

# 2025 Sharing Information on Progress **(SIP) Report**

School of Management - BML  
Munjal University

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## About School of Management - BML Munjal University

BML Munjal University (BMU), a Hero group initiative, was set up under the Haryana Private Universities Act, 2006 in 2014. It offers undergraduate, postgraduate, and Ph.D. programs in Engineering, Management, and Law. The university, with its 40 acres of fully residential campus is situated in Gurugram, Haryana. The campus is equipped to house 2000 students in a state-of-the-art, well-maintained green and ICT-enabled modern campus. An efficient ERP system covering student lifecycle management is in place. Excellent sports infrastructure, wellness, and medical center form the heart of infrastructural excellence. BMU's unique experiential-learning environment generates the spirit of inquiry, creativity, problem-solving, entrepreneurship, and innovation; promotes hands-on learning; and develops career, and life skills. The university has active research culture with industry collaborations and government and joint research with foreign institutions. The university has been recognized as a research active institute by the DST and Niti Aayog as valuable partners. BMU also actively collaborates with the industry through various professional bodies. Most of the faculty at BMU holds a doctoral degree from top institutes in India and abroad. There is a high focus on excellence in teaching and publication in high-impact journals. The university follows the UGC faculty cadre system and has mapped the compensation as per the 7th pay commission. Affordable campus housing is also provided. The university follows a democratic and participatory mode of governance with all stakeholders participating actively. All the functions operate through a defined structure as per the organogram of the university and the delegation of power document. The Student Council serves as the voice of the student community. It acts as the bridge between the student community and the administration of the institution. It functions in a democratic manner honoring the dignity and freedom of all who would associate with it. BMU relies on student fees as the primary source of funds. The other sources are donations from corporates, and international foundations, and CSR funding. The university is also working towards increasing the revenues from executive education, training, and management development programs.

## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported 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.





# Getting Started

This section provides foundational information about School of Management - BML Munjal University, including key details and basic institutional data.

## Mission

### Overview

ACIC-BMU Foundation (ACIC-BMU) is set up by BML Munjal University (BMU) along with the support of Atal Innovation Mission (AIM), NITI Aayog to promote and support innovation and entrepreneurship. It focuses on encouraging innovators within the university and the community around the university.

### Vision

Create an ecosystem to nurture 'ENTREPRENEURS' who are innovative, tenacious, ethical, and have a great zeal to create economic value and societal impact through their ventures.

### Mission

- Conduct programs, courses, events, challenges, and other engagements to ignite spirit of innovation and entrepreneurship among students, faculty and community.
- Build a network with entrepreneurs, mentors, experts and service providers to be leveraged for the benefit of the budding start-ups.
- Drive active engagement of industry in the innovation activities.

### BML Munjal University

BML Munjal University is engaged in creating, preserving and imparting internationally benchmarked knowledge and skills to a diverse community of students from across the world. BMU's aim is to nurture ethical leaders who are skilled, knowledgeable and have the life skills needed to lead organisations to success. BMU seeks to transform higher education in India by creating a world-class and innovative teaching, learning and research environment. BMU is founded by the Hero Group.

The Institute of Innovation and Entrepreneurship (I2E) at BMU is a prime driving force behind the innovation and entrepreneurship agenda at the university with the support of ACIC-BMU Foundation and Propel, Incubator at BMU. The incubator hub at the campus provides contemporary facilities required by startups. As part of the incubation, the innovators/startups get the opportunity to interact and learn from the experiences of other entrepreneurs. They are provided mentorship sessions with technical experts and entrepreneurs; and get to learn the nitty-gritties of how to incorporate build a startup venture.

### Atal Innovation Mission

The Atal Innovation Mission (AIM) is a flagship initiative set up by the NITI Aayog to promote innovation and entrepreneurship across the length and breadth of the country, based on a detailed study and deliberations on innovation and entrepreneurial needs of India in the years ahead. AIM is also envisaged as an umbrella innovation organization that would play an instrumental role in alignment of innovation policies between central, state and sectoral innovation schemes incentivizing the establishment and promotion of an ecosystem of innovation and entrepreneurship.

<https://www.acic-bmu.in/aboutus>

BML Munjal University seeks to nurture ethical leaders who are skilled, knowledgeable, and have the life skills required to lead their organisations to success.

The University shall seek to advance and disseminate practically oriented knowledge benchmarked with the best global standards.

- Conduct programs, trainings, courses, events, challenges, and other engagements to ignite spirit of innovation and entrepreneurship among students, faculty and community.
- Build a network with entrepreneurs, mentors, experts and service providers to be leveraged for the benefit of the budding start-ups and BMU community
- Drive active engagement of industry in the innovation and Entrepreneurship activities conducted by I2E.
- Collaborate with academia, policy makers and industry for creation of research-based knowledge in the area of innovation and entrepreneurship.

## Vision

BML Munjal University seeks to nurture ethical leaders who are skilled, knowledgeable, and have the life skills required to lead their organisations to success.

The University shall seek to advance and disseminate practically oriented knowledge benchmarked with the best global standards.

## Strategy

Strategy Document

View document  Download document 

## Strategy Alignment

### BML Munjal Sustainability Strategy and Policy Document

# SUSTAINABILITY





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**Sustainable University**

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1. Introduction to the sustainable development	

Sustainability is not a choice; it has to be imperatively practiced. The development that we target should be sustainable. We as human beings think that we are leaving resources for our future generations but that thought is not as per the principles of development. The human beings living in planet should think that the resources that are consuming are borrowed from our future generations so the consumption has to be optimized and be sustainable at all times in a manner that our future generations are not deprived of meeting any and all day-to-day requirements without lowering their standard of living.

The term Triple P refers to the concept of the triple “bottom line” as formulated by John Elkington in his book *Cannibals with Forks* (Elkington, 1998).

According to the triple bottom line concept, equal weight should be given in corporate activities to the following three aspects:

- “people”, the social consequences of its actions
- “planet”, the ecological consequences
- “profit”, the economic profitability of companies (being the source of “Prosperity”)

The main point is that the “bottom line” of an organization is not only an economic-financial one; an organization is responsible to its social and ecological environment as well.

In literature, the P of People is blurred by the fact that companies should take care of their employees anyway (in “good governance”). It should be realized, however, that the P of People (in terms of sustainability) is primarily related to the people of the developing countries (a matter of fair global distribution of Prosperity).

To speed up the transition, however, we need a more enhanced approach. Not a trade-off, but we need a new, better economy as suggested in the Brundtland Report (quote: “*What we need now is a new era of economic growth – growth that is forceful and at the same time socially and environmentally sustainable*”). Here, product innovation should create more value, and at the same time less eco-burden, as it is the aim of circular business solutions.

The Sustainable Development Goals are considered to be a roadmap for humanity where both the aspects of human and planetary wellbeing are regarded. The pandemic caused by the novel coronavirus has presented both an enormous challenge and tremendous opportunities for reaching the 2030 Agenda and the Sustainable Development Goals (SDGs).

While the world was committed in implementing its SDGs to achieve the agenda 2030, the global phenomenon of the pandemic witnessed in the early 2020 was unusual and unprecedented due to which the aims and objectives of every organization were deeply impacted. Globally, the SDGs are not free from challenges for any organization. In order to not only overcome such challenges but also achieve the instrumentality of the SDGs, BML Munjal University has demonstrated one of its kind efforts of moving towards a healthier and safer environment by implementing the SDGs within the university campus.

What is a sustainable university?

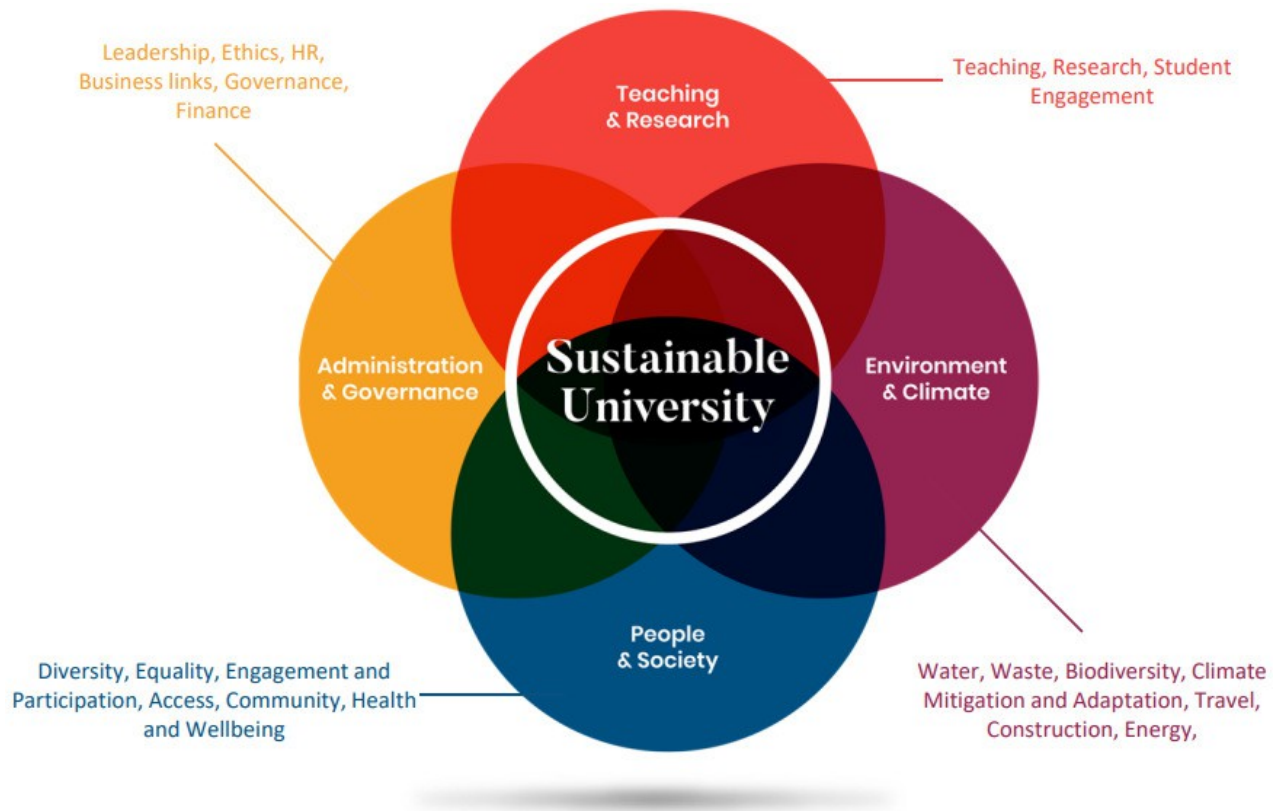
Higher education has always been at the frontier of new thinking and practice in the world, but with the environmental challenges growing ever steeper, the purpose of Universities needs to be re-imagined.

At BML Munjal University the four Core Areas of University in Sustainable practices that are practiced are:

1. Administration and Governance
  1. Leadership,
  2. Ethics,
  3. Human Resources,
  4. Business links,
  5. Governance,
  6. Finance
2. Teaching and Research
  1. Teaching,
  2. Research
  3. Student engagement
3. Environment and Climate
  1. Water
  2. Waste
  3. Bio-Diversity
  4. Climate mitigation and adaptation
  5. Travel
  6. Construction
  7. Energy
4. People and Society
  1. Diversity
  2. Equality
  3. Engagement and participation

4. Community

5. HealthandWellBeing



Source: UNDPdocument



- 1.
- 2. Environment stability

- 1. 1. Sustainability Snapshot: BML Munjal University

	Renewable Energy Generation On- Site –Solar PV - 246 kWp-	1892512 units	since 2016
	Mitigation of Carbon Foot Print- Annual with Renewable energy on site generation-	1495.084 tCO2 eq.	
	20 Nos. Rain Water harvesting pits installed for ground water re- charging		
	2052 Trees and	8479 sq. mts. shrubs planted in university premises	



Total 12924 Kilometers run  
Annually in premises-Annual



Total Green Cover – 25374 Sq.  
Mts-18.57 % of total area

On-Site composting Machine-12112  
kgs-

composting done and manure  
used in the university premises  
since April-2018



**Lighting system in university:** Energy Efficient Lighting has been used for illumination of Lighting. Lighting power density is 3.23 watts per sq. mt against the limit of 11 watts/sq. mt for ECBC building and is also less than requirement of Super ECBC building which is 6 watts per sq. mt. Total installed lighting Power: 388000 Watts (A) Total Built up Area: 93767 sq. mts. (B) Lighting Power Density:  $A/B = 4.13$  watts per sq. mt.

#### Energy Performance Index

EPI (Energy Performance Index) in kWh per sq. mts. is monitored for optimization for sustainable use of energy.

#### Renewable Energy system in BML Munjal university

There are four nos. solar Photovoltaic system installed at various buildings in university campus. The total capacity of installed system is 246 kWp. The following is the generation of electricity from solar PV.

S.No.	Description	Electricity -units- kWh	GHG-CO2 emissions -avoided- tCo2-eq.
1	During year-2022	249655	197.227
2	Total units since installation	1892512	1495.084

**Annual  
Renewable  
Energy  
generation  
data (Solar  
PV)-BML**

**Munjali  
University-  
2022-**

				S.No.	Month	Units generated- kWh - Workshop	Units generated- kWh	Apartment A	Units generated- kWh -
1	Jan.22	9516	12	2	1659	11189			
2	Feb.22	14545	2826	1842	2483	21696			
3	Mar.22	18192	3739	3205	3168	28304			
4	Apr.22	14005	3839	2959	3167	23970			
5	May.22	15032	3735	2907	2980	24654			
6	Jun.22	14103	3445	2490	2751	22789			
7	July.22	12715	3066	2101	2755	20637			
8	Aug.22	12636	2897	1933	3163	20629			
9	Sep.22	11258	2486	1925	2672	18341			
10	Oct.22	16600	2673	2068	2829	24170			
11	Nov.22	9416	2387	1689	2301	15793			
12	Dec.22	10334	2670	1917	2562	17483			
<b>Total</b>		<b>158352</b>	<b>33775</b>	<b>25038</b>	<b>32490</b>	<b>249655</b>			

1. 1. Built Environment & Habitat

**Landscape:**

BML Munjal university has been constructed and complies with all provisions in the building plan as approved by department including the excavated soil reused in backfilling and landscaping, use of treated water in construction phase etc. In addition, Indian Green Building Council norms were followed for the construction of building which fulfils the prescriptive requirement for construction of opaque walls for air-conditioned spaces and non-air- conditioned spaces by use of appropriate thermal insulation material to fulfil requirement.

**Biodiversity**

Landscape is not only for enhancement of aesthetics but also to balance, focalise, simplicity and to improve the total living environment of the people. Our surroundings make a significant contribution to the quality of life we live.

The total green area of the project is 25374 sq. mts.

S. No.	Description	Qty.	Unit
1	Tree	2052 Nos.	
2	Shrubs	8479 Sq. mts.	

Mostly local plant species are planted to increase the survival rate of the plants. A green area or tree plantation around the university helps to arrest the effects of particulate matter and gaseous pollutants in the area besides playing a major role in environmental conservation efforts. These plants are an important part of the landscape designing that aid in reducing the environmental pollution and for minimizing effects like heat, sound, and wind.



These local species also reduce the water requirement and water dependency of trees on the water.

