

2024 Sharing Information on Progress (SIP) Report

Aalto University, School of
Business

August 2024

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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.





Purpose

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

Letter of Commitment

Aalto University, School of Business demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



29.5.2024

Adoption of the Principles for Responsible Management Education

To our stakeholders,

I am pleased to confirm that Aalto University School of Business reaffirms its support of the following Seven Principles for Responsible Management Education: Purpose, Values, Teach, Research, Partner, Practice and Share. In this annual Sharing Information on Progress (SIP) report, we disclose our continuous efforts to integrate the Seven Principles into our institutional strategy, culture, academic activities, and daily operations, and contribute to United Nations goals, particularly in the Sustainable Development Goals.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Timo Korkeamäki'.

Timo Korkeamäki
Dean
Aalto University School of Business

Institutional Mission, Vision, and Strategy

The following outlines Aalto University, School of Business's institutional mission, vision, and strategic approach to responsible management education.

Mission, Vision, Strategy or Purpose

Aalto University strategy highlighting our commitment and efforts to advance sustainability and responsibility

Relevant Stakeholders

Business schools worldwide

Purpose

Shaping a sustainable future

Strategy-presentation-in-English

View document  Download document 



Values

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

RME Leadership Accountability

At Aalto University, School of Business, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

Formalized responsibility and accountability for RME at highest executive level

Through our strategy sustainability is in the core of all our work, including research, education and impact, and campus operations. While every Aalto employee is responsible for advancing sustainability and adhering to responsible conduct, the School of Business has formalized the accountability and responsibility for PRME on highest possible leadership level, i.e. the dean. The dean is supported by a multi-professional team, including a sustainability expert, in this task.

The School of Business has formalized the accountability and responsibility for PRME on highest possible leadership level, i.e. the dean.

Organizational Structure for RME

The following organizational entities at Aalto University, School of Business are responsible for RME:

- ❖ Research-Focused Entity
- ❖ Teaching-Focused Entity



Teach

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

RME Elements in Degree Programs

Aalto University, School of Business integrates responsible management education into its degree programs through 6 different approaches:

Program-Level RME Integration

Creative Sustainability Master's programme

The international programme Creative Sustainability is a multidisciplinary Master's level programme with a focus on sustainability. It provides a multidisciplinary learning platform in the fields of design, business and chemical engineering. Students also have possibilities to take selected courses from architecture and built environment. The graduates of the programme have the endeavour to understand and address systemic phenomena and wicked problems. Complex sustainability challenges, such as climate change, loss of biodiversity, or poverty and inequality, call for new mindsets and skills. These mindsets should incorporate a systems-based view of the planet and the ability to work with professionals from different fields and cultures. Sustainability challenges require multi-level solutions that involve a wide range of stakeholders with often competing interests. The CS programme prepares students to respond to these challenges through its international and multidisciplinary learning platform in the fields of business, design and chemical engineering and material science. The CS programme brings together students who are devoted to developing systemic solutions, working in multidisciplinary teams and challenging themselves with practical learning tasks. Creativity in the programme denotes a focus on fresh, holistic and emerging innovations and far-reaching alternative solutions. The studies include state-of-the-art knowledge about the interlinked environmental, economic and socio-cultural aspects of sustainability coupled with learning in practical projects conducted together with partner organizations. The CS programme is organized jointly by the School of Business, the School of Arts, Design and Architecture and the School of Chemical Engineering. CS students who enter the programme via the School of Business graduate with a degree of Master of Science in Economics and Business Administration. The two-year CS programme comprises a total of 120 ECTS credits, divided between compulsory joint Creative Sustainability studies, compulsory Management studies, elective studies which include a freely chosen minor subject, and a Master's thesis. Students can also include in their degree studies conducted elsewhere at Aalto University or at other universities in Finland or abroad.

Department

Department of Management Studies

Learning Object Subject

Management

Educational Level

Master's level

Learning Outcome

Multidisciplinary approach: Students learn to combine knowledge and skills from different disciplines to co-create innovative solutions for real-life challenges and to promote transformations towards ecologically, economically and socially sustainable futures. Systems thinking: Students learn to use systems thinking to create new holistic understandings of complex situations and to problem-solve. Sustainable use of materials: Students understand basic scientific principles and processes of bioeconomy and circular economy, and are able to use analytical tools and develop solutions for sustainable resource use. Design thinking: Students learn to use tools and methods to support creativity and imagination and to facilitate dialogue and collaboration in design processes. Sustainability management: Students learn to develop, support and manage sustainability initiatives in businesses and other organizations and to work proactively to promote sustainable development through business.

