff

Enforcement Date

January, 2024

Number Of Pages

10

Publisher

HEC Paris

Media

Internal policy

HEC Politique voyages 2024

View document <a> Download document



Employee equity, diversity, inclusion

Charter of respect and community life

In September 2021, HEC Paris adopted a **Charter of respect and community life** which is now part of the school's internal regulations. The Charter recognises diversity, inclusiveness and respect for others as among the school's founding values and lays out rules for everyone to follow such as respecting the opinions, values and identities of others, speaking out when confronted with discriminatory situations, refraining from engaging in harassment or inappropriate behaviours, etc.

The Charter is available here.

Charter of respect and community life

Scope

HEC Paris and its stakeholders

Enforcement Date

September, 2021

Number Of Pages

3

Publisher

HEC Paris

Media

https://www.hec.edu/sites/default/files/documents/

Charter%20of%20Respect%20and%20Community%20Life%20-%20HEC%20Paris%20-%20ENG.pdf

Supporting Links

Student equity, diversity, inclusion

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Media

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Charter % 20 of % 20 Respect % 20 and % 20 Community % 20 Life % 20-% 20 HEC % 20 Paris % 20-% 20 ENG.pdf

Supporting Links

Code of Ethics

Scope

HEC Paris

Enforcement Date

June, 2024

Number Of Pages

29

Publisher	
HEC Paris	
Media	
N/A	
Code of Ethics ENG	View document 🗹 Download document 🕹

Institutional Aspiration Targets

HEC Paris has set aspiration targets in 4 different areas:

- GHG Emission Targets
- Student EDI Targets
- Building and Real Estate Targets
- Travel Reduction Targets



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, HEC Paris operates with the following approach:

Full Transparency Disclosure

Déclaration d	ما	nerformance	eytra.	fin	ancière
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Author

HEC Paris

Published Date

June, 2024

Degree Of Recognition

Regional (European Union)

Media Name

HEC website

Media Type

Reports

Duration

~40 pages

Supporting Links

SIGNATORY

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