## LIST OF SPECIES PLANTED AT BML MUNJAL UNIVERSITY

S.No	NAME	S.NO	NAME
1	NEEM	2	JATI
3	CASSIA	4	JAMUN
5	FICUS	6	AMLA
7	SAGON	8	LEMON
9	PIPAL	10	BAKAN
11	PILKHAN	12	NEELA KATA
13	BADAM	14	LASODA
15	GUAVA	16	MANGO
17	SAGWAN	18	SIRIS
19	TECTONA	20	ARJUNA
21	MOULSARI	22	SHEESHAM
23	ALSTONIA	24	ASHOKA
25	MAROD FALI	26	KAPOOR TREE
27	BARGAD	28	BER
29	JACK FRUIT	30	KIKAR
31	AMALTAS	32	KUREJIA
33	SYMBOL	34	ERYTHRINA
35	FIG	36	GULMOHAR
37	SAPODILA	38	RUDRAKSHA
39	DURANTA	40	ERYTHRINA
41	KINU	42	CHHOKRA
43	CHAMPA	44	JACRANDA
45	SILVER OAK	46	WASHINGTONIA PALM
47	BAMBOO	48	EUCALYTUS
49	BALAM KHEERA	50	HARSINGAR
51	KACHNAR	52	SARIFA
53	PAPADI	54	POMEGRANATE
55	MAHUA	56	POPLAR
57	BER	58	GUDHAL

59	DRY CHEENA	60	BOTTLE BRUSH
61	KADAM	62	UMBRELLA
63	RHAPIS PALM	64	KUREJIA
65	TERMINALIA	66	JUNIPERUS
67	TABEBUIA	68	KHAJJOOR
69	BAKAN	70	GURHAL
71	SAPODILLA	72	BEL PATRA
73	SHETOOT	74	FICUS LAYARATA

For effective control of pollutants, in and around the university, a suitable green belt is developed by taking into consideration the following criteria. The green belt assists in mitigation of effects of pollutants:

1. 1. 1. Mitigation of pollution
2. Effective in treated wastewater re-use
3. Control of noise pollution to an extent
4. Prevention of soil erosion

#### **Air Quality and Noise Management**

Ambient air quality monitoring is done to determine the general background concentration levels. It helps in providing a database for evaluation of effects of activities in and around the university. It is also useful in ascertaining the quality of air environment in conformity to standards of the ambient air quality.

The sources of air pollution in the region are dust rising from unpaved roads, domestic fuel burning, vehicular traffic, agricultural activities, etc. Analytical methods prescribed by CPCB & approved Indian Standard methods were used for carrying out air quality monitoring.

**Air Quality Monitoring is regularly conducted for management of Air quality**

Sno	Location	PM-2.5	PM-10 Particles
-----	----------	--------	-----------------

1	Mr. Jamwal Office	74.3	110.3	9191
2	D-Block Cafeteria	64.9	94.3	8196
3	faculty Housing G. Floor corridor	56.2	81.4	8409
4	faculty Housing G. Floor Creche	60.6	90.1	8804
5	faculty Housing G. Floor Gym	60.5	89.6	8830
6	Laundry Hall	50.9	74.2	7867
7	Near STP	48.9	74.9	7923
8	faculty Housing G. Floor near STP	50.3	77.7	7895
9	E-2 Cafeteria G. Floor	42.7	62.4	7755
10	E-2 MP Hall	74.6	116	10524
11	E-2 Np 212	25.6	37.5	4261
12	Gateway - A	42.3	58.2	6031
13	Gateway - A LGF	23.5	34.1	3487
14	Gateway - A Photocopy Room	26.2	39.3	4551
15	Gateway - A Admin Office	26.6	36.6	3208
16	Gateway - A 307	22.7	34.5	2985
17	Gateway - A 304	23.4	34.2	3317
18	IT Lab	22.3	30.6	2750
19	Library - entry	17.6	26.1	2331
20	Library - near cubical	16.3	23.4	2268
21	Library - inside cubical	19.4	27.1	2405
22	Workshop Main Hall	73.1	109.3	8460
23	Automation Vertical Lab	51.4	74	7951
24	Cafeteria near Library	40.2	57.1	5473
25	faculty Lounge	32.1	49.3	3954
26	D Block	63.3	94.3	9270
27	Gateway - Corridor G. Floor	36.9	54.7	4559

28	Gateway - B Induction Room	23.2	34.9	3087
29	T-113	40.9	60.1	4922
30	Boys Common Room	52.6	79.7	7780

### Ambient Noise Quality

The noise beyond acceptable limits also cause noise pollution and there is a regular monitoring of noise level conducted and the safe values have been maintained all through university despite its location on the main road.

<b>Decibel Measurement - BML Munjal University</b>				
<b>S</b>	<b>No.</b>	<b>Location</b>	<b>Recorded Decibel level</b>	<b>Remarks</b>
1	Mr. Jamwal Office	58	Satisfactory as per exposure time limit	
2	D-Block Cafeteria	68.3	Satisfactory as per exposure time limit	
3	Faculty Housing G. Floor Corridor	57.5	Satisfactory as per exposure time limit	
4	Faculty Housing G. Floor Creche	65.3	Satisfactory as per exposure time limit	
5	Faculty Housing G. Floor Gym	61	Satisfactory as per exposure time limit	
6	Laundry Hall	70.1	Satisfactory as per exposure time limit	
7	Near STP	56.3	Satisfactory as per exposure time limit	
8	Faculty Housing G. Floor near STP	57.8	Satisfactory as per exposure time limit	
9	E-2 Cafeteria G. Floor	50.6	Satisfactory as per exposure time limit	
10	E-2 MP Hall	48.4	Satisfactory as per exposure time limit	
11	E-2 Np 212	64.3	Satisfactory as per exposure time limit	
12	Gateway - A	73	Satisfactory as per exposure time limit	
13	Gateway - A Photocopy Room	69.2	Satisfactory as per exposure time limit	
14	Gateway - A Admin Office	57.4	Satisfactory as per exposure time limit	

15 Gateway - A 307	71.2 Satisfactory as per exposure time limit
16 Gateway - A 304	68.3 Satisfactory as per exposure time limit
17 IT Lab	65.3 Satisfactory as per exposure time limit
18 Library - entry	49.8 Satisfactory as per exposure time limit
19 Library - near cubicles	50.8 Satisfactory as per exposure time limit
20 Library - inside cubicles	41.4 Satisfactory as per exposure time limit
21 Workshop Main Hall	73.4 Satisfactory as per exposure time limit
23 Cafeteria near Library	70.2 Satisfactory as per exposure time limit
24 Faculty lounge	68.7 Satisfactory as per exposure time limit
25 D Block	60.5 Satisfactory as per exposure time limit
26 Gateway - B corridor G. Floor	58.7 Satisfactory as per exposure time limit
27 Gateway - B Induction Room	56.4 Satisfactory as per exposure time limit
28 T-113	54.3 Satisfactory as per exposure time limit
29 Boys Common Room	56.7 Satisfactory as per exposure time limit

**Transportation Mode :** Well-being is a product of being physically as well as mentally fit. The university has a full-fledged Department of Physical Education providing state-of-the-art facilities in multi-faceted indoor and outdoor sports. In addition to the fitness regime that has been imparted through gymnasium, the university has been promoting cycling for the purpose of internal transportation and instilling it in the lifestyle. Since cycling is an environment friendly mode of transportation, the university encourages its students and faculty members to ride bicycles inside the university campus.

There are plans to provide Bicycles for use of occupants for internal commuting use. Battery vehicles are used inside the campus for transportation of material thus avoiding the pollution inside campus. The use of E-Vehicles is encouraged and installation of E-Vehicle charging station is in planning stage.

#### **On-Site Laundry**

One step of installation of on-site laundry for providing laundry services inside campus for the benefit of resident faculty and students residing in hostels is a big contributor towards sustainability.

The location being away from the main city where the occupants may have to frequently travel with on-site laundry this has been avoided and no fuel is used for commuting to the nearby locations for availing the services of laundry.

## 1. 1. Water Management

The interventions in the domain of Water such as rainwater harvesting, recycling of water, promotion of water saving techniques demonstrates its alignment with the programs/mission of Water sector as highlighted under the Haryana State Action Plan on Climate Change. The university is situated in the Sidharawali, Gurugram. The university have 2 bore wells inside the campus. The permission of groundwater extraction is given by the CGWA. All the buildings with the water pumps are connected with the water meters. The domestic water consumption by the university is distributed in the hostels, faculty blocks and academic blocks. Water audit is conducted regularly

From the above graph it is evident that present actual consumption of water is lower than theoretical benchmark of water uses as per NBC-2016.



**SHARE OF ANNUAL WATER CONSUMPTION-HUMAN USE**



There is ample awareness of management of university campus towards sustainability. Management of university is very instrumental in spearheading movement of sustainable practices in running of university and also facilitating dissemination of these practices to all students studying in this campus. It is through support of management and active involvement of other stakeholders and staff members that this university has managed sustainable practices by being proactively initiating suitable actions for the same.

In all matters of resource use, there is effective implementation of 3R's. Reduction of resource use, Recycling of resources and also re-use. It is for attaining objectives of sustainability.

STP is installed in campus and is used for re-use of treated water.

The quality of water is also periodically tested and the results of testing are recorded.

For management of water use the following initiatives are taken thus making the use of water sustainable:

1. Water meters have been installed for monitoring the water use of different applications.
2. Two knob/Dual flow cisterns have been installed in campus.
3. Recycled water is used from STP and RO.
4. Rain Water harvesting pits have been installed - 20 Nos.

#### **Recycling of Water**

STP plant and RO installed in the premises are used for recycling of water

1. [1. Waste management](#)

There is a waste management policy in place for management of different kinds of waste for sustainability and averting the ill effects of waste management.



A HERO GROUP INITIATIVE

## Policy on Waste Management

The university recognises the need for protection of natural environment and incorporates it as an integral part of good institutional practices. To achieve this university shall develop, implement, and sustain an environment management system of which waste management system is essential constituent.

The university will adopt the principles of best environmental practices as reasonably implementable in the delivery of waste management services and ecological initiatives.

The university will implement waste hierarchal approach to reduce, recycle, reuse, and recover waste products to manage its waste responsibility, reduce the volume of waste sent to landfill and maximise use of recycle and reuse where possible.

The university recognises the importance of compliance of waste management rules and regulations as laid down by the Government.

The university requires that all the students, employees and all other making use of the premises comply with the waste management objectives set in the policy and ensure compliance with statutory guidelines.

The action plan shall include but not limited to waste avoidance and minimisation, segregation of waste at source, reuse, and recycling. The policy includes solid waste, E-waste, hazardous waste, and bio-medical waste.

### 1. Green Initiatives at University Premises

**1.1 Green Audit:** The university shall make arrangements to undertake a comprehensive green audit of the existing structures and work operations annually to identify, quantify, describe and prioritize framework of environment sustainability in compliance with the applicable regulations, policies and standards. The objective of the green audit is to improve energy and water usage efficiency, better waste management and all-round management and development of campus in eco-friendly manner for sustainable future. The green audit may consist of the following broad points :

- Water Audit – Water balance consisting of sources, consumption and recycling.
- Waste Audit – Inventorisation of municipal solid wastes, hazardous wastes, biomedical wastes and sources thereof, compostable fraction wastes, segregation of wastes, present practice of waste management inside campus.

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A **HERO GROUP** INITIATIVE

- Energy audit – inventorisation of electrical fittings, fixtures, appliances, machines, etc., energy consumption, recognise energy wastage and leakage points,
- Biodiversity – green cover mapping, tree counting, biodiversity register.

**1.2 Green Master Plan:** Since there is need to augment the infrastructure on the campus, it becomes quality critical to ensure that the master plan in-line with environment norms of GEM (ASSOCHAN)/IGBO/GRIHA. The upcoming infrastructure and facilities as well as addition to the existing structure and facilities should be developed with a focus on energy efficiency, minimizing waste generation, optimizing power, consumption of power, water and other supplies.

**1.3 Energy Conservation:** The university will do maximum efforts to reduce energy consumption and use renewable sources of energy as far as possible.

- The points of energy wastage and leakage should be identified and appropriate steps to be taken to set a target of attaining significant energy saving by appropriate modification and adopting best practices.
- The fluorescent lights may be replaced with LED in the existing buildings and streetlights across the campus.
- Use of renewable sources of energy should be increased either by installing solar panels on rooftops as well as suitable open places or by other suitable means.

**1.4 Water Management Plan for Optimum Usage of Water:** The university shall adopt a sustainable water management plan to prevent wastage of water as well as recycle and reuse wastewater in the university campus.

- Reduction of potable water usage by efficient monitoring, using efficient fixtures and restricting usage for irrigation.
- Installation of rainwater harvesting units at suitable location in campus.
- Use of sustainable horticulture practices.

**1.5 Reduction of Carbon Footprints:** The university shall do possible efforts to reduce carbon footprints from university. A methodology of calculating the carbon footprints of the whole institute should be developed and improvement should be monitored.

- Tree plantation drives on and off campus should be initiated to reduce the carbon footprints.
- Provisions should be made to motivate the staff and students for using bicycle, public transport and/or carpool at least once a week for routine transportation.

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A **HERO GROUP** INITIATIVE

**1.6 Plastic Free Campus (avoid using single use plastic):** The university shall make provisions to ban the use of single use of plastic at university premises. Various awareness programmes may be initiated to motivate the staff, student and people in surrounding areas to phaseout single use plastic from their schedule.

**1.7 Biodiversity, Plantation and Landscaping of Campus:** Proper documentation of the flora and fauna at university premises should be done with the help of experts. Further plantation should be done in a planned manner in experts' advice to add both green cover and beauty to the campus. Landscaping of different sizes may be done at suitable open spaces with flowering plants, grass and accessories targeting towards the most beautiful green campuses in surrounding.

**1.8 Environmental Stewardship Awards:** The university shall announce environment Stewardship Awards from time to time to recognize laudable performances of different departments and communities of the campus for their contribution and implementation of waste management and Eco Initiatives.

**1.9 Sensitization Awareness and Capacity Building Programs:** The university shall organize various workshops/seminars/dialogues/talks/creative actions/research programmes in order to sensitize the students, staff and community in surrounding about global and local environmental issues for moving towards a resilient future.

  
  
Registrar  
BML Munjal University, Gurugram

Ref No: BMU/RO/2022/038 (e), Date: February 04, 2022, Page 04 of 04

Campus: 67<sup>th</sup> Milestone, NH-8, Sidhrawali, Gurugram, Haryana - 122413  
Toll Free No: 1800-103-6888 | info@bmu.edu.in | www.bmu.edu.in

Mentored by: **Imperial College  
London  
BUSINESS SCHOOL**

### **Waste Management Practices**

Pollution from waste is aesthetically unpleasing and results in large amounts of litter in our communities which can cause health problems. Plastic bags and discarded ropes and strings can be very dangerous to birds and other animals.

This indicator addresses waste production and disposal, plastic waste, paper waste, food waste, and recycling. Solid waste can be divided into two categories:

**General waste and hazardous waste.** General wastes include what is usually thrown away in schools such as garbage, paper, tins and glass bottles. Hazardous waste is waste that is likely to be a threat to health or the environment like cleaning chemicals and petrol. Unscientific landfills may contain harmful contaminants that leach into soil and water supplies, and produce greenhouse gases contributing to global climate change.

Furthermore, solid waste often includes wasted material resources that could otherwise be channelled into better service through recycling, repair, and reuse. Thus, the minimization of solid waste is essential to a sustainable campus. The auditor diagnoses the prevailing waste disposal policies and suggests the best way to combat the problems. It is therefore essential that any environmentally responsible institution examine its waste processing practices.

**Solid waste:** Paper is collected and disposed of through a sale to recyclers. 620 Kilograms of waste paper has been sold for re cycling that was collected in a period of two years

**E-Waste:** The old computers are sold back to vendor which is a gain put to beneficial use by repairing and it is good sustainable practice. Material not reusable is re cycled as per extant guidelines.