Interactivity Type

The pedagogical approach is based on integrating teaching and research, problem-based learning, design thinking, blended learning and strong connections to practical outcomes.

Learning Object Description

Multidisciplinary Master's programme with focus on sustainability

[Supporting Links](#)

Strategic Management in a Changing world (Description of degree programs with RME in the program-level learning goals and assessment rubrics)

We offer a Master's Programme in Strategic Management in a Changing World. It combines business, sustainability, and entrepreneurship in a truly unique way. Students learn how to make sense of an increasingly complex world so that they can continuously update their organisation's strategy, keeping it geared towards success. The programme provides students with invaluable insights on strategic, data-driven business decision-making.

This programme structure is backed by teaching methods – such as the use of cases, industry partnerships, and accessible faculty – that empower students get the most out of their studies. Both teaching and research are state-of-the-art, ensuring that graduates from Strategic Management in a Changing World programme will have:

A holistic understanding of business strategy. Graduates will have the knowledge and skills needed for effective strategic management based on understanding global economic megatrends, analyzing opportunities, and avoiding risks.

In-depth knowledge about sustainable business today and in the future. Sustainability is a pragmatic consideration for any business that key stakeholders increasingly value. Regardless of one's own values, sustainability is an important part of the business environment.

Essential skills for effective management and decision-making. Graduates have excellent quantitative skills, and are innovative problem solvers, analytical thinkers, great communicators, as well as experienced team workers.

Leadership skills. Graduates feel at home in diverse organisations and know how to manage teams effectively and inclusively.

The Master's programme Strategic Management in a Changing World combines business, sustainability, and entrepreneurship.

Course-Level RME Learning Goals

Examples of course syllabi with course-level RME learning goals

A online course "New Sustainability in Business" is offered to all students, and it has the following learning goals: By the end of the course, you'll be able to: - Demonstrate knowledge of how companies impact the environment and society; - Name several different examples of sustainable business models; - Apply concrete tools for generating sustainable business innovations; - Identify how sustainability can be integrated into different business operations: strategy, supply chain management, accounting as well as marketing and communication; - Reflect on your change management skills and feel motivated and capable of taking action on sustainability challenges

Department

Department of Management Studies

Learning Object Subject

Sustainable business

Educational Level

Bachelor

Learning Outcome

Demonstrate knowledge of how companies impact the environment and society; name several different examples of sustainable business models; apply concrete tools for generating sustainable business innovations; identify how sustainability can be integrated into different business operations: strategy, supply chain management, accounting as well as marketing and communication; reflect on your change management skills and feel motivated and capable of taking action on sustainability challenges

Interactivity Type

Constructivist

Learning Object Description

The student familiarizes themselves with given material independently and works on it in a constructivist manner. They reflect on their learnings through reflective writing assignments where they apply the concepts, ideas and models into cases of their choice.

[Supporting Links](#)

Guest Speakers and Showcase Events

Examples of guest speakers and showcase events

How to Change the World: Innovating toward Sustainability is an elective course in the Creative Sustainability program. The course dives into 'wicked' sustainability challenges such as climate change, depletion of natural resources and poverty and uses them as a starting point for innovation of new forms of economic activity, business models, and organisational forms. The course includes visitors of change making entrepreneurs who work with sustainability challenges in diverse sectors. The students engage in discussions with them and learn from their experiences.

Date

August, 2019 - July, 2026

Location

Aalto University campus

Speakers

Various, see link

[Supporting Links](#)

As part of the course "How to change the world" (part of Creative Sustainability Master's programme) visitors told about their entrepreneurial experiences in sustainable business and students had the opportunity to ask them questions in a panel discussion.

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

Description of the Signatory Member's pedagogical approach, which involves RME in all degree program design and pedagogical innovations

Aalto University has stated in its strategy as one goal to integrate sustainability into all programmes. The School of Business has in its own strategy highlighted sustainability as one of its core initiatives.

At University level, in order to implement this goal, an Aalto Co-Educator (ACE) team supports and collaborates with teachers, programme directors and faculty members. The team's goal is to integrate solutions for sustainability through a lens of radical creativity, and entrepreneurial mindset into existing courses and programmes. The common goal of Aalto's teaching faculty is to enable the building of competencies for our students. In collaboration with our teacher community, the ACE team aims to provide students with tools for shaping a sustainable future. Our aim is that every Aalto graduate can contribute to sustainability solutions through a lens of radical creativity and an entrepreneurial mindset.