**Key Boards and mouse** which become un-serviceable are also disposed of. It is required to be ensured that vendor dealing with E-waste is authorised to collect E-waste.

**Hazardous Waste:** Lead Acid Cell Batteries are returned to Vendors for re-cycling of lead and other constituents.

**Fluorescent tubes** are handed over to Junk dealer who in turn should send them to Local re-cycling units. Storage of Fluorescent tubes in university should be as per recommended practice.

### **WASTE- Types of waste generated in campus**

- E-waste-Yes-Handled as per extant guidelines and rules. E-waste is handed over to authorised re-cycler-M/s Bharat Oil and Waste management Ltd.

### E-Waste disposal

Therecordofuseandhandling of E-wasteismaintained, while disposing/AuctionorsaleofE- waste credential of purchaser is documented and vendor is authorised for collection and ensuring re cycling of E-waste as per extant guidelines.

- Hazardous waste (toxic)-yes

For safe handling and management of hazardous waste in an environmentally sound manner, Govt. of India has notified the Hazardous Waste (Management & Handling) Rules, 1989, under the Environment (Protection) Act, 1986. However, these Rules were suppressed with re notification of the Hazardous Wastes (Management, Handling and Trans boundary Movement) Rules, 2008. Under the said Rules, hazardous waste has been defined as those wastes which by reason of any of its physical, chemical, reactive, toxic,flammable, explosive orcorrosive characteristics causesdangerorislikelyto cause danger to health or environment, whether alone or when in contactwith other wastes or substances, and shall include wastes as specified in Schedules of the Rules.

- Solid waste-yes-Extra waste removed and disposed in municipal waste collection points
- Dry leaves-Yes-Used in university for making manure/compost
- Canteen waste-yes-Used for Compost in university
- Liquid waste-yes-Preserved and used in university
- Glass-Yes-sent for recycling
- Unused equipment-yes-Returned to vendors through sale
- Plastic waste-Yes-Segregated and removed

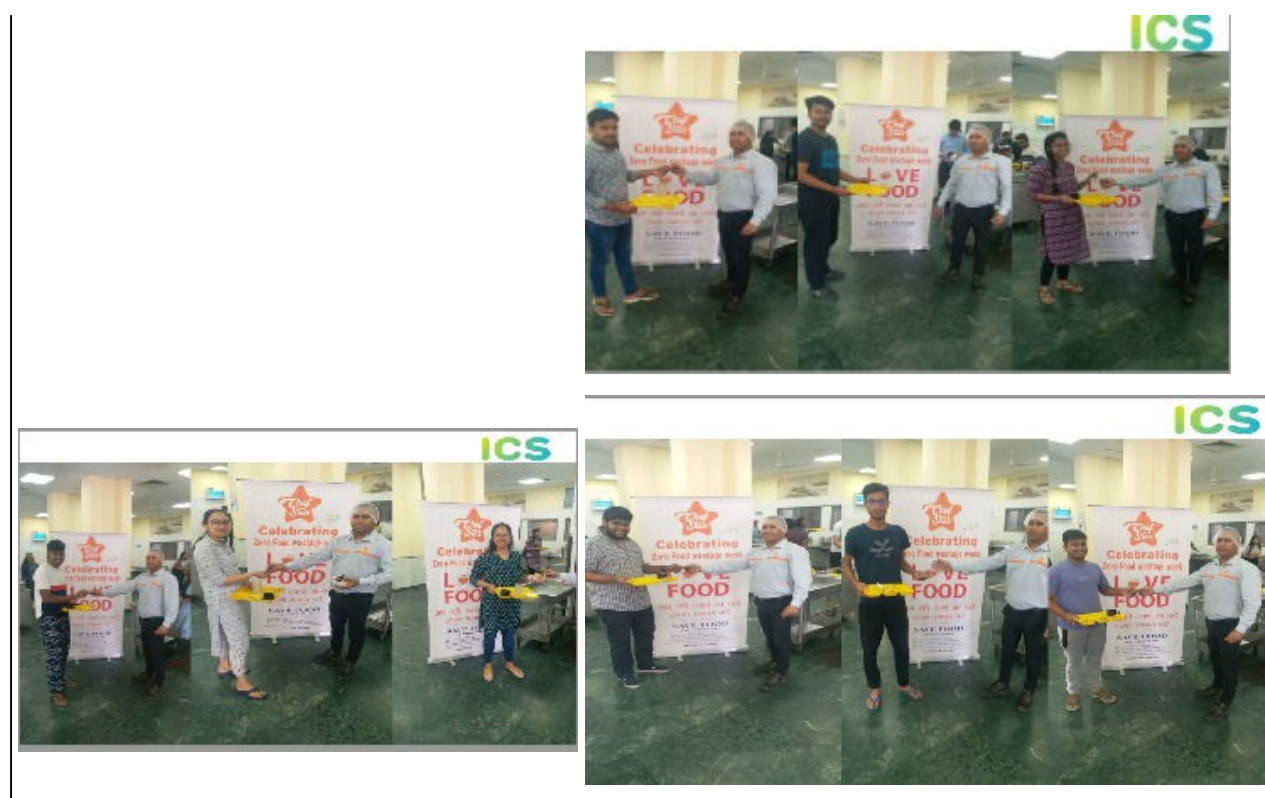
### CanteenWaste-Handlingpractice

Food Waste - Standee for Preventing Food Wastage is placed in D Cafe Mess, Food wastage graph as well as the daily quantity chart is also displayed in D Cafe Mess. (Pics attached)

1. Cafeteria
2. Canteen
3. Mess

### ZeroFood wastage week was celebrated in University in April-2022





## 1. 1. Community Engagement

Community engagement activities through NSS

1. NSS unit was formed in university in year 2018.
2. NSS has adopted 5 villages in surrounding areas of university campus and the following activities are regularly conducted
  1. Shram Daan
  2. Plantation
  3. Activities under Swachh Bharat program.
  4. Daan Utsav wherein the items discarded by villagers are collected to be distributed to less privileged class people through an NGO - GOONJ.
3. Survey of five villages is undertaken and is in progress in five villages under UNNAT BHARAT ABHIYAN.
4. A awareness drive on water conservation was conducted in Bast Pur village- Pataudi-Gurgaon.



- 1.
2. Social Sustainability

Source: UNDP

## 1. Prelude

The inclusion and equity are two terms that have a historical context.. However, inclusion and equity promote personal growth and a healthy society. Diversity challenges stereotyped preconceptions; it encourages critical thinking; and it helps students to learn how to communicate effectively with people of varied backgrounds. It strengthens communities and the workplace.

In light of this, BML Munjal has promoted the noble idea of creating an inclusive education system that promotes equity within its campus and through its subjects, especially amongst the students.

A forward-looking thought in this direction has enabled the administration to embark upon creating a Sustainable Development Report that would enable it to not only evaluate itself as an institution, but also open the doors to the world to evaluate the institution inside-out with transparency and reflect the ethos of this institution based on which the foundation of this institution was laid. The university as an institution heightens its own benchmarks to compete with itself.

## 1. Resolve

The purpose of this study is to establish transparently report all positive and negative contribution towards sustainability and through this reporting prepare a benchmark for the university that would enable to provide higher standards of education and inclusive growth for its students and the communities living around the university campus. The study will ultimately lead to mindful consumption of resources.

### 1. Intent and Outcomes

The objectives and intended outcome of sustainability reporting of BML Munjal University are as follows:

- - Engage with the local community around the university campus for the overall development process, conduct awareness involve community for sustainable practices and empower them through education and adoption as may be practicable at the local level.
  - Create a Sustainable Development report in line with the United Nations Sustainable Development Goals (SDGs) as may be applicable to the activities of BML Munjal university.
  - Conduct a situational analysis at university level to identify applicable sustainable development goals and provide an implementation action plan in line with the relevant SDGs for overall inclusive development of the university in particular and the community in general.

## Outcomes

- Optimized use of scarce resources
- Improvement of knowledge and resource deprived community to be benefitted.
- Good Noise quality for occupants
- Good ambient air quality
- Good illumination quality
- Reduction of resource use.
- Education to students for mastering sustainability practices in their family and professional career throughout their life

### 1. Sustainable Development Goals and University: Demonstration of the correlation at BML Munjal University



## Relevance to SDG

The university is offering an equal opportunity for employment to all irrespective of financial status.

## Related Policy / Guideline of the university

Employment manual lays down equal opportunity conditions and university has adopted the norms as per the government of India guidelines in recruitment processes and welfare measures provided to its personnel for all cadres.

## Outreach

- Women in general are encouraged to apply and have been provided employment within the institution, the ratio of women to men employed (including staff and faculty) in the institution is monitored.
- All economic and social classes are given equal opportunity for employment in the institution.

## Outcome

- Enables to empower rural population.
- Enables larger and positive engagement by the institution with the local communities.

- Bridges the gap that is created of being a large institution and the common community member which encourages local development as well and enhances the local and sustainable incomes and works towards poverty alleviation.
- Enables to create a goodwill and confidence amongst the local communities.

#### Continued Role of the university

- Create a priority list of the needs.
- Discuss the finances for accomplishing the identified and prioritized needs and create an Implementation Schedule in line with fund availability on annual basis.
- Conducting a “Needs Assessment of each adopted village”.
- Ensuring Fair Trade and ethical supply chains for procuring goods from the market through registered vendors.



#### Relevance to SDG

- Supporting farming activities outside the campus for adopted villages.
- Advisory Support to the farmers in terms of equipment, technical training, programmes, etc.

#### Related Policy / Guideline of the university

The university being a not-for-profit entity has been conducting philanthropic activities as its CSR activities which includes various community activities with the local villagers around the university campus.

#### Outreach Being planned Outcome

Better health and better performance standards of the children in the villages around the campus.

#### Continued Role of the university

- Offering fresh food markets on campus.
- Facilitating food production on campus.
- Offering fresh food on campus.
- Providing sustainable, nutritious and affordable food choices on campus.



### Relevance to SDG

Inhouse medical facility for employees and students with three beds

### Related Policy / Guideline of the university

Providing medical facilities, wellness camps and health clubs for the inmates of the university campus by developing the related infrastructure.

### Outreach

- Programmes included periodic health camps, awareness on health and hygiene, employment drives, water supply and sanitation amenities, storm water drains, street lighting, etc.
- Providing clean and safe drinking water, safe sanitation practices, better living facilities to the children and to 100% in-house staff within the campus. This also included health facilities to all within the campus with 24x7 medical facilities and access to ambulance at all times.
- Adopting and practicing all COVID-19 WHO guidelines/protocols.

### Outcome

The entire campus zone is a non-smoking, no tobacco, no drugs and no alcohol zone.

### Continued Role of the university

- Proposing to connect with villages.
- Providing access to affordable health and wellbeing services on campus.
- Implementing 'no smoking' policies on the university campus.
- Ensuring appropriate practices are in place for dealing with hazardous substances.



### Relevance to SDG

- Ensuring inclusive education through practical learning that promotes lifelong learning methods and opportunities.
- Providing state of art international level education systems.

### Related Policy / Guideline of the university

International collaboration with Imperial college of London

#### **Outreach**

- Translated in terms of effective employment that enables the students to nurture their passion and careers equally.
- Relates to all students across all the faculties.

#### **Outcome**

Demonstrated through successful positions and progressing high in their careers indicates the strong foundational training they have obtained from the university.

#### **Continued Role of the university**

- Providing programmes to enhance literacy and education in communities and schools in the university's local area and beyond.
- Providing facilities that promote and encourage inclusivity in learning.



#### **Relevance to SDG**

Policy to provide equal education and employment opportunities to all women and girls

#### **Related Policy / Guideline of the university**

Commitment to women empowerment

#### **Outreach**

The progression of female to male ratio for students enrolled in the university

#### **Outcome**

Providing opportunities to the institution in-house women and women from the neighbouring villages.

#### **Continued Role of the university**

- Promote women in the institution based on their merit and performance.

- Providing childcare on campus and promoting workplace flexibility. (Creche is established)
- Participating in national campaigns for preventing violence against women and committing to report on the number of sexual assaults that have taken place at the institution.



#### **Relevance to SDG**

- Sewage Treatment Plant (STP) to treat all waste within the campus.
- Effective solid waste management.
- Minimization of water use with drip water use for green area maintenance within the campus.
- Rain water harvesting within the campus and recycle and reuse of the waste water within the campus.

#### **Related Policy / Guideline of the university**

- Water management policy
- Waste management policy

#### **Outreach**

- Minimization of water use.
- Conservation of water.

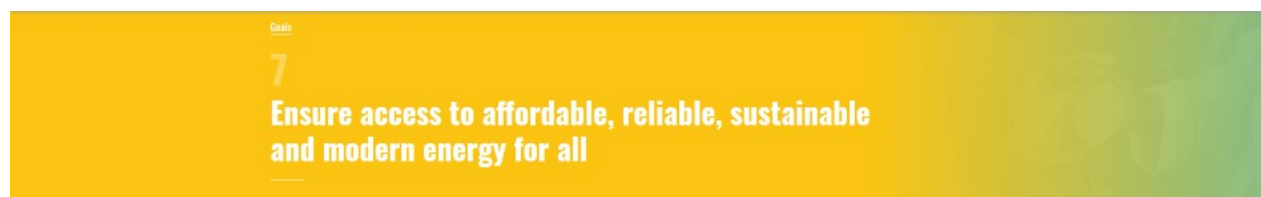
- Minimized ground water extraction.
- Managing liquid waste from intruding into surface drains or ground water.

#### **Outcome**

- Segregation of waste at source
- Recycling all solid waste.
- Cleaner environment.

#### **Continued Role of the university**

- Providing appropriate quality free drinking water for students, staff and visitors.
- Developing management and ownership plans for on-campus biodiversity and ecosystems.
- Work towards achieving zero waste generation campus.
- Management of hazardous, electronic waste and Bio-Medical waste as per extant guidelines of state and ventral pollution control board.



#### **Relevance to SDG**

- Reduce the consumption of fossil fuel based generated energy.
- Reduce dependence on conventional energy sources.

#### **Related Policy / Guideline of the university**

Green energysolarpolicies adopted byuniversity.

#### **Outreach**

Transition fromconventional to greenpower.Utilising solar forthecampuspower/water heater requirements needs

#### **Outcome**

Maximisingsolarpowerusewithinthecampusandalsocontributing to thegridbyproducing and sharing the excessive solar power.

#### **Continued Role of the university**

- Instituting zero-net emission policies and investing in on-campus renewable energy production.
- Developing long term resource efficiency and management plans.

- Decrease dependence on conventional power to Zero and be self-sufficient on power generation versus utilisation. Also create a revenue generating model with solar power generation by contributing excess power to the grid and its neutralization when the use is more than solar generation.



#### Relevance to SDG

Enabling allied economic activities due to the establishment of the university at this location.

#### Related Policy / Guideline of the university

Inclusive and equal opportunity employer promotes overall economic development.

#### Outreach

- Apart from promoting inclusive and decent work for all within the campus.
- Providing employment to women members from the local communities.
- Promoted employment to the local people as a primary responsibility.

#### Outcome

- Better quality of life.
- Positive and effective community engagement.

#### Continued Role of the university

- Look forward to identifying local talent and nurture that to national and international level, in areas of academics, leadership, cultural and sports areas.
- Supporting creativity and innovation through a culture of acceptable risk-taking, providing the appropriate space and process for ideas to flourish.
- Implementing socially and environmentally responsible procurement policies and procedures, affecting up and down the supply chain.



#### Relevance to SDG

- Campus has installed 246 KWp grid connected rooftop solar PV plant at four buildings in university.
- Majority lighting in the campus is LED based
- Water conservation and rainwater harvesting to reduce dependence on groundwater
- Fire and Life safety requirement, emergency preparedness plans in place.

#### Related Policy / Guideline of the university

Campus is committed to building infrastructure with low material and energy footprint with safe and sustainable campus

#### Outreach

Adopting energy efficient, water efficient and material efficient construction practices Fire and Life safety measures.

#### Outcome

Practices adopted have resulted in green, resource efficient and safe livable campus.

#### Continued Role of the university

- Plans to augment solar power generation capacity.
- Campus to proceed green rating of their built infrastructure under NAAC in the coming year.



#### Relevance to SDG

Under planning

#### Related Policy / Guideline of the university

Under planning

#### Outreach

Under planning

#### Outcome

Under planning

#### Continued Role of the university

Under planning

Goals

11

**Make cities and human settlements inclusive,  
safe, resilient and sustainable**

#### **Relevance to SDG**

Scaling up and delivering sustainable solutions to global challenges developed by the university for the wider community and industry.

#### **Related Policy / Guideline of the university**

- Outreach Housing policy.
- Greening policy of the organisation – within the campus.
- Green and Environment audit for improvement of greening.
- Plantation policy

#### **Outreach**

Community engagement in campus greening.

#### **Outcome**

Encourage green development and enhance the overall environment of the region.

#### **Continued Role of the university**

Avenue plantation and designing a plantation calendar so that greening becomes a continuous activity. Committing to ensure the campus always remains safe, green, and provides accessibility for all levels of mobility.

Goals

12

**Ensure sustainable consumption and production  
patterns**

#### **Relevance to SDG**

- Waste is given only to authorised vendors for recycling as per extant government rules.
- Construction and demolition waste is reused
- Proper waste management processes like segregation of waste at source in place

#### **Related Policy / Guideline of the university**

The campus is compliant with all the Air, Water and Waste Management Rules as notified by Ministry of Environment, Forests and Climate Change time to time.

#### **Outreach**

- Ensuring that resources are used in most efficient manner
- The waste generated are recycled in approved manner.

**Outcome**

Effective wastehandling system is in place in the campus

**Continued Role of the university**

Committed to zero waste to landfill.



**Relevance to SDG**

- Installed 246 kWp solar PV
- Reduction of energy use by inter-active effect of shading with solar PV
- Use of Battery vehicle for saving of fossil fuel in activities of university

**Related Policy / Guideline of the university**

Committed to reduce GHG emissions through various resource efficiency measures

**Outreach**

All the conservation practices and landscaping measures are monitored at the top management level

**Outcome**

Substantial solar PV generation.

**Continued Role of the university**

Campus to pursue green rating of their built infrastructure in the coming year



**Relevance to SDG**

- Zero littering in the campus
- All the land-based waste is managed in scientific manner

**Related Policy / Guideline of the university**

No waste is let out into water bodies which will ultimately reach to rivers and to marine waters

#### **Outreach**

Ensuring that resources are used in most efficient manner and disposal is also scientific

#### **Outcome**

Practices adopted have resulted in green, resource efficient campus

#### **Continued Role of the university**

Regular Green and Environment, water, safety and Energy audits.



#### **Relevance to SDG**

Resource efficiency

#### **Related Policy / Guideline of the university**

- Efficient sprinklers and drip irrigation methods are used to conserve water
- Treated wastewater is used for horticultural activities- (STP and RO Water)

#### **Outreach**

Effective landscaping plan in place to maintain healthy ratio of build and green spaces

#### **Outcome**

Practices adopted have resulted in green, resource efficient campus

#### **Continued Role of the university**

Committed to maintain the green campus



#### **Relevance to SDG**

Providing an equal, inclusive and sustainable platform to the students and the staff.

**Related Policy / Guideline of the university**

- Ensuring that the policies and culture of the institution clearly indicate that bribery, corruption, violence, crime and acts of terrorism is unacceptable.
- Developing policies, procedures and plans to ensure the campus is safe for all staff, students and visitors.

**Outreach**

Ensuring that all staff and students have access to justice and information about their rights. Involving staff, students and key stakeholders in university governance decisions.

**Outcome**

Organising cross-cultural and inter-faith activities on campus.

**Continued Role of the university**

Strengthening the processes involving all stakeholders and the students in the governance of the institution.



**Relevance to SDG**

Under planning

**Related Policy / Guideline of the university**

Under planning

**Outreach**

Under planning

**Outcome**

Under planning

**Continued Role of the university**

Under planning

1. Model for self-assessment

a model for a periodic self-assessment that would enable the university to improve upon its performances in relation to the SDGs

Needs assessment within and outside the campus to meet the SDGs on an annual basis.

Implementing good practices and looking towards creating a benchmark for itself to reach higher levels of excellence.

Situational analysis on sustainability followed within and outside the campus which includes:

Existing policies encompassing sustainability challenges in line with the SDGs; Existing processes and practices addressing these policies at the ground level; and

Present activities translating these policies and practices in terms of programmes within and outside the campus.

## 1. Strategy and Continued activities

- Carbon foot-print audit plan
- Continuous stakeholder and community engagement;
- Education, awareness and learning – a road map for community and student engagement programme
- Institutional mechanism for implementation of the Sustainable Development Report
- Design a Schedule for implementation of this Sustainable Development Report;
- Budget allocation for the implementation of this Sustainable Development Report's proposed activities

## 1. Legal Review of Aspects of Sustainability

### 1. Introduction

Legal aspects of sustainability deal with the challenge to appropriately define, implement and enforce the scale of human and non-human use of resources, and the distribution of these resources to users and products. The aim of the study of various legal dimensions and parameters of the university was with the intent to analyse the legality and the applicability of the statutory approvals and permissions sought/ to be sought for the effective and smooth functioning of the university by being compliant with law. Legal aspects act as a crucial aspect for any institution to function in an uninterrupted manner. Various legal documents were reviewed in the due process of preparation of this report.

### 1. 1. Review of the various aspects of sustainability

#### **I Grant of permission for change of land use**

Grant of permission was obtained from authority having jurisdiction that was required to be taken at the inception stage of project.

### 1. Height clearance

Height clearance from the authority as per requirement of law was obtained from the authority having jurisdiction.

#### 1. Occupation certificates

Occupation certificates as applicable for the university location were obtained before initiation of student admission activities.

##### 1. Grant of concern by local Authority having jurisdiction.

Grant of concern was obtained and is available.

##### 1. Fire-No objection certificate

Fire no objection certificate as per applicability is obtained from the authority.

##### 1. Environment Impact analysis -approval

Provision environment impact analysis was obtained and its renewal process is underway.

##### 1. Diesel Generator Sets

- Sound proof DG sets with canopy have been installed.
- Stack of DG sets are as per CPCB guidelines.
- Necessary initial approval as applicable were obtained in the beginning before installation of DG set.

## VII. Water Management

The university has all the water management techniques aligned for the purposes of ensuring sustainable development by minimising the usage and subsequent wastage of water. The university has established various water management techniques which are in compliance with the statutory environmental laws as has also been highlighted under the Haryana State Action Plan on Climate Change.

The Central Ground Water Authority (CGWA), Ministry of Water Resources, Government of India for the purposes of extraction of groundwater has also given the requisite approvals to the university for the same. The said permissions have been given by the CGWA after conducting their due enquiries and inspections for the same.

#### 1. Waste Management Agreement

In order to comply with all the necessary provisions of the Environmental Compliances as per the guidelines of the State Environment Impact Assessment Authority, the university has entered into and executed all the necessary relevant Agreements with the registered and approved organisations for the purposes of e-waste management, solid waste collection and handling, safe disposal of hazardous

waste (used/waste lube oil) and bio-medical waste management. The university is also in compliance with all the terms of the said Agreements executed between the university and the respective organisations.

#### 1. Lift Registration and annual certificates.

As per the provisions under sub-section (2) of section 4 of the Haryana Lifts and Escalators Act, 2008, the university has attained the lift registration certificates for lifts which have been installed in various building premises within the university campus. Needless to say, the registration certificates are renewed on a yearly basis on the basis of inspections.

#### 1. Commitment to women empowerment

#### 2. Committee on Gender Sensitisation Against Sexual harassment

In compliance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the university already has a BML MUNJAL Committee on Gender Sensitisation against Sexual Harassment (COGSASH) in place. This Committee has been formed keeping in view the university Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and BML Munjal university Rules on Gender Sensitisation against Sexual Harassment and recommend measures from time to time for their effective implementation.

The committee has been established with 20 members. This committee also has ensured robust leadership by defining positions of a Chairperson and Deputy Chairperson

The Requisite Terms of Reference of the Committee are as follows:

Handle individual complaints; evolve suitable procedures to access committee members.

Awareness-raising efforts about sexual harassment within BML MUNJAL campus; conduct training and sensitisation programmes from time to time; design print and electronic materials on this issue; incorporate this issue in the orientation programmes of new faculty members, staff and students.

Evolves suitable rules and guidelines in this regard keeping in view the UGC Rules and Sexual Harassment of Women at Workplace Act, 2013.

Hold public forum meetings with students, teaching and non – teaching staff.

Makes suitable recommendations on all the above issues to the BML MUNJAL Administration from time to time to ensure that BML MUNJAL campus becomes a model campus.

In view thereof, it has been observed and an inference has been drawn that the university is in compliance of the requisite provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

BMLMunjaluniversity have notifiedtherevisedinternal complaints committee(ICC)/committee against sexualharassment vide letterno:BMU/RO/2022/911; dated September22,2022.Details of internal complaints committee (ICC)

S.N	Member	Designation	Membership
1	Dr. Jaskiran Arora	Professor & Dean, School of Management	Presiding Officer
2	Dr. Pritam Baruah	Professor & Dean, School of Law	Member
3	Ms. Suneet Soni	Controller of Examinations	Member
4	Dr. Kavita Chawla	Assistant Professor & Assistant	Dean, School of Law Member
5	Dr. Rik Paul	Associate Professor, School of Management	Member
6	Dr. Rupa Murghai	Senior Counsellor, BML Munjal University	Member
7	Dr. Kiran Sharma	Assistant Professor, School of Engineering and Technology	Member
8	Mr. Ankit Kargeti	Student, PhD	Member
9	Ms. Deepika Parasrampur	MBA Student	Member
10	Ms. Shivani Mittal	B. Tech Student	Member
11	Ms. Anita Gupta	Principal, Raman Munjal Vidya	Mandir, Gurugram Member
12	Dr. Anuj Kumar Rana	Deputy Registrar	Member Secretary

**The university has all the licenses and approvals from the relevant concerned Governmental departments and authorities in place.**

**The university has accomplished a major milestone in attaining various requisite statutory approvals which have also been renewed and maintained by the university over a period of time. However, the renewal and maintenance of such statutory compliances and approvals is a subsisting process which needs regular follow-ups with the concerned relevant departments and agencies of the Government.**

**The university is evidently striving to ensure that all such legal compliances and approvals are renewed and are in place.**

**Such efforts of the university are a positive endeavor towards maintaining a sustainable environment within the campus which shall ensure longevity of the university and the durability of its operations by ensuring timely compliances.**

## 1. Governance & Ethical Framework

### 1. About BML Munjal University

BML Munjal university is named after the chairman and founder of the Hero Group, Dr. Brij Mohan Lall Munjal, BML Munjal University is engaged in creating, preserving and imparting internationally benchmarked knowledge and skills to a diverse community of students from across the world. BMU's aim is to nurture ethical leaders who are skilled, knowledgeable and have the life skills needed to lead organisations to success.

BML Munjal University is a world class university known for Innovative teaching, learning and research environment.

**BMU seeks to transform higher education in India by creating a world-class and innovative teaching, learning and research environment. Founded by the Hero Group and mentored by Imperial College London, BMU is a not-for-profit initiative offering undergraduate and post-graduate courses.**

**ACADEMIC MENTOR OF BML MUNJAL UNIVERSITY IS IMPERIAL COLLEGE LONDON**

**BMU is mentored by the Imperial College London, the 108-year-old university.**

Imperial College London is closely involved in a wide spectrum of activities such as curriculum design, content development, student exchanges, summer study programmes, joint research activities, digital learning platforms, PhD programmes, faculty training, educational outreach and executive education programmes.

One of the unique attributes of BMU's unique experiential-learning environment will nurture the spirit of inquiry, creativity, problem-solving, entrepreneurship and innovation; and promote hands-on and cross-disciplinary learning; and inculcate a raft of values, job and life skills. This will ensure that BMU students are transformed into well-rounded, industry-ready individuals, who are equipped to take on leadership responsibilities from day one of graduating from the university and ensure a smooth transition to the workplace.

At BMU, the academic structure, curriculum and pedagogy have been designed to break boundaries between different disciplines, bridge the gap between theory and practice, integrate learning and living and synchronize the classroom with the workplace.

Most significantly, the education system has been crafted to promote the spirit of discovery, creativity, problem solving and innovation among students; and make learning an engaging and enjoyable experience. The overarching objective is to develop knowledgeable, skilled, ethical and well-rounded individuals, who are job ready from day one of passing out from the university, and have the potential to lead their organizations to success in the future.

The university was formed under the notified gazette

HARYANA GOVT. GAZ. (EXTRA.), MAY 2, 2014  
(VYSK. 12, 1936 SAKA)

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**PART I**

**HARYANA GOVERNMENT**

**LAW AND LEGISLATIVE DEPARTMENT**

**Notification**

The 2nd May, 2014

**No. Leg. 24/2014.**—The following Act of the Legislature of the State of Haryana received the Assent of the Governor of Haryana on the 23rd April, 2014, and is hereby published for general information :—

(HARYANA ACT NO. 21 OF 2014)

**THE HARYANA PRIVATE UNIVERSITIES  
(AMENDMENT) ACT, 2014**

**AN**

**ACT**

*further to amend the Haryana Private Universities Act, 2006.*

Be it enacted by the Legislature of the State of Haryana in the Sixty-fifth Year of the Republic of India as follows:—

**1.** This Act may be called the Haryana Private Universities (Amendment) Act, 2014. Short title.

**2.** In section 2 of the Haryana Private Universities Act, 2006 (hereinafter called the principal Act),— Amendment of section 2 of Haryana Act 32 of 2006.