But what does 'solutions for sustainability' mean in teaching?

To facilitate the process of integration of sustainability into teaching, the Aalto Co-Educator team designed a competency integration framework. The following competencies have been identified critical for Solutions for Sustainability:

- Knowledge about sustainability: A grasp of general and field-specific sustainability knowledge and skills.
- Systems thinking: Ability to analyse complex problems, their origins, their current status and context.
- Anticipatory thinking: Ability to craft future visions that foster sustainability.
- Values thinking: Ability to map, specify and reflect sustainability-related values.

You can read more at: <https://www.aalto.fi/en/for-personnel-highlights-and-support-for-your-work/solutions-for-sustainability-what-does-it-mean-in-teaching>

At the School of Business level, we promote 'Better business - better society' throughout our activities. Our faculty, staff and students have a mindset and skills that enable cross-disciplinary research, teaching, impact work and stakeholder collaboration for UN's SDGs and PRME. We offer dedicated courses focused on general and discipline-specific sustainability topics, and integrate sustainability considerations into our ordinary courses in a non-add-on fashion. We continuously improve our sustainability research and education based on critical self-reflection and feedback from our key stakeholders. We enhance and develop the sustainability research and education capabilities of our faculty by active recruitments.

Following this, our key actions for 2021-2024 are:

- - Everyone in BIZ aware of and engaged in 'Better business - better society' and UN's SDG and PRMEs. Active engagement of all community members to work on SDGs.
 - We increase our offering of courses focused on general and discipline-specific sustainability topics, and integrate sustainability considerations into our ordinary courses in a non-add-on fashion.
 - We launch 1-3 new MSc programs which are multidisciplinary and have sustainability topics embedded (within BIZ or Aalto) by 2024.

Aalto University integrates sustainability into all teaching, applying a competencies framework that includes knowledge about sustainability; systems thinking; anticipatory thinking, and values thinking. A designated team supports teachers, programme directors and faculty in implementing the strategic goal of sustainability education. The School of Business has sustainability as one of its core themes. In the field of education, we offer dedicated courses focused on general and discipline-specific sustainability topics, and integrate sustainability considerations into our ordinary courses in a non-add-on fashion.

Professor-Discretionary Course Topics

Examples of RME relevant topics in courses

The Creativity for Sustainability-course (3 ECTS) is a Master's level course joins creative thinking to sustainability issues. The students will explore creativity as a phenomenon and learn to apply creativity for sustainability solutions. The course includes also self-reflection on creativity for sustainability.

Department

Department of Management Studies

Learning Object Subject

Creativity for Sustainability

Educational Level

Master's programme level

Learning Outcome

After successfully completing the course students will have an understanding of creativity as a phenomenon that can be studied and developed, will be able to identify creativity in themselves, and will be able to see how creativity must be and can be harnessed for sustainability.

Interactivity Type

Active, reflexive

Learning Object Description

During the course readings and other materials provide a substantive foundation for the learnings, and a selection of assignments applies these learnings to sustainability and inspires personal reflections on creativity.

[Supporting Links](#)

Comprehensive view of SDG-related teaching

Since spring 2020, teachers in charge of courses at Aalto University have analysed the contents of their courses from the perspective of sustainable development goals (SDGs) and defined the most important SDGs for their course content. It is important to make these objectives visible, starting from the course descriptions and thus, the information is available to students on the study plan platform. We believe that the integration of SDGs into the content of teaching is a key aspect of teaching development. The data is useful in analyzing our teaching portfolio and understanding our strenghts and development areas. The aggregate information on the SDG-related contents of courses are reported in the annual sustainability report.

Author

Aalto University School of Business

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National

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Aalto.fi website

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News report

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2

[Supporting Links](#)

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees

Description of the business model with RME in all educational efforts

Aalto University School of Business offers 3 Bachelor Programmes and 13 Master's programmes.

The thirteen Master's programmes share over-arching learning goals that are applied and implemented in all programmes that align their programme specific learning objectives to these. These joint learning goals have been revised in an inclusive and iterative process and are in force as of August 1st, 2024. The revised goals strongly highlight sustainability, responsibility and EDI. The goals are:

LG 1: Business knowledge

A comprehensive understanding of the area of specialisation, including its potential to address environmental, economic and social sustainability challenges.

LG 2: Problem-solving and opportunity creation skills

The ability to identify and analyse sustainability challenges and business opportunities and creatively develop solutions.

LG 3: Scientific thinking

The ability to independently retrieve, assess, apply and create knowledge in the field of business and economics.

LG 4: Ethical behaviour

The ability to reflect on the ethical foundations and implications of business decision-making for different stakeholders and to act accordingly.

LG 5: Communication and teamwork

The ability to communicate effectively and to foster diversity, equity and inclusiveness in organisations.

Sustainability related knowledge and skills combined with field specific specializations are a significant part of all educational offering at Aalto University School of Business. Overarching learning goals that adhere to all programmes emphasize sustainability, responsibility and equality, diversity and inclusiveness.



Research

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

RME Elements in Research

Aalto University, School of Business incorporates responsible management education into its research endeavors through 4 different methods:

Regular Research Seminars

Examples of responsibility-related regular research seminars

Sustainability in Business-research seminar run regularly with presentations on topical research with themes around sustainability, responsibility, and circular economy.

Date

January, 1994 - December, 2025

Location

Aalto University School of Business

Speakers

Various

[Supporting Links](#)

The SUB lunchtime seminar series provides a monthly forum for all interested to discuss topical research in social and environmental issues in management.

Better business - better society seminar

Better Business – Better Society Seminar Series The Seminar Series discusses and offers an opportunity to learn about the current and societally important topics at the School of Business. The seminar themes regularly cover important themes around sustainability and ESG with top notch scholars and business leaders sharing their views and perspectives. The seminars are arranged monthly, generally on the first Thursday of the month, excluding holiday seasons. The seminars are held mostly in Finnish and occasionally in English. Recordings from past seminars are available online (see link)

Date

January, 2021 - December, 2026

Location

Aalto University School of Business and online

Speakers

Various, see link

[Supporting Links](#)

The regular seminar series aims to offer opportunities to learn about current societally important topics at the School of Business.

Required Research Reporting

Summary of faculty-wide responsibility-related research

We promote 'Better business - better society' throughout our activities. Our faculty, staff and students have a mindset and skills that enable cross-disciplinary research, teaching, impact work and stakeholder collaboration for UN's SDGs and PRME. We continuously improve our sustainability research and education based on critical self-reflection and feedback from our key stakeholders. We enhance and develop the sustainability research and education capabilities of our faculty by active recruitments.

Key actions in the field of research:

- - Everyone in BIZ aware of and engaged in 'Better business - better society' and UN's SDG and PRMEs. Active engagement of all community members to work on SDGs (2021-22).
 - As Finland is a leading country on many rankings on sustainability, we utilize this on our research, in terms of access to data, access to various stakeholders of society, and as a research target for advanced solutions for sustainable development. Interdisciplinary sustainability projects will be in place with other Aalto Schools and beyond (2024).
 - We acknowledge and incentivize research and other activities for impact at the Global South

Responsibility-related research is conducted at the Aalto University School of Business within several scholarly fields and through various approaches. All research conducted at Aalto University is collected in an openly available research portal (www.research.aalto.fi). Faculty report their publications and in the portal, their relevance to Sustainable Development Goals is indicated with the respective SDG-symbols. It is also possible to filter research outputs based on the SDGs. The following description gives only a rough summary of some of our key responsibility related research areas within the School of Business.

In the department of management studies, especially the research group Sustainability in Business (lead by prof. Minna Halme) is engaged in responsibility-related research. There, key areas of research include circular economy, innovation for sustainability, corporate sustainability, sustainability transitions. During the 30 years history of the research group's existence, 70 members have been part of it, and 25 dissertations have been completed. Within

research of entrepreneurship significant focus areas include social and sustainable business venturing, entrepreneurial responses to grand challenges, and microentrepreneurship in the Global South. Within the domain of international business our research includes strong contributions on sustainability and corporate social responsibility.

In the Department of Accounting ongoing research explores the impact of Digitalisation, Sustainability, and Inclusivity initiatives on Accounting, Auditing and Compliance activities in firms.

The Department of Economics is particularly strong in microeconomic theory and empirical microeconomics with a focus on labor and personnel economics, urban and transport economics, energy and environmental economics, as well as competition and innovation economics.