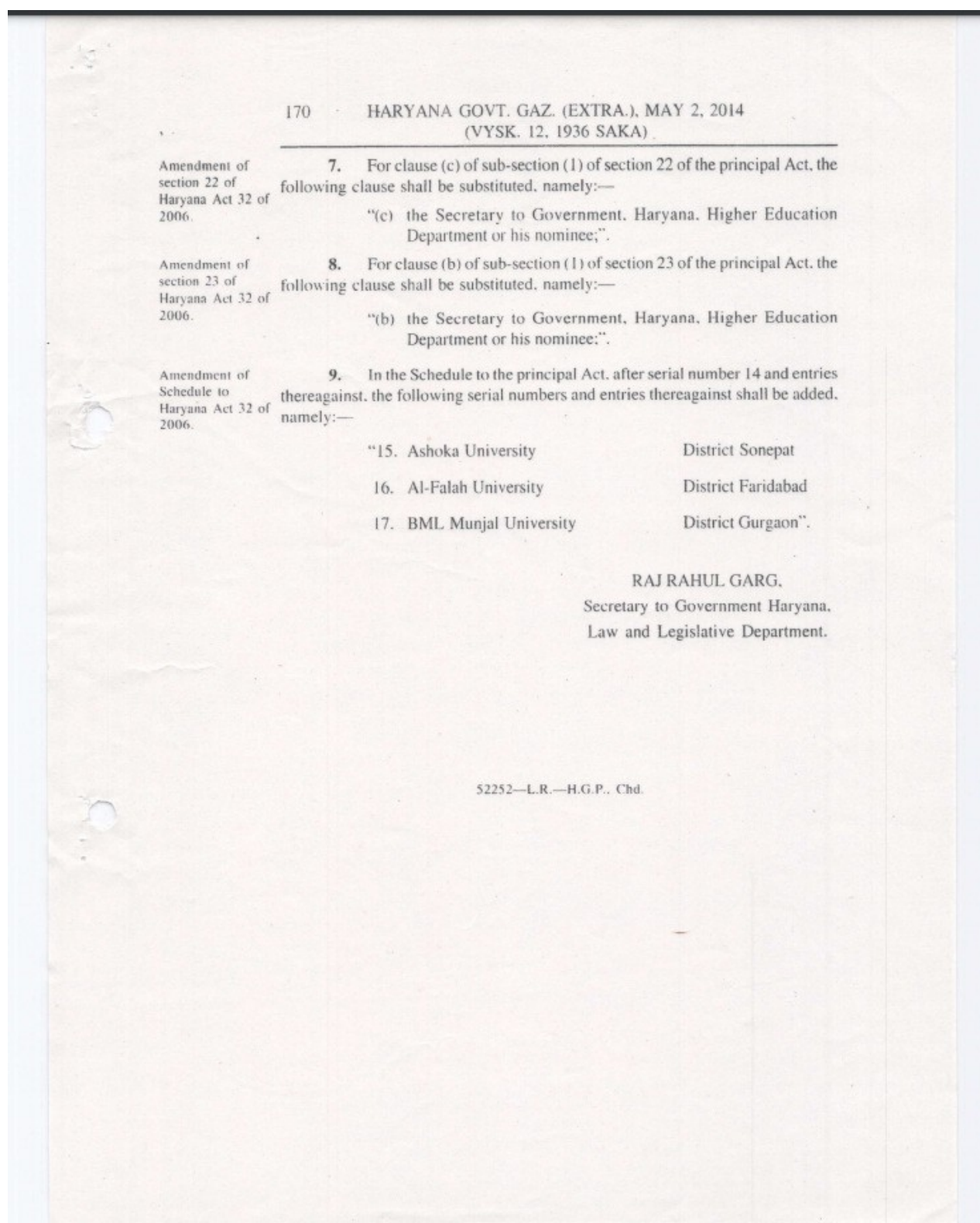
(i) after clause (n), the following clauses shall be inserted, namely:—

(na) “off-campus centre” means a centre of the university established by it outside the main campus but within the State of Haryana, operated and maintained as its constituent unit and having its complement of facilities, faculty and staff;

(nb) “off-shore campus” means a campus of the university established by it outside the country, operated and maintained as its constituent unit and having its complement of facilities, faculty and staff;”;

(ii) for clause (s), the following clause shall be substituted, namely:—

(s) “regulating body” means a body established by the



1. 1. Accreditation

Accreditation under NAAC is applied.

1. 1. Rankings

## University Ranked 8th in QS World University Rankings® 2019

### Rankings of University-

1. 1. 1. BMU has been incorporated in Delhi Science and Technology Cluster, named Delhi Research Implementation and Innovation (DRIIV), coordinated by IIT Delhi, which will give the students and faculty multiple opportunities to collaborate with top research organizations in the NCR and work on industry-driven, burning and socially relevant.
2. The School of Management (SOM), BMU has been ranked 54th in the National Institutional Ranking Framework (NIRF) 2022
3. The Atal Innovation Center from NITI Aayog has started many activities on the campus to build a Culture of Innovation.
4. BMU has been awarded Diamond Subject Rating in Management by QSI-GAUGE Ratings 2022. The university secured 218 points out of 250 in the management ranking
5. Sumit Shandilya, School of Management received "Nation Wide Awards Under 40 2022"

### Industry Expert – Industrial Education Category

1. 1. 1. Sumit Shandilya, School of Management received CII (Confederation of Indian Industry) Milca Award 2022 for Academia "Platinum Award for Researcher Category"
2. Dr. Sangita Dutta Gupta received IRSSM-2021 highly commended award sponsored by Journal of Service Management for the paper "Economy of well-being for capitalizing demographic dividend"
3. Dr. Jaskiran Arora, felicitated by TDI International School for outstanding contribution towards teacher's education at the Faculty Development Programme as guest speaker
4. Dr. Sangita Dutta Gupta awarded certificate for publication article published "Hostel Backpack: Entrepreneur's Dilemma" in case studies on perspectives on entrepreneurship and sustainability at 11th ICMC 2021 International Conference on Management Cases
5. Dr. Deepak Pandit awarded BABSON Fellows programme certificate for Entrepreneurship research 2021 by Babson Academy.
6. Dr. Rik Paul and Ms. Rubal Rathi received "Best Paper Award" at the Regional Conference on Marketing and International Business organized by NSU Dhaka.

1. 1. [Recognitions](#)

BML Munjal University (BMU) was set up under the Haryana State Private Universities Act on May 02, 2014, vide Haryana Govt. Gaz. (Extra.) and is recognized by the University Grants



#### 1. 1. Collaborations

BMU has collaborated with some of the best global universities - **Imperial College London, London School of Economics & Political Science, University of Warwick and UC, Berkeley**. The collaborations ensure that students get the best learning experience which is modern, experiential and truly global. These universities provide assistance in a wide spectrum of activities which include:



Development of Curriculum and Programme Structure

The curriculum is 'globalized' to ensure that the students get the best education which is internationally relevant and makes them future-ready.



Research Opportunities

These international collaborations enhance our research capabilities, encouraging students to engage in research as a potent form of learning by doing.



Collaborations of University

University has collaborated with many national & international organizations. The key MOUs are as follows:

Name of the Organisation/ Institution/ Industry with whom MoU is signed	Category	
Imperial College London	(Imperial College of Science, Technology and Medicine, London, United Kingdom)	International
Aston University	International	
Birmingham City University	International	

Asian Association of transfusion Medicine (AATM)	International
Association of Management Development Institutions South Asia	International
Australia India Institute Pvt Limited	International
Bhartiya Skill Development University, Jaipur	National
Central Institute of Plastics Engineering & Technology, Murthal	National
Data Security Council of India, India	National
Department of Management and Innovation system, University of Salerno	International
Ennoble IP	National
Kent State University	International
L&L Partners Law Office	National
North South University ("NSU") Dhaka, Bangladesh	International
Purdue University Northwest	International
Quality Council of India	National
Saint Mary's College of California	International
School of Business and Economics, Loughborough University, United Kingdom	International
Tribhuvan University Nepal	International
University of AGDER, Norway	International
University of Michigan-Flint	International
University of North Georgia	International
University of Warwick	International
Milwaukee School of Engineering	International

University has also collaborated with many national industrial organizations. The key MOUs are as follows:

<b>Name of the Organisation/ Institution/ Industry with whom MoU is signed</b>	<b>Category</b>
Adventum Advanced Solution Pvt Ltd	National
Bergen Group	National
Braintech sdn.Bhd.	National

Fintech Infosystem Pvt. Ltd	National
Hero Electronics Pvt. Ltd.	National
Hero Fincorp Ltd.	National
Hero Fincorp Ltd.(IVY League)	National
Hero Future Energies	National
Hero Mind mine Institute Pvt Ltd	National
Hero MotoCorp Ltd	National
Govt of India Niti Aayog	National
M/s. Alfa Beta Institute Pvt. Ltd	National
National Highways Authority of India (NHAI)	National
National Law University (Delhi)	National
Sabudh Foundation	National
Siemes Industry Software India private limited	National
Tessolve LOI	National
Trans-pipe Integrity Solution Pvt. Ltd.	National
VDT Pipeline Integrity Solution	National
Erulearning Solutions Private Limited	National
Herrox Private Limited	National
Tech Mahindra	National

## 1. 1. University vision

BML Munjal University seeks to nurture ethical leaders who are skilled, knowledgeable and have the life skills required for leading their organizations to success.

The university shall seek the advancement and dissemination of practically oriented knowledge benchmarked with the best global standards.

## 1. 1. University Mission

BMLMunjalUniversity aims tobealeadinguniversity for thequalityandimpactoritsteaching, research and linkages with major stakeholders. The focus of the university is to find creative solutions toproblems through applicationofknowledge. The universityaimstocreateatalented community of students and faculty who excel in teaching, learning and research in a creative and stimulating environment. The university will collaborate with other institutions for development of science, technology and arts in the global context.

### 1. 1. Pledge to empower women

We the teaching, non-teaching staff and all the students of BML Munjal University, Gurugram pledge together for women empowerment and we celebrate advancement of women in all her facets ensuring her safety, security, and overall well-being. We pledge to promote equality and freedom for all, through community initiatives without any gender biases and prejudices. We also pledge to keep our college environment and its surroundings, hygienic, healthy, and clean through active participation of women for the overall sustainable development

## Ethics and Governance

### 1. Conclusion

2. The university has the following policies in place to reduce the impact of its activities on climate:

1. Environment and Green policy
2. Pledge to empower women in all the applicable activities of the university.
3. Plantation Policy
4. Waste Management Policy
5. Green House Gas Policy
6. Paper use guidelines

3. The university is regularly conducting Energy Audit for enhancing and optimizing the energy use of the installed energy consuming equipment.

4. Diesel Generating sets are regularly maintained for optimization of the efficiency of generation.

5. The university has the strict procedural guidance for avoiding the use of paper and the paper is used sparingly only in case of absolutely necessary requirement.

6. The university has very exhaustive E-Library use thus limiting the requirement of Hard copies of books making the library of university sustainable.

7. The water uses are metered and monitored to control the water use. The water is below the National benchmarks.

8. The university is planning the use of eco-friendly house-keeping chemicals.

9. The impact of its activities on the climate change are mitigated with provision of on-site solar PV generation plants summing up to 246 kWp.

10. Battery run vehicles are used in the premises.

11. On-site laundry is saving a lot of fuel and thus making the operations sustainable with avoidance of fuel for transportation both by Faculty and students.

12. The daily requirement items and stationary shops are available inside the university campus making assisting in sustainability.

1. In-house medical facility is existing with three beds.

2. There are awareness and training programs conducted for sensitization of on-campus staff and also for off-campus activities.
3. The energy use for different applications is regularly monitored with metering.
4. The residential accommodation for teaching staff, medical officer and other staff is provided on-site for reduction of impact of activities of university on climate through its activities.
5. The hostel accommodation is sufficient numbers provided on site.
6. Car-pool for commuting staff is encouraged.
7. The location of university on national highway mitigates the impact on climate for commuting to university by different stake-holders.
8. All the sustainable development goals of United Nations are given due credence for managing the activities and operations of the university where ever these are applicable.
9. Legal Compliances
10. The university has all the licenses and approvals from the relevant concerned Governmental departments and authorities in place.
11. The university has accomplished a major milestone in attaining various requisite statutory approvals which have also been renewed and maintained by the university over a period of time.
12. However, the renewal and maintenance of such statutory compliances and approvals is a subsisting process which needs regular follow-ups with the concerned relevant departments and agencies of the Government.
13. The university is evidently striving to ensure that all such legal compliances and approvals are renewed and are in place.
14. Such efforts of the university are a positive endeavor towards maintaining a sustainable environment within the campus which shall ensure longevity of the university and the durability of its operations by ensuring timely compliances.

## Annexure



### Sustainable Development Goals

#### 1. Credential of professional

Name: Satvinder Singh

1. 1. BEE Accredited Energy Auditor-AEA-0294
2. Lead verifier -Green House Gas (GHG) -ISO-14064-1 and 14064-2
3. Energy Conservation Building Code Master trainer (Under UNDP-GEF-BEE Project)
4. Indian Green Building Council-Accredited Professional
5. Lead Auditor-ISO-14001-Environment Management system.

- 6. Certified Monitoring and Verification practitioner-(AEE-USA)
- 7. Galleleo Master Certificate-Renewable Energy (U.K)
- 8. Lead Auditor-ISO-50001- BSI-16001 (Energy managementsystem)
- 9. Lead Auditor OHSAS-18001
- 10. AttendedWorldEnergyconference in USAonthreetimesinWashington D.C-Atlanta and Charlotte (North Carolina)

Institutional History






Brief History of BML Munjal University (1)	View document 	Download document 
BMU_Impact_Book	View document 	Download document 

Graduates & Enrollment

2024 Statistics	Number
Graduates	340
Faculty & Staff at the University	121
Faculty & Staff at the Institution	43
Student Enrollment at the University	2500
Student Enrollment at the Institution	1100
Undergraduate Attendance	500
Masters-Level Postgraduate Attendance	650
Doctoral Student Attendance	20
Certificate, Professional Development, or Continuing Education Attendance	100

## Degrees Offered



### Bachelor Programs

-  Bachelor of Technology (B.Tech.)
-  Bachelor of Business Administration (B.B.A.)
-  Bachelor of Science (B.Sc. or B.S.)
-  Bachelor of Arts (B.A.)
-  Bachelor of Engineering (B.Eng.)

### Masters Programs

-  Master of Business Administration (M.B.A.)


### Doctoral Programs

-  Doctor of Philosophy (Ph.D.)
-  Doctor of Business Administration (D.B.A.)



## Undergraduate Degree Programmes

-  BBA 4-year undergraduate programme

## Masters Degree Programmes

-  Master of Business Administration (MBA) at BMU

## Postgraduate Degree Programmes

-  PhD program Evidence at BML Munjal University
-  School of Management Ph.D Program

## Certificates, Professional Development, or Associate Programmes

-  Reporting to National Institutional Ranking Framework : Non Degree program offered by the School of Management at BML M



# Purpose

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

## Letter of Commitment



To  
PRME Board  
c/o PRME Secretariat  
United Nations Global Compact Office  
685 3rd Avenue, 12th Floor  
New York, New York 10017  
25<sup>th</sup> September 2025.

Subject: Commitment to the Principles for Responsible Management Education

As a Dean of Education Quality at the BML MUNJAL UNIVERSITY, I hereby reaffirm our unwavering commitment to the Principles for Responsible Management Education (PRME). We recognize these principles as foundational to our mission of developing responsible and ethical leaders who are equipped to address the complex challenges facing global society.

Our institution is dedicated to the rigorous implementation of the PRME framework. We integrate ethical reasoning, systems thinking, and the Sustainable Development Goals into all areas of our curriculum. Our faculty and researchers focus on issues of impact and sustainability, while our operational staff model the highest standards of responsibility and governance. We regularly report on our progress and are committed to sharing effective practices and lessons with the broader academic community.

We believe that our organizational values and practices should serve as an example for our students, reflecting the integrity and ethical conduct we seek to institutionalize among our students. We also encourage peer institutions and associations to adopt and advance these principles, collectively supporting the global movement toward responsible management education and sustainability.

Let this letter serve as a public affirmation and a commitment to continuous improvement in line with the spirit of PRME.