Research with relevance to responsible management and sustainability is conducted across various departments and research groups at the School of Business. All our research publications are marked in terms of SDG-relevance and can be searched in our open research portal.

Research Conferences

Examples of responsibility-related conferences

The Sustainability Science Days (SSD) is an international conference organised jointly by Aalto University and Helsinki Institute of Sustainability Science (HELSUS). In 2023 the theme of the conference was Pathways to Hope. PATHWAYS OF HOPE – Knowledge, Actions, Solutions The theme for Sustainability Science Days 2023 is Pathways of Hope, but what does that mean functionally? Below we unpack what we envision knowledge, actions, and solutions to mean in the context of this conference. Understanding systems with the help of scientific knowledge Under this theme we call for scientists from a multitude of fields to inter- and multidisciplinary sessions to identify important systems and their critical parts. The questions being asked under this theme include, for example: Where are the greatest leverages towards sustainability transformations? What pathways do we have to better futures? What risks and opportunities lie ahead in terms of climate, biodiversity, socio-ecological systems, economies, and energy? What new imaginaries are emerging for alternative futures? What perspectives are needed in order to develop strong sustainability frameworks? What are the topical findings in terms of the viability of the planet that need our attention? What emerging transformative aspects, theories or frameworks are there in sustainability science? Understanding how actions can generate actionable knowledge Under this theme, we invite researchers from all fields whose research deals with linking scientific knowledge to action and policymaking. Questions related to this

theme include, for example: How can different knowledge generation paradigms (natural sciences, engineering and design, social sciences and humanities, creative and artistic research) contribute into the creation of actionable knowledge to enable sustainability transformations? What types of actions are needed to address systemic sustainability challenges? Which societal actors should be involved in these actions and how? How can the time lag be reduced between scientific knowledge generation and real-life action? What new evaluation approaches are needed for scientific rigor and scientific performance to close the science-policy gap? How can we bridge institutional, organizational, and cultural gaps between knowledge generation and action taking? Identifying solutions to systemic issues Under this theme, we invite researchers and innovators who work with any aspects of technical, business or social solutions and innovations for sustainability. Transdisciplinary cooperation with societal changemakers is now more important than ever, because no actor can solve the sustainability crisis alone. Questions to answer under this theme are, for example: What are the innovation and solutions areas critical to enable the transition to sustainable societies? How to replace fossil-based energy production, and manage natural resources in electrification and renewable energy production? How to increase efficiency in energy and material usage, and how to remove carbon from the atmosphere? What kinds of innovations are needed to save and regenerate biodiversity? What kind of business models will drive the sustainability transition, and what kind of regulation and innovation policy will enable it? How can society enable the systemic transformation to create a sustainable future?

Date

May, 2023 - May, 2023

Location

Espoo and Helsinki

Speakers

Andy Stirling, Minna Halme, Lassi Linnanen, Tuuli Mattelmäki, Ioan Fazey, Stephan Hauser, Elif Erdoğan Öztekin, Sakari Tolppanen, more than 100 researchers

[Supporting Links](#)

An annual international conference on topical sustainability research. The Sustainability Science Days is organized jointly with the University of Helsinki.

Dedicated Research Funding

Description of research funding specifically related to responsibility

Sustainability is one key research area of the Aalto University in general and the School of Business in particular. Considerable funding, both external funding instruments and through research focuses of faculty, is allocated towards responsibility relevant research. A comprehensive outlook into the variety of research can be found in the research portal where projects can be searched according to the Sustainable Development Goals (research.aalto.fi).

Recent major fundings are related e.g. to sustainable textile systems (<https://finix.aalto.fi/>), sustainable forest management practices (<https://fortran.fi/en/home/>), social inclusion in entrepreneurship, and just transitions in the context bioeconomy.

Internally Aalto University offers seed funding for faculty for the preparation of major funding applications and for fostering collaborations to enhance this.

Sustainability is one key research area of the Aalto University in general and the School of Business in particular. There is considerable research funding available for sustainability relevant research projects, with special emphasis on multidisciplinary and societally impactful research. Our research contributes to our educational offering and impacts societal change towards sustainability and sustainable business models and practices.



Partner

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

Partnership Approaches for RME

Aalto University, School of Business partners with external stakeholders to advance responsible management education through 5 different approaches:

Collaborative Problem Solving

Description of partnering activities that involve problem-solving

An important part of the School's educational offering is student learning via real-life problem solving, enabled by teaching collaboration with corporations and other organizations. The Capstone courses of the different Master's programs (such as Creative Sustainability) is one of the mechanisms by which large numbers of students get to work in groups on actual challenges, often sustainability-related, of different organizations. The International Design Business Management program is largely based on external projects that multidisciplinary student teams work on.