Sincerely,

Jaskiran Arora

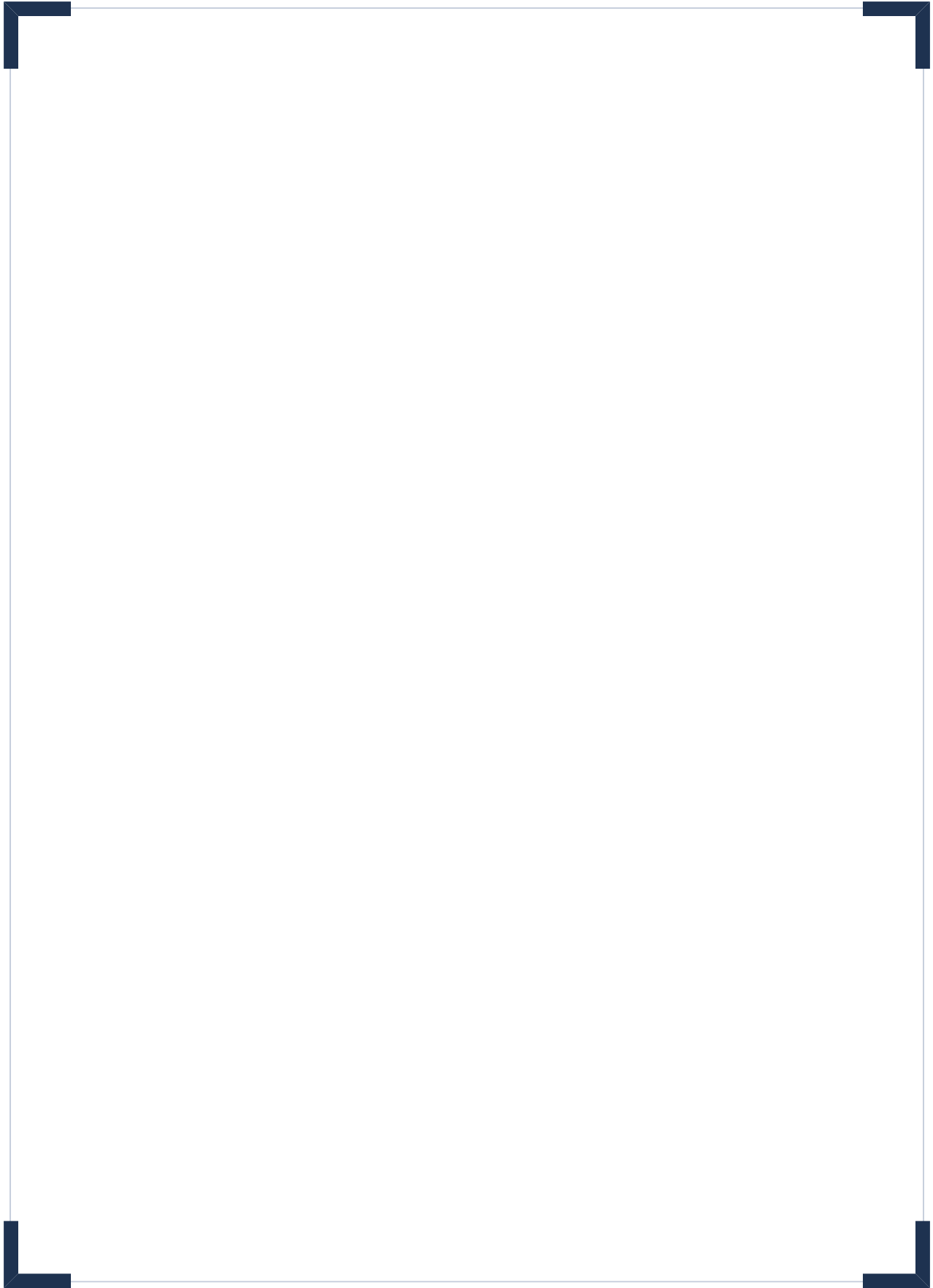
**JASKIRAN ARORA**  
Dean - Education Quality

T: 0124-2679002 | +91 8572870670  
E: jaskiran.arora@bmu.edu.in  
W: www.bmu.edu.in  
A: 67th Milestone, NH - 48 Sidhrawali, Gurugram, Haryana - 122413, India



A Not-for-Profit Initiative of the **HERO GROUP**

Campus: 67th Milestone, National Highway - 48, Sidhrawali, Gurugram, Haryana -122413, India  
T: 1800-103-6888 | E: info@bmu.edu.in | W: www.bmu.edu.in



## Definition of Purpose

The School of Management at BMU will empower future leaders through its excellence in interdisciplinary curriculum, entrepreneurship, social impact and commitment to thought leadership. This will be evidenced by the impact of our students and scholars on society. The core philosophy of the management school lies in providing students with multidisciplinary and holistic perspective on problem-solving through the application of knowledge.

## Institutional Engagement

**0% - 25%** of faculty at School of Management - BML Munjal University actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.



# Values

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



## How We Define Values

BML Munjal University seeks to nurture ethical leaders who are skilled, knowledgeable, and have the life skills required to lead their organisations to success. The University shall seek to advance and disseminate practically oriented knowledge benchmarked with the best global standards.

## Who Champions Responsible Management Education at Our Institution

- ❖ Interdisciplinary efforts across business school
- ❖ Interdisciplinary efforts across parent organization
- ❖ Senior leadership office
- ❖ Disciplinary efforts within business school
- ❖ Centralized sustainability office
- ❖ Research or issue group, society, or club leading sustainability efforts

## Student Awareness

**0% - 25%** of students at School of Management - BML Munjal University are aware that we are a PRME Signatory Member.

## Student Engagement

**0% - 25%** of students at School of Management - BML Munjal University actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.

## Values Voices

### Sankalp Voices for Stakeholder Communication

The [\*innovative Sankalp Social Entrepreneurship\*](#) Project integrates academic learning with real-world applications. Students from diverse disciplines collaborate directly with rural women entrepreneurs to provide tailored solutions for business growth. This hands-on engagement bridges the gap between theory and practice while fostering a multistakeholder ecosystem that includes local communities, government bodies, financial institutions, and NGOs. By combining education, mentorship, and community development, Sankalp creates a sustainable, scalable model for empowering women entrepreneurs and driving social change.

## Call to Action

According to the World Economic Forum's Global Gender Gap Report 2024, South Asia ranks seventh of eight global regions in gender parity, with India holding the third-lowest position in the region. Closing this gap requires the creation of more opportunities for women, particularly in rural areas. One effective way to achieve this is through entrepreneurship, which both generates income for and uplifts economically disadvantaged women.

The Sankalp project, initiated by the School of Management at BML Munjal University, exemplifies the intersection of education, empowerment, and community development. It fosters collaboration among stakeholders across various sectors, including education, government, industry, and nonprofit organizations.

Through the program, MBA students apply their knowledge to help women entrepreneurs scale their businesses. This promotes long-term societal change through financial independence and self-assuredness for the women entrepreneurs. For the students, the initiative offers an invaluable chance to bridge academic learning with real-world experience, particularly in the field of social entrepreneurship.

## Innovation Description

The Sankalp program is a partnership between the BML Munjal University School of Management, local communities, and aspiring women entrepreneurs from rural areas. The program leverages students' expertise to support these women in establishing sustainable small businesses.

Sankalp is a yearlong, credit-based course integrated into the MBA curriculum. In the 2023–24 academic year, the 180 participating students were divided into teams of five or six members. Each team was paired with a rural woman entrepreneur to guide her through the stages of business planning, setup, and scaling. The program structure includes multiple phases: initial research and planning, implementation, operations, and evaluation.

The program's primary objective is to empower rural women entrepreneurs by equipping them with the necessary skills and support to run sustainable businesses. For students, the objective is to cultivate empathy, leadership, and entrepreneurial thinking. By the end of the course, students understand the challenges of rural business environments, apply their domain knowledge to create entrepreneurial solutions, and develop a holistic understanding of setting up and managing social enterprises.

The program led to the successful completion of 18 projects in 2023–24 across various sectors, such as cosmetology, stitching and tailoring, food production, handcraftsmanship, and cosmetics. Each project involved business planning, establishing supply chains, branding, and expanding sales channels. The students assisted entrepreneurs in creating logos and taglines, building their online presences, accessing e-commerce platforms, and securing financial support.

Sankalp's success is a model for sustainable, inclusive entrepreneurship that empowers women, transforms communities, and drives lasting change.

## Innovation Impact

The impact of Sankalp is significant, as it drives both individual and community transformation in rural India. By empowering women entrepreneurs with necessary skills, resources, and mentorship, the project fosters economic independence and uplifts local communities.

The impact goes beyond individual entrepreneurs, as it catalyzes broader social and economic development. The businesses nurtured through the program stimulate local economies and build up women's position in society. Further, the resulting economic growth reduces gender-based disparities and empowers women to challenge traditional social norms, thus promoting social inclusion. Moreover, the collaboration between students, local communities, and NGOs creates a robust ecosystem for knowledge sharing, resource mobilization, and advocacy for policy reform. This multistakeholder engagement ensures that the program's impact is both sustainable and scalable. Sankalp's innovative model has the potential to expand nationally, making it a positive example of how education and social entrepreneurship can drive inclusive, sustainable development, especially in emerging economies like India.

Link to the videos and Photos :

[Click here to the gdrive link](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9) [https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA\\_SL9](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9)

[Click here to the university website](https://www.bmu.edu.in/sankalp/) : <https://www.bmu.edu.in/sankalp/>

## Celebrating Values

The following demonstrates ways in which our institution celebrates values in various specializations.

### Sankalp Voices for Stakeholder Communication

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[Click here to the university website](https://www.bmu.edu.in/sankalp/) : <https://www.bmu.edu.in/sankalp/>

Promotor post of SDG committment by the  
University President

View document  Download document 

Green Campus SDG 11\_ Sustainable Cities and  
Communities - BMU

View document  Download document 

Cultural Heritage

View document  Download document 



# Teach

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



## How We Define Teach

BMU's academic approach prioritizes student-centric methods, fostering an environment that enhances learning through experiential, participative, and problem-solving methodologies. The curriculum is designed to be of high quality, integrating these pedagogies to ensure that students actively engage with the material. BMU has adopted an 'outside-in' approach to curricula planning and design. It has integrated basic academic concepts with industry's real needs and challenges faced by the world at large. The industry is playing a key role in this regard: co-designing the curricula, providing faculty resources and making available the latest learning tools and educational technologies.

## Courses that support RME

School of Management - BML Munjal University reports 13 courses in 2024 that support responsible management education and sustainable development goals.

### Business Statistics

| DSC 6701

**Course Overview** In this course students will learn about basics of statistics and its application in real business scenarios. This course will also help the students to know and apply various electronic tools like MS Excel in order to analyze the problem statistically and interpret the results so as to facilitate the decision manager. **Course Curriculum:** Introduction to Statistics, Descriptive Statistics, Introduction to Probability Distributions & Sampling and Sampling Distribution, Testing of Hypothesis – One Sample (Known Sigma), Testing of Hypothesis – One Sample (unknown Sigma), Testing of Hypothesis – Two Samples (Known Sigma and Unknown Sigma), Comparing Multiple Proportions, Test of Independence and Goodness of Fit, Analysis of Variance, Introduction to Simple Linear Regression, Multiple Linear Regression, Statistics through MS Excel

To understand the importance and role of statistics in business management To understand the basics of statistics including descriptive and inferential statistics To analyse the business situations and problems so as to find out most appropriate statistical technique to be applied To apply the statistical tools and techniques in order to analyse the data



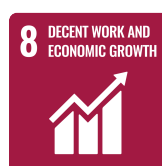
### Managerial Communication

| SKL6003

There is no doubt that technical skills and domain expertise are extremely important in achieving professional success. However, success comes in utilizing expertise by means of discussions, interactions, negotiations, and decisions. All this is possible through effective communication and as such, it emerges as the most important aspect of workplace conduct and performance. At the same time, workplace communication seems to be the most ignored dimension in organisations. Business professionals need to enhance soft skills to enable them to take up varied responsibilities across industries. This course addresses this critical need by exposing and training would-be managers on the key aspects of soft skills development covering Attitude, Communications and Workplace Etiquettes. The course enunciates the four skills of communication- listening, speaking, reading, and writing and make the students aware of the linguistic, cultural, and personality-based pitfalls of communication and how to overcome them. A key objective of the course will be to explore the major concepts and theories of communication. The second objective will be to help the students develop the skills to analyze cross cultural and inter-personal relationships, and to learn (through class discussion and self-assessment) about individual "communication style." By the end of the course, students will have developed a broad understanding about:

- Gain a broad intellectual understanding of the central concepts in communication theories.
- The gains that pertain to effective communication and its barriers, effective listening, and its impact on individual and organizational performance.
- The essentials of written communication esp. letters, e-mail messages, reports, and proposals.
- Sharpen presentation and public speaking skills.
- Understand more about the nature of cross-cultural interactions.
- Develop a toolkit of useful inter-personal skills, strategies, and approaches.
- Learn the art of persuasive communication

Understand the importance of effective communication and its ability to create impact in the professional realm Develop critical, analytical, and creative thinking skills to scrutinize and draw conclusions based on the knowledge gained. Demonstrate cross cultural awareness with clear understanding of individual and group roles and responsibilities in the workplace. Analyze and evaluate information to be able to express cohesively in both oral/presentation and written communication.



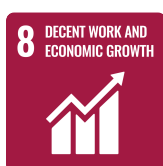
## Managerial Economics

| ECO6705

Managerial Economics (ME) offers a distinctive way of thinking about problems, challenges, and decisions that managers encounter across different areas of their organization. This perspective highlights the significance of incentives in influencing human behavior and performance and underscores the importance of weighing costs and benefits when making economic decisions efficiently. This is a core course, and the primary purpose is to teach tools that will be useful for the

rest of your MBA courses. Throughout this course, we'll delve into the fundamental principles of ME that are most relevant to managers. Topics covered will include costs, demand, pricing, market structure, equilibrium, and strategic interactions. The course is designed to deepen students' understanding of market operations and equip them with the skills to forecast economic outcomes accurately. Additionally, it lays a foundation for further MBA studies in management, accounting, finance, and marketing.

To understand the basic concepts of ME To apply the concepts of ME for business decision-making To analyze the different market structures and the nature of decision-making under different situations To evaluate the effectiveness of various pricing strategies in different market structures, employing critical analysis to assess their impact on business performance and competitive positioning.



## Managerial and Financial Accounting

| FIN6705

This course provides a thorough introduction to the principles and practices of both managerial and financial accounting. It is designed to equip students with the essential skills needed to prepare, analyze, and interpret financial information for internal and external decision-making purposes. By integrating financial and managerial accounting concepts, this course offers a comprehensive understanding of how accounting data influences business strategy and operations. Introduction to Financial Accounting, Recording Financial Transactions, Financial Statement Analysis, Accounting for Assets and Liabilities, Equity Accounting, Cash Flow Management, Introduction to Managerial Accounting, Cost Concepts and Classification, Costing Methods, Budgeting and Forecasting, Performance Measurement, Decision-Making Tools, Strategic Management Accounting

Understand the fundamental principles and practices of financial and managerial accounting Develop the ability to prepare and interpret financial statements. Apply various costing methods to determine the cost of products and service Utilize budgeting techniques to plan and control financial resources. Analyze financial and non-financial information to support strategic decision-making



## Problem Solving and Decision Making

| SKL6706

Willingness and ability to face and/or work on business problems differentiate effective manager from an ineffective one. It entails the use of most critical managerial skill to analyze business situations/problems to take viable decisions. However, taking viable decisions by itself is only a necessary but not a sufficient condition for the health and the survival of the organization. Managers must be able to communicate their decisions and processes used to arrive at these decisions for approval by superiors, coordination by peers and implementation by subordinates. The course on 'Problem Solving & Decision Making is designed to help students to acquire and/or sharpen the analytical and communication skills. Analyse business problems with focus on analysis, diagnosis, decision making towards a situation, to learn and to develop certain skills that are characteristic of effective managers, to develop diagnostic and conceptual skills, to enhance data processing and conclusion drawing skills, to help in presentation and communication skills.

Understand the the value chain analysis Identify data generated and used in business process. Use data to identify opportunities of changes in process to enhance value.