The School's Premium Partner program is mainly geared towards teaching collaboration. The program offers frequent opportunities for course collaboration through visiting lectures and cases as well as more consultative Customized Student Business Projects. Many of the recent projects include for example ESG, gender balance and personnel wellbeing topics.

One example of these kinds of collaborations is a student project, where business students carried out a business project for media house Alma Media between February and April 2023. The purpose of the student project was to map out and analyse the current market of digital housing services and its opportunities from a sustainability perspective. In addition, the students developed new service concepts in the project to produce added value for Alma Media's existing services. To implement the service concepts and utilise business potential, the students prepared practical recommendations for measures. For more, see: <https://www.aalto.fi/en/news/sustainability-is-an-important-part-of-digital-housing-services>

Our educational offering includes student learning via real-life problem solving, enabled by teaching collaboration with corporations and other organizations.

Formalized Partnership Governance

Code of Conduct for Partners

The Aalto University Code of Conduct for Partners applies to all all activities that are carried out with partners. We demand that our partners comply with applicable laws and conduct their operations according to principles that are similar to this Code of Conduct. Aalto University's activities are guided by ethics and integrity. We comply with applicable laws and regulations as well as Aalto University Code of Conduct in all of our activities. One of Aalto University's key duties is to understand and anticipate the needs of society. We want to be an active influencer in society and contribute to well-being and quality of life. This requires networking and wide-ranging collaboration. We partner with third parties in many of our operations – for example, with other universities on student exchange programmes and research activities, with business partners that support our operations or work with us on research programs, or with our suppliers. We deal with reliable partners who work together with us for operational culture based on ethics and integrity. We demand that our partners comply with applicable laws and conduct their operations according to principles that are similar to this Code of Conduct.

Scope

Code of Conduct

Enforcement Date

January, 2017

Revision Date

January, 2021

Number Of Pages

3

Publisher

Aalto University

Media

Document on website

[Supporting Links](#)

Aalto University Code of Conduct for partners

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Examples of formal governance structures for partnering

The Aalto University School of Business has enacted several types of formal structures for partnering to secure responsible partnering.

We have a thorough Partner Screening process, where due diligence is conducted before accepting corporate partners or e.g. participation in our student Career Fair. Agreements with Premium Partner companies include Code of Conduct clauses and all major donations go through an approval process including background checks.

The Aalto University School of Business has enacted several types of formal structures for partnering to secure responsible partnering.

Knowledge Translation and Dissemination

Description of partnering activities that involve informing

We are committed to informing our stakeholders and society at large about our efforts to advance sustainability. Professional communications teams both at Aalto University level, and at the level of the School of Business work towards these aims, including persons dedicated to communication about responsibility, sustainability and RME.

Sustainability content gets a lot of visibility in Aalto University's media channels as Sustainable solutions is one of the three cross cutting themes of the university. The other two themes are Radical creativity and Entrepreneurial mindset. In addition to Aalto's own channels, we pitch actively responsibility and sustainability related research and teaching & education news to the national media and our international communications partner which spreads them globally. The news stories provided in-house are shared through social media channels, but also in numerous newsletters that different Service functions (including the Business school's own External Relations unit) the University provide, e.g. Made with Aalto newsletter to corporate partners appr. 6 times per year, Aalto-wide Alumni newsletters several time a year, the Schools Alumni newsletters and Dean's Greeting emails to School of Business alumni 3 times per year each, Personnel newsletter twice a month, and so on. Additionally, we consider essential to discuss sustainability themes and to share research knowledge also beyond our classrooms. This is done, for example, by the business school's regular *Better Business – Better Society* seminars and other events as part of alumni activities.

Aalto University in general and the School of Business in particular, pay high attention to informing its stakeholders and society at large broadly about advances and topical developments in the field of sustainability and responsible management education.

External Community Dialogue

Description of partnering activities that involve dialoguing

The School of Business engages in constant dialogue with its closest partners – students, alumni, donors and corporate partners via different mechanisms.

Students (usually representatives of the student association KY), are important members e.g. of the school's Top Management Team, Academic Committee, Education Management Team, and EDI Committee. The views of the students, who are generally very attentive to responsibility and sustainability issues, are highly valued in the decisions concerning for example the School's educational offering as well as practices.

Dialogues with alumni include discussions in the School's Alumni Advisory Board (2-4 times per year) and the larger Alumni Ambassadors' Club meetings (1-2 times per year) as well as meetings with important individual alumni. The topics discussed range from operational alumni affairs and developing the School's strategic plans to current societal issues. The alumni naturally wish to be proud of their alma mater, and are keen to learn and develop how the School is working to be a force of good for the society.

The Dean and relevant faculty & staff members also meet for dialogues with individual and organizational donors frequently. As the School's supporters are very visible, they expect that the School's education and practices are responsible in all possible ways. Although the School occasionally accepts donations to targets initiated by donors, the targets are carefully scrutinized to ensure that they are strategically and ethically sound for the School.

The Dean, the CEO of Aalto University Executive Education and relevant staff members meet regularly with the CEOs and other top management of the School's Premium Partner companies to discuss strategic items. It is imperative for both parties that the School and its partner companies adhere to responsible management principles and learn best practices from each other. Faculty members engage in dialogue with and learn from corporate and other external advisors in e.g. Department committees and through teaching collaboration.

Internationality and global networking are important parts of research, teaching and learning at Aalto University School of Business. Partner universities form an important part of the School of Business international network. We cooperate with the most prestigious universities and business schools around the world. Approximately 94% of our partner universities are accredited by the international accreditation bodies. We have approximately 160 partner universities in over 40 countries.

The School's faculty is very active in promoting responsible management practices in a large number of different organizations through board memberships and other positions of trust as well as in governmental committees and legislative work.

The School of Business engages in constant dialogue with its closest partners – students, alumni, partner universities, donors and corporate partners via different mechanisms.

Collaborative Change Action

Description of partnering activities that involve acting

We partner with several key stakeholders groups to enable the implementation of and acting on our strategic goals. Apart from partnerships described elsewhere in this report (e.g. student project involving cases with business partners) we would like to highlight following partnerships:

Aalto University Campus & Real Estate (ACRE) maintains, develops and leases Aalto University's facilities in Otaniemi and Töölö (www.acre.aalto.fi/en). We work together in advancing sustainable campus development. In regard to specifically the School of Business this partnership has recently included the construction of a new, energy efficient building with thermal & solar power sources (<https://www.aalto.fi/en/news/sustainable-construction-turned-school-of-business-into-pleasant-functional-space>), the reduction of space used, efficient recycling and promotion of active mobility.

We focus on health and wellbeing of our personnel and monitor it with regular personnel wellbeing and workplace surveys. We partner with health service provider Terveystalo to offer a range of services for our personnel.

Aalto University Executive Education is an Aalto-owned company that offers executive education and leadership development services in 12 countries. The School of Business partners closely with Aalto EE to offer responsible management education for professionals (<https://www.aaltoee.fi/en/topics/sustainability>).

We collaborate with several key partners to enable action towards our our strategic goals related to sustainability and responsibility.



Practice

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

RME Policy Implementation

Aalto University, School of Business has implemented 6 policies to support its commitment to responsible management education:

Travel

Policies on travel

In all travel at Aalto University, overall economy, time use, efficiency, sustainable development, and safety must be considered, as well as whether the trip could be replaced by alternative means of communication. Flight emissions form a significant part of Aalto's operational carbon footprint. The need for travel, the possibilities to replace the trip with alternative meeting methods, and the climate-friendliness of different travel options are evaluated using a separate decision tree before making a travel decision. The policy in its entirety is not public.

Scope

Carbon emissions of travel

Enforcement Date

January, 2020

Revision Date

January, 2020

Number Of Pages

1

Publisher

Aalto University

Media

Document on internal website

Sustainable travel_Decision tree 202301_0

View document 

Download document 

Greenhouse gas emissions

Policies on greenhouse gas emissions

Aalto University has completed a very detailed investigation into the climate effects of all of its activities and identified the most effective means for reducing impact. A carbon roadmap 2023-2030 has been published and it examines both the university's direct emissions, such as from fuel consumption, and indirect emissions, such as Aalto's carbon footprint relating to its procurements of various kinds.