## Organizational Behaviour

| HRM6701

This course is designed to provide students with a foundational understanding of the development of Organizational Behavior (OB) theories and concepts. The body of knowledge focuses on how the attributes and behaviors of individuals and groups influence the culture, design, ethics, learning and structure of an organization. The purpose of this module is to examine the key concepts and issues associated with human behavior in organizations and in general. The applied focus of the course is to facilitate experiential learning of contemporary approaches to conflict resolution, communication, decision making, leadership, motivation, negotiation, power, and politics within a team environment.

Understand the fundamentals of various psychological concepts and how they impact human behaviour Application of Personality Tests, learning dimensions and motivational tools. Develop leadership skills and traits, manage groups and teams. Assess the impact of organizational-level factors such as structure, design, culture, and change



## Financial Management

| FIN6706

Successful completion of this course will result in the development of subject specific knowledge, skills and students will be able to demonstrate a detailed understanding about the significance of managing financial resources. Build understanding of managing money to derive maximum benefit by raising and investing money by way of optimizing the cost of funds and returns from investment. Evaluate the real and nominal inculcating the interdependence of finance functions and the concept of Time Value of Money. Rationalize dividend decisions under different economic conditions in order to maximize the shareholders' wealth. Overview of Financial, Time Value of Money, Understanding Rationale and Various Dimension of Financing Decisions Understanding Debt and Equity as Sources of Finance Leverage, The Capital Asset Pricing Model and the Cost of Equity Capital Leverage and Designing Capital Structure, Factors affecting Capital Structure of an Organization, Simulation on Capital Budgeting, Working Capital Management and Financial Forecasting, Financial. Distribution to Shareholders.

To understand the significance of managing financial resources. To analyze and identify key issues relevant to sources of Finance To apply critical and creative thinking on project analysis using capital budgeting To think creatively and assess the business situation and draw conclusions To evaluate global economic and political changes and consequences of globalization for Indian and emerging markets Evaluate financial management decisions & Apply relevant conceptual frameworks for effective decision- making



## Marketing Management-I

| MKT6708

Marketing Management-1 is designed to provide MBA students with a foundational understanding of marketing principles and strategies for effective managerial decision-making in today's dynamic business environment. The course comprehensively explores key concepts, theories, and frameworks underpinning successful marketing practices. Students will develop the analytical skills and strategic mindset necessary to navigate complex marketing challenges and capitalize on emerging opportunities through a blend of theoretical lectures, case studies, and interactive discussions. Emphasizing practical applications and real-world examples, Marketing Management-1 equips students with the knowledge and tools to develop and implement marketing plans that drive business growth and competitive advantage. The course curriculum is structured to cover essential marketing management topics, from understanding market dynamics and consumer behavior to developing and executing marketing strategies across various marketing mix elements. Each module incorporates relevant case studies and practical exercises to reinforce theoretical concepts and enhance students'

problem-solving skills. By the end of the course, students will have gained a solid foundation in marketing management principles and be well-equipped to tackle marketing challenges in diverse business contexts.

Gain an understanding of the importance of marketing for an organization  
Analyze complex marketing issues and problems using relevant theories, concepts, and methods  
Evaluate consumer behavior and other related theories and practices in marketing decisions  
Apply contemporary marketing theories to the demands of business and management practice



## Macro Economics

| EC06706

The basic objective of the course is to introduce the important topics in Macroeconomics which will help in business decision-making and policy implementations. Participants will learn to apply economic theories, principles and analytical tools for strategic decision-making. The course will provide knowledge about the interrelationships between important macro variables like income, unemployment, and inflation in the Indian context. Nature, Concept and measurement of National Income, Classical and Keynesian approaches to Income, Employment and Investment, Multiplier, Inflation and Unemployment, Fiscal and Monetary policy, Open Economy, Balance of Payment

1. Introduction to Macroeconomics: Understanding the fundamental concepts and principles of macroeconomics and its relevance to business decision making.
2. National Income Accounting: Understanding concepts related to National Income Accounting and Measuring national income figures.
3. The Simple Keynesian Model: Understand Simple Keynesian Model and its relevance on economic output.
4. IS LM framework: Understanding the interplay between investment-saving (IS) and liquidity preference-money supply (LM) curves.
5. Macroeconomic Stabilization through fiscal policy and Monetary policy measures: Analyze fiscal and monetary policy measures with insights into how government interventions and central bank actions shape the economic landscape.
6. Aggregate Demand and Aggregate Supply: Understand the determinants of aggregate demand and supply.
7. Philips Curve: Inflation and Unemployment: Able to Examine and evaluate the relationship between inflation and unemployment that balance economic considerations with business objectives.
8. Balance of Payment and Exchange rate determination Understanding international trade dynamics, capital flows, and exchange rate determination for applying in international partnerships and effective cross-border management.

To understand the basic concepts of Macroeconomics  
To apply the concepts of Macroeconomics for policy implementations and business decision making  
To evaluate the interrelationships between key macro variables and their impact on the Indian economy  
To understand the open economy and how the economy works with floating exchange rate



## Management of Design

| MGT7701

Problems confronting society and business are increasingly becoming more complex. In addition, building an enduring business requires a constant search for new value propositions. This requires a deeper and more comprehensive approach to business problems and opportunities as well as an understanding of the interplay of various elements within a system in the context of the problem being addressed. Traditional approaches to Innovation and problem solving have had a largely linear and incremental approach. Design Thinking based approaches use principles of Observation, Problem Framing, Empathy, Understanding, Ideating, and Iterative Prototyping to develop a human centered basis to solving problems. The approach can be used to solve problems in a wide range of areas in an organization's working. This course is 'designed' to enable participants to: ● Understand Design Thinking as an approach to Innovation and problem solving; ● Practice Design Thinking through a project; and ● Practice the use of some Design Thinking tools In this action-oriented workshop-oriented course, students will work in teams (5-6), guided by facilitator to experience a customer-centric approach to problem solving through re-imagination of end-to-end customer experience journey. Students will develop skills such as ethnographers, visual thinkers, strategists, and storytellers through a hybrid of workshop discussions and activities. It covers building empathy through ethnographic research, generating ideas, prototyping, and testing new concepts, defining the problem statement, ideating solutions, and developing prototypes.

Explain differences between traditional problem solving and design thinking approaches. Demonstrate user empathy and translate insights into solutions through ideation and prototyping Recognise need to design thinking and how it is applied in current business scenarios Discover the entrepreneurial and growth mindset and practice it.



## Human Resource Management

| HRM6702

In a global economy with a dispersed workforce, measuring employee happiness and motivation is difficult. In contrast, data scientists and engineers may now deliver significant insights utilizing artificial intelligence to improve, among other things, hiring, training, and retention. This course examines how AI and big data may improve human resources. Examine three fundamental human

resources use cases, including calculating employee turnover, mapping collaboration, and making training recommendations. Course Curriculum Introduction to Artificial Intelligence and its impact on HRM, Sourcing, Assessing and Engaging candidates using AI. Automating on boarding using AI. AI infused training

Understanding the role of Artificial Intelligence in human resource Management Determine how artificial intelligence is influencing talent acquisition, including new skills and positions. Examine how AI may be used to recruit, onboard new hires, and provide chances for talent mobility to current employees.



## Business Research Methodology

| DSC6003

In this course students will learn about basics of Business Research Methods and its application in real business scenarios. In this course students will learn various research techniques which are applied in contemporary business problems. Students will learn new research tools and techniques to analyse the business data and convert them into information for the decision managers. Basics of Business Research, Types of Research, Research Problem, Research Design; Exploratory Research, Descriptive Research, Questionnaire Design and Method of Data Collection, Sampling Techniques and Scale Development, Observation Research; Research Report, Introduction to data processing software (SPSS/R/Python) , Overview and Initial handling of SPSS, Descriptive statistics and data visualization using SPSS, Hypothesis Testing Using SPSS (t test, chi square test and ANOVA), Simple Linear Regression; Multiple Linear Regression using SPSS, Exploratory Factor Analysis using SPSS, Cluster Analysis Using SPSS, Discriminant Analysis Using SPSS.

To Understand how to convert business problems into concise research problem To identify and analyze appropriate research design(s) and methodology(s) related to the research problem To Apply qualitative and quantitative technique(s) for data collection and various tools data analysis and interpretation. To Develop and present well-structured research report



## Operation Management

| OPS6706

Operations Management is a core course designed to introduce students to the fundamental concepts and practices in production and operations management. This course covers the essential tools and strategies used for managing manufacturing or service operations effectively. Students will explore topics such as designing products and services, process analysis, facility design, project management, total quality management, forecasting, inventory management, production planning, and lean manufacturing system. Course Curriculum • Introduction to operations management (OM) • Operations strategy in global environment • Product design (Product life cycle and strategy, Product design process, Quality function deployment, Design for environment, Design for robustness) • Process analysis and design • Capacity planning and facility layout • Location Strategy (Factors affecting location decisions, Location decision techniques) • Project management (Project planning, Work breakdown structure, Critical Path Method, Project crashing, Program Evaluation and Review Technique, Project control) • Total quality management (TQM) (Seven Concepts of TQM) • Forecasting (Role of forecasting in a supply chain, Characteristics of forecasts, Qualitative and Quantitative methods of forecasting) • Inventory management (Types of inventories, Importance of inventory management, Economic order quantity model, Periodic order quantity model) • Production planning (Aggregate production planning, Master production scheduling, Material requirement planning, Enterprise resource planning, Job loading, Job sequencing, Theory of constraints) • Lean manufacturing system (Toyota production system, Just-in-time, Elements of Lean production system, 5S)

An appreciation of the role of operations in a firm; a managerial emphasis on product and process improvement and quality To analyze process flows and bottlenecks, capacity planning, project management, and production planning in the context of manufacturing and service firms.] Identify and analyze business models, business strategies and corresponding competitive advantage Plan facility and logistics operations for optimum utilization of resources Formulate and implement facility best practices and strategies



## Teaching Awards

In 2024, 1 award was given to faculty and educators at School of Management - BML Munjal University.

### Times Higher Education (THE) Impact Rankings 2025

**Granter:** Times Higher Education (THE) Impact Rankings 2025

**Grantee:** BML Munjal University

**Award Description:**

BMU has been acknowledged in the Times Higher Education (THE) Impact Rankings 2025. We achieved an 801–1000 overall band and a remarkable 69th global rank for SDG 6 (Clean Water and Sanitation), underscoring our commitment to sustainability and socially responsible innovation. I am also very proud of BMU securing India Rank 11 for SDG 8: Decent Work and Economic Growth. This recognition highlights our focus on creating an environment that is conducive to everyone's growth, fostering equitable opportunities, and building a campus that is sustainable and reduces wastage. Second, BMU has been awarded the prestigious QS I-Gauge Diamond Rating, one of the highest honors for Indian universities. This comprehensive assessment recognized us with a Diamond rating in Employability, along with Platinum ratings in Facilities, Governance & Structure, and Teaching & Learning. These milestones are a powerful testament to the dedication, passion, and zeal of our entire BMU family. My sincere appreciation goes out to our incredible faculty, staff, students, and parents, and the academia and industry leaders in our community who continuously support us. Together, we're making a real difference and shaping future-ready leaders.

## Educator Recognition

At School of Management - BML Munjal University, we recognize educators for quality of teaching in the following ways:

- ❖ Annual teaching excellence awards
- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Financial incentives
- ❖ Institutional recognition events
- ❖ Pedagogical innovation grants
- ❖ Professional development opportunities
- ❖ Publication or research support
- ❖ Student-nominated teaching awards

## Fostering Innovation



**To a great extent**

Teaching and learning at our institution strongly foster innovation.

## Experiential Learning



### **To a great extent**

Teaching and learning at our institution strongly encourage experiential learning.

## **Learning Mindset**



### **To a great extent**

Teaching and learning at our institution strongly promote a lifelong learning mindset.

## **Method of Teaching and Learning**



### **In person**

Traditional classroom-based learning with face-to-face instruction.

## **Barriers to Innovative Curriculum**

In 2024, School of Management - BML Munjal University identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Accreditation constraints
- ❖ Administrative resistance
- ❖ Compliance and legal concerns
- ❖ Curriculum inertia
- ❖ Measurement and benchmarking issues
- ❖ Overloaded faculty
- ❖ Risk aversion
- ❖ Standardized testing expectations
- ❖ Traditional employer expectations

## **Barriers to Innovative Pedagogy**

In 2024, School of Management - BML Munjal University identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Accreditation limitations
- ❖ Collaboration barriers
- ❖ Budget constraints
- ❖ Assessment rigor concerns



# Research

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

## How We Define Research

BML Munjal University aspires to be an institution of excellence, renowned for the quality and impact of its teaching, pioneering research, and dynamic partnerships with key stakeholders. We aim to uncover innovative solutions to global challenges by applying cutting-edge knowledge. We are dedicated to cultivating a vibrant community of talented students and faculty who thrive in a creative and stimulating environment. BMU's founding charter unequivocally commits to achieving distinction in teaching and groundbreaking research, positioning us at the forefront of academic and intellectual leadership. BMU's innovation clusters represent the university's key areas of expertise and focus, serving as hubs for advanced research and development. These clusters address critical societal challenges, leveraging our rich academic knowledge and fostering new research opportunities. By concentrating efforts in these strategic areas, BMU aims to produce impactful solutions that benefit society at large, driving progress and innovation across multiple disciplines.

## Research vs Research for RME/Sustainable Development



## Research Funding

In 2024, School of Management - BML Munjal University was awarded funding for research that is:



**Institution  
Specific**



**National**



**Local**



**International**

## Socializing Research

In 2024, School of Management - BML Munjal University contributed research findings to:

- ❖ Government and policy makers
- ❖ Local media
- ❖ Public events and lectures

- ❖ Research collaborations
- ❖ Social media and digital outreach
- ❖ Industry and business networks

## Research Awards

In 2024, School of Management - BML Munjal University was awarded 1 research award for responsibility- and/or sustainability-related research.



### Public Grants Awarded for research activities at BMU School of Management

**Granter:** Public institution ICSSR

**Grantee:** Professors at BML Munjal University, School of Management

**Award Description:**

Evidence attached

## Research Barriers

In 2024, School of Management - BML Munjal University identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Collaboration challenges
- ❖ Data access and management
- ❖ Publishing barriers
- ❖ Skills and expertise gaps
- ❖ Technology and resource access
- ❖ Time constraints



# Partner

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

## How We Define Partner

MU is creating an enabling environment for a sustainable industry-academia partnership. The objectives being to bridge the gap between industry needs and available skills, expose faculty to latest industry trends and practices, and most significantly, help students pick up industry-relevant skills and knowledge, thereby improving their employability prospects. BMU is leveraging an ecosystem around a large and diverse set of industries and corporate organizations. BMU has already inked alliances with Siemens, IBM, and KPMG to either set up on-campus labs or co-deliver programmes. This ecosystem will benefit students as they will get exposure to real industry working. Besides application-oriented education, structured learning opportunities at industry locations are embedded in the DNA of BMU. BMU is working closely with industry on curriculum design, learning tools and educational technology. Guest speakers and visiting faculty from industry regularly give lectures on campus and conduct technology specific webinars, seminars and workshops.

## Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ Quacquarelli Symonds (QS)
- ❖ Times Higher Education (THE)
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ University Councils
- ❖ Local institutions and associations

## Student Organization Partnerships

- ❖ Oikos International
- ❖ UNESCO Student Initiatives

## Partner Voices

The following statement from our partners demonstrates ways in which our collaborations at School of Management - BML Munjal University support sustainability and responsible management education.