Scope

Aalto University carbon emissions reduction

Enforcement Date

June, 2024

Number Of Pages

25

Publisher

Aalto University

Media

Website

[Supporting Links](#)

Carbon-calculations-and-
roadmap2023_17062024_2

View document  Download document 

Employee equity, diversity, inclusion

Policies on employee (including faculty) equity, diversity, inclusion

Scope

Equality, Diversity and Inclusion

Enforcement Date

January, 2022

Revision Date

January, 2025

Number Of Pages

27

Publisher

Aalto University

Media

Powerpoint-presentation

Equality, Diversity and Inclusion Plan 2022–
2024

[View document](#)  [Download document](#) 

Local staff/student/faculty transportation

Incentives for sustainable mobility on campus

Aalto University encourages all people on campus to choose active modes of transportation (walking, cycling) or public transportation (metro, rapid rail, bus) to and from campus. These aims are promoted through extensive support infrastructure and monetary incentives.

The campus offers an expanding and well maintained cycling and walking infrastructure with bike lanes and walking routes. For cyclists the campus offers locked, roofed bicycle storage spaces and changing rooms, with shower and locker opportunities. Personnel receives a monthly subsidy of 10 € for public transportation. Car parking policies have been harmonized on campus and the space for car parking has been decreased. In general, parking is also charged. Transit by cars has been banned from the central areas of the campus. Services for car sharing and peer rental of cars is located on campus to deincentive private car ownership.

Aalto University encourages all people on campus to choose active modes of transportation or public transportation to campus. This is promoted with improved infrastructure for active mobility, and subsidies for public transportation. Car parking has been decreased and as a rule, parking is chargeable.

Policies on local staff/student/faculty transportation

The sustainable mobility action plan for the campus at Aalto University, available only in Finnish.

Scope

Transportation, commute

Enforcement Date

May, 2023

Revision Date

December, 2026

Number Of Pages

47

Publisher

Aalto University, Aalto University Campus & Real Estate (ACRE)

Media

Website

Otaniemen-kampuksen-kestavan-

liikkumisen-toimenpidesuunnitelman-raportti (1) [View document](#) [Download document](#)

Sustainable Investing Policy

Other policies not mentioned above

Sustainable Investing Policy The main objectives of our Sustainable Investing Policy are: • Reducing carbon intensity, a measure of risk related to GHG emissions, of at least 30–50% by end of 2022 compared to a global market index. Thereafter targeting a declining trend of carbon intensity. • All external managers have integrated sustainability considerations into their investment process and act as active owners (as applicable). • Continuously develop ways to add active investment strategies with positive contribution to both sustainability targets and return profile.

Scope

Sustainable Investing Policy

Enforcement Date

January, 2022

Number Of Pages

2

Publisher

Aalto University

Media

Sustainability report 2022

306210_AALTO_vastuullisuusraportti_2023_EN View document  Download document 

No, but RME is stimulated organically rather than through policies (a narrative explaining why will be prompted with this option)

EDI-related project funding (Description of the practices that are intended to influence how faculty, staff and students support the school's commitment to RME)

The School of Business promotes projects that strengthen and promote diversity, inclusivity and equality (EDI) through low-threshold funding for EDI projects of faculty and staff. The funding is intended for supporting networks, seminar series, creative projects, mentoring programmes, public events and cooperation with schools and organisations that support equality, diversity, and inclusiveness.

The School of Business EDI funding can be applied for once a year, with a maximum of 5000 euros per project. In spring 2024 four projects were funded.

For more, see: <https://www.aalto.fi/en/news/four-projects-received-edi-funding-from-the-school-of-business-in-the-spring-2024-call>

The School of Business promotes projects that strengthen and promote diversity, inclusivity and equality (EDI) through low-threshold funding for EDI projects.

Institutional Aspiration Targets

Aalto University, School of Business has set aspiration targets in 3 different areas:

- ❖ Employee EDI Targets
- ❖ GHG Emission Targets
- ❖ Student EDI Targets



Share

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

Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Aalto University, School of Business operates with the following approach:

Full Transparency Disclosure

Website of disclosure of performance

An annual sustainability report is being published. As of 2024 it will be integrated into the general Annual report of the University.

Author

Aalto University team for Solutions for Sustainability

Published Date

March, 2024

Degree Of Recognition

International

Media Name

Aalto.fi-website

Media Type

Publication

Duration

Varies yearly, appr. 10 pages

[Supporting Links](#)



SIGNATORY

Aalto University, School of Business



Address

Ekonominaukio 1, Espoo, 02150, Finland
Finland



Website

<https://www.aalto.fi/en/school-of-business>