## Sankalp Voices for Stakeholder Communication

*The [innovative Sankalp Social Entrepreneurship](#) Project integrates academic learning with real-world applications. Students from diverse disciplines collaborate directly with rural women entrepreneurs to provide tailored solutions for business growth. This hands-on engagement bridges the gap between*

*theory and practice while fostering a multistakeholder ecosystem that includes local communities, government bodies, financial institutions, and NGOs. By combining education, mentorship, and community development, Sankalp creates a sustainable, scalable model for empowering women entrepreneurs and driving social change.*

### **Call to Action**

According to the World Economic Forum's Global Gender Gap Report 2024, South Asia ranks seventh of eight global regions in gender parity, with India holding the third-lowest position in the region. Closing this gap requires the creation of more opportunities for women, particularly in rural areas. One effective way to achieve this is through entrepreneurship, which both generates income for and uplifts economically disadvantaged women.

The Sankalp project, initiated by the School of Management at BML Munjal University, exemplifies the intersection of education, empowerment, and community development. It fosters collaboration among stakeholders across various sectors, including education, government, industry, and nonprofit organizations.

Through the program, MBA students apply their knowledge to help women entrepreneurs scale their businesses. This promotes long-term societal change through financial independence and self-assuredness for the women entrepreneurs. For the students, the initiative offers an invaluable chance to bridge academic learning with real-world experience, particularly in the field of social entrepreneurship.

### **Innovation Description**

The Sankalp program is a partnership between the BML Munjal University School of Management, local communities, and aspiring women entrepreneurs from rural areas. The program leverages students' expertise to support these women in establishing sustainable small businesses.

Sankalp is a yearlong, credit-based course integrated into the MBA curriculum. In the 2023–24 academic year, the 180 participating students were divided into teams of five or six members. Each team was paired with a rural woman entrepreneur to guide her through the stages of business planning, setup, and scaling. The program structure includes multiple phases: initial research and planning, implementation, operations, and evaluation.

The program's primary objective is to empower rural women entrepreneurs by equipping them with the necessary skills and support to run sustainable businesses. For students, the objective is to cultivate empathy, leadership, and entrepreneurial thinking. By the end of the course, students understand the challenges of rural business environments, apply their domain knowledge to create entrepreneurial solutions, and develop a holistic understanding of setting up and managing social enterprises.

The program led to the successful completion of 18 projects in 2023–24 across various sectors, such as cosmetology, stitching and tailoring, food production, handcraftsmanship, and cosmetics. Each project involved business planning, establishing supply chains, branding, and expanding sales channels. The students assisted entrepreneurs in creating logos and taglines, building their online presences, accessing e-commerce platforms, and securing financial support.

Sankalp's success is a model for sustainable, inclusive entrepreneurship that empowers women, transforms communities, and drives lasting change.

## Innovation Impact

The impact of Sankalp is significant, as it drives both individual and community transformation in rural India. By empowering women entrepreneurs with necessary skills, resources, and mentorship, the project fosters economic independence and uplifts local communities.

The impact goes beyond individual entrepreneurs, as it catalyzes broader social and economic development. The businesses nurtured through the program stimulate local economies and build up women's position in society. Further, the resulting economic growth reduces gender-based disparities and empowers women to challenge traditional social norms, thus promoting social inclusion.

Moreover, the collaboration between students, local communities, and NGOs creates a robust ecosystem for knowledge sharing, resource mobilization, and advocacy for policy reform. This multistakeholder engagement ensures that the program's impact is both sustainable and scalable.

Sankalp's innovative model has the potential to expand nationally, making it a positive example of how education and social entrepreneurship can drive inclusive, sustainable development, especially in emerging economies like India.

Link to the videos and Photos :

[Click here to the gdrive link](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9) [https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA\\_SL9](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9)

[Click here to the university website](https://www.bmu.edu.in/sankalp/) : <https://www.bmu.edu.in/sankalp/>



# Practice

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

## How We Define Practice

Institution and its governing parent institution adoption of policies that are intended to influence how faculty, staff and students the school level support, practice, learn and implements elements and policies of sustainability, ethics, carbon net neutral, ESG, DIE and responsibility.

## Institutional Policies and Practices

- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Climate action plan
- ❖ Employee equity, diversity, inclusion
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Local staff/student/faculty transportation
- ❖ Ministry of education recommendation documents
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Water

## Policy Documents Related to RME and/or Sustainability

BMU SOM Sustainability Statement

View document  Download document 

## Practice Awards

In 2024, School of Management - BML Munjal University received 1 award for responsible and/or sustainable practices.

### SDG 8 : Decent Work and Economic growth

**Granter:** SDG 8 : Decent Work and Economic growth

**Grantee:** BML MUNJAL UNIVERSITY

#### **Award Description:**

It highlights focus on creating an environment that is conducive to everyone's growth, fostering equitable opportunities, and building a campus that is sustainable and reduce wastage.

## Practice Voices

The following statements from stakeholders at School of Management - BML Munjal University demonstrate our commitment to sustainable and responsible practices.

### Entrepreneurship Mission and Vission at BML Munjal university and BML School of Management at Munjal University

#### Overview

ACIC-BMU Foundation (ACIC-BMU) is set up by BML Munjal University (BMU) along with the support of Atal Innovation Mission (AIM), NITI Aayog to promote and support innovation and entrepreneurship. It focuses on encouraging innovators within the university and the community around the university.

#### Vision

Create an ecosystem to nurture 'ENTREPRENEURS' who are innovative, tenacious, ethical, and have a great zeal to create economic value and societal impact through their ventures.

#### Mission

- Conduct programs, courses, events, challenges, and other engagements to ignite spirit of innovation and entrepreneurship among students, faculty and community.
- Build a network with entrepreneurs, mentors, experts and service providers to be leveraged for the benefit of the budding start-ups.
- Drive active engagement of industry in the innovation activities.

#### BML Munjal University

BML Munjal University is engaged in creating, preserving and imparting internationally benchmarked knowledge and skills to a diverse community of students from across the world. BMU's aim is to nurture ethical leaders who are skilled, knowledgeable and have the life skills needed to lead organisations to success. BMU seeks to transform higher education in India by creating a world-class and innovative teaching, learning and research environment. BMU is founded by the Hero Group.

The Institute of Innovation and Entrepreneurship (I2E) at BMU is a prime driving force behind the innovation and entrepreneurship agenda at the university with the support of ACIC-BMU Foundation and Propel, Incubator at BMU. The incubator hub at the campus provides contemporary facilities required by startups. As part of the incubation, the innovators/startups get the opportunity to interact and learn from the experiences of other entrepreneurs. They are provided mentorship sessions with technical experts and entrepreneurs; and get to learn the nitty-gritties of how to incorporate build a startup venture.

#### Atal Innovation Mission

The Atal Innovation Mission (AIM) is a flagship initiative set up by the NITI Aayog to promote innovation and entrepreneurship across the length and breadth of the country, based on a detailed study and deliberations on innovation and entrepreneurial needs of India in the years ahead. AIM is

also envisaged as an umbrella innovation organization that would play an instrumental role in alignment of innovation policies between central, state and sectoral innovation schemes incentivizing the establishment and promotion of an ecosystem of innovation and entrepreneurship.

<https://www.acic-bmu.in/aboutus>

## **Centre for Entrepreneurship and Innovation Mission Statement**

- Conduct programs, trainings, courses, events, challenges, and other engagements to ignite spirit of innovation and entrepreneurship among students, faculty and community.
- Build a network with entrepreneurs, mentors, experts and service providers to be leveraged for the benefit of the budding start-ups and BMU community
- Drive active engagement of industry in the innovation and Entrepreneurship activities conducted by I2E.
- Collaborate with academia, policy makers and industry for creation of research-based knowledge in the area of innovation and entrepreneurship.

## **BMU Munjal Sustainability Strategy**

### **BMU Sustainability Strategy towards SDGS:**

BML Munjal University (BMU) demonstrates its dedication to Sustainable Development Goal 11: Sustainable Cities and Communities through initiatives that promote sustainable living, inclusive facilities, and eco-friendly practices on its residential campus.

### **Sustainable and Inclusive Housing**

BMU practices a residential system, housing up to 2,000 students in modern multistoried hostels and apartments. Students can choose from single, double, or triple-occupancy rooms, all equipped with common areas and recreational facilities. Faculty and staff are also provided with housing options, supported by amenities such as a gym, creche facilities with professional caretakers for children under six, and laundry services.

To enhance inclusivity, pedestrian pathways and ramps are built to support differently-abled individuals. Vehicle-free zones on campus encourage walking and cycling, promoting a clean and healthy environment.





### **Access to Essential Facilities**

The campus hosts two spacious student messes offering diverse North and South Indian cuisines, supported by additional food outlets like cafes, juice corners, and food stalls. Essential services include two tuck shops, a salon for both genders, and an ATM. These facilities ensure convenience and self-sufficiency for all residents.

For visitors and faculty, a guest house and subsidized transport facilities are available, contributing to an integrated and community-driven campus environment.





### **Spaces for Recreation and Interaction**

BMU fosters vibrant community life with dedicated social spaces such as Area 51, a popular student hangout zone equipped with indoor games, and other chill zones across the campus. These spaces provide opportunities for socializing, relaxation, and recreation, enriching the campus experience.

### **Green and Eco-Friendly Campus**

With 84% of its campus designated as green space, BMU is home to approximately 12,000 trees, contributing to a sustainable and serene living environment. Trained personnel maintain the campus's horticulture, ensuring its biodiversity and beauty.

The campus prioritizes sustainability with vehicle-free areas, pedestrian pathways, and designated ramps, reducing carbon emissions and fostering eco-friendly commuting practices.



## **Health and Wellness**

BMU prioritizes the well-being of its community through a Wellness Centre that offers yoga, meditation, counseling, therapy sessions, and psychiatric support for students and staff. Additionally, a fully equipped Medical Centre provides healthcare services, ensuring a safe and healthy environment for all residents.

## **Sports and Physical Activity**

The campus is equipped with floodlit sports grounds, an air-conditioned indoor hall, and a comprehensive sports program to encourage physical activity and foster a sense of community through team-based sports.









# Share

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



## How We Define Share

At BML Munjal University and specifically at School of management, the faculty, students and staff openly interact, reflect and discuss issues related to LGBTQ, Sustainability, Climate change, sustainable finance, Public policies and legal framework. Through whatsapp groups, townhalls, open conversations inside the campus, the reflection and action is a continuous dynamic process. BML website has a section of mandatory disclosers where one can find multiple information points.

## Engagement Opportunities

School of Management - BML Munjal University offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Publicly accessible sustainability data and dashboards
- ❖ Student and staff volunteer programs
- ❖ Sustainability-focused research and collaboration Opportunities

## Communication Audiences

School of Management - BML Munjal University communicates its policies and progress on sustainable development and responsibility with:

- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Faculty and staff
- ❖ Government and policy makers
- ❖ Media and public relations channels
- ❖ Non-governmental organizations (NGOs)
- ❖ Research and academic networks
- ❖ Business and industry partners
- ❖ Accreditation bodies
- ❖ Prospective and current students

## Sharing Voices

The following statements from stakeholders at School of Management - BML Munjal University demonstrate our commitment to sharing and learning from sustainability and responsible management practices.

### Sankalp Voices for Stakeholder Communication

*The [innovative Sankalp Social Entrepreneurship](#) Project integrates academic learning with real-world applications. Students from diverse disciplines collaborate directly with rural women entrepreneurs to provide tailored solutions for business growth. This hands-on engagement bridges the gap between theory and practice while fostering a multistakeholder ecosystem that includes local communities, government bodies, financial institutions, and NGOs. By combining education, mentorship, and community development, Sankalp creates a sustainable, scalable model for empowering women entrepreneurs and driving social change.*

#### Call to Action

According to the World Economic Forum's Global Gender Gap Report 2024, South Asia ranks seventh of eight global regions in gender parity, with India holding the third-lowest position in the region. Closing this gap requires the creation of more opportunities for women, particularly in rural areas. One effective way to achieve this is through entrepreneurship, which both generates income for and uplifts economically disadvantaged women.

The Sankalp project, initiated by the School of Management at BML Munjal University, exemplifies the intersection of education, empowerment, and community development. It fosters collaboration among stakeholders across various sectors, including education, government, industry, and nonprofit organizations.

Through the program, MBA students apply their knowledge to help women entrepreneurs scale their businesses. This promotes long-term societal change through financial independence and self-assuredness for the women entrepreneurs. For the students, the initiative offers an invaluable chance to bridge academic learning with real-world experience, particularly in the field of social entrepreneurship.

#### Innovation Description

The Sankalp program is a partnership between the BML Munjal University School of Management, local communities, and aspiring women entrepreneurs from rural areas. The program leverages students' expertise to support these women in establishing sustainable small businesses.

Sankalp is a yearlong, credit-based course integrated into the MBA curriculum. In the 2023–24 academic year, the 180 participating students were divided into teams of five or six members. Each team was paired with a rural woman entrepreneur to guide her through the stages of business planning, setup, and scaling. The program structure includes multiple phases: initial research and planning, implementation, operations, and evaluation.

The program's primary objective is to empower rural women entrepreneurs by equipping them with the necessary skills and support to run sustainable businesses. For students, the objective is to cultivate empathy, leadership, and entrepreneurial thinking. By the end of the course, students understand the challenges of rural business environments, apply their domain knowledge to create entrepreneurial solutions, and develop a holistic understanding of setting up and managing social enterprises.

The program led to the successful completion of 18 projects in 2023–24 across various sectors, such as cosmetology, stitching and tailoring, food production, handcraftsmanship, and cosmetics. Each project involved business planning, establishing supply chains, branding, and expanding sales channels. The students assisted entrepreneurs in creating logos and taglines, building their online presences, accessing e-commerce platforms, and securing financial support.

Sankalp's success is a model for sustainable, inclusive entrepreneurship that empowers women, transforms communities, and drives lasting change.

### **Innovation Impact**

The impact of Sankalp is significant, as it drives both individual and community transformation in rural India. By empowering women entrepreneurs with necessary skills, resources, and mentorship, the project fosters economic independence and uplifts local communities.

The impact goes beyond individual entrepreneurs, as it catalyzes broader social and economic development. The businesses nurtured through the program stimulate local economies and build up women's position in society. Further, the resulting economic growth reduces gender-based disparities and empowers women to challenge traditional social norms, thus promoting social inclusion.

Moreover, the collaboration between students, local communities, and NGOs creates a robust ecosystem for knowledge sharing, resource mobilization, and advocacy for policy reform. This multistakeholder engagement ensures that the program's impact is both sustainable and scalable.

Sankalp's innovative model has the potential to expand nationally, making it a positive example of how education and social entrepreneurship can drive inclusive, sustainable development, especially in emerging economies like India.

Link to the videos and Photos :

[Click here to the gdrive link](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9) [https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA\\_SL9](https://drive.google.com/drive/u/0/folders/14AccMMqYRJcCDaLmhWXVsnd7L1rA_SL9)

[Click here to the university website](https://www.bmu.edu.in/sankalp/) : <https://www.bmu.edu.in/sankalp/>

### **Centre for Entrepreneurship and Innovation Mission Statement**

- Conduct programs, trainings, courses, events, challenges, and other engagements to ignite spirit of innovation and entrepreneurship among students, faculty and community.
- Build a network with entrepreneurs, mentors, experts and service providers to be leveraged for the benefit of the budding start-ups and BMU community
- Drive active engagement of industry in the innovation and Entrepreneurship activities conducted by I2E.

- Collaborate with academia, policy makers and industry for creation of research-based knowledge in the area of innovation and entrepreneurship.

## Communication Barriers

School of Management - BML Munjal University faces the following barriers in transparent communications:



**Data privacy  
regulations**



**Donor  
sensitivities**



**Bureaucratic  
delays**

SIGNATORY

# School of Management - BML Munjal University

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India



## Website

<https://www.bmu.edu.in/>