

2024 Sharing Information on Progress **(SIP) Report**

University of Hamburg Business
School

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Purpose	6
4. Values	11
5. Teach	14
6. Research	20
7. Partner	23
8. Practice	26
9. Share	37

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

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



Universität Hamburg

DER FORSCHUNG | DER LEHRE | DER BILDUNG

UHH - Faculty of Business Administration
Moorweidenstraße 18 · 20146 Hamburg

PRME Board c/p PRME Secretariat
UN Global Compact
Office 685, 3rd Avenue, 12th Floor
New York, New York 10017

13 August 2024

FACULTY
OF BUSINESS ADMINISTRATION

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Subject: Commitment to the Principles for Responsible Management Education (PRME)

The Faculty of Business Administration at the University of Hamburg is highly committed to the seven Principles of Responsible Management Education. This commitment was set in stone in the School's new Mission, Vision, and Values statement, which was passed in 2024. The mission includes a clear focus on contributing "valuable data-driven insights and foster(ing) critical thinking for a sustainable future." This mission is lived in all areas of the School. It is lived in research, where over a third of research articles are closely related to the UN's Sustainable Development Goals (SDGs); in the School's programs, where two of the six Intended Learning Outcomes (ILOs) focus on ethics, responsibility, and sustainability (ERS), and in which ERS is a core theme; and in the School's connections with practice and outreach activities, where it works with government agencies, NGOs, businesses, and other organizations for a sustainable future.

The School has developed strong reporting processes on ERS in research, programs, and practice. It is constantly developing these through in its Annual and EQUIS reports, and now through this, its first PRME report.

The School is part of the University of Hamburg, one of only 11 Excellence Universities in Germany. The University's commitment to ERS is clear through its guiding principle – "Innovating and cooperating for a sustainable future" – and in the strategies, policies, and actions, as outlined in this report.

In recent years, both the School and University have made significant progress in terms of ERS; and in becoming a PRME signatory, the School and the University have shown that they are determined to continue working together to contribute to "a sustainable future."

Sincerely,

Prof. Henrik Sattler
Dean, Faculty of Business Administration, University of Hamburg

Institutional Mission, Vision, and Strategy

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

Mission, Vision, and Values

The Faculty of Business Administration at the University of Hamburg developed a new Mission, Vision, and Values statement in 2024. This reinforces the importance of the School's commitment to developing leaders for a sustainable future, as well as strengthening the School's values.

Relevant Stakeholders

All School stakeholders

Purpose

The Mission, Vision, and Values of the Faculty of Business Administration, University of Hamburg

Mission_Vision_Values_2024

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School Strategy

The School passed its Strategy 2027 in 2022. The Strategy outlines the School's main strategic objectives for the next five-year period. The School has since appointed a Professor for Sustainability who works with the University's Chief Sustainability Officer. The School also has a Professor for Equal Opportunities. In 2024, the School updated its Mission, Vision, and Values (see other document), and expanded its strategy in key areas. This includes strengthening the ERS content in existing courses, and developing new courses with an ERS focus or strong ERS component.

Relevant Stakeholders

All School stakeholders

Purpose

The School's Strategy 2027

School Strategy 2027_Passed 11.2022

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Equal Opportunities Strategy 2028

The School passed a new five-year Equal Opportunities Strategy in 2023.

Relevant Stakeholders

All School stakeholders

Purpose

To promote equal opportunities at the School

Equal Opportunity Strategic Plan 2028_Passed
2023

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

Formalized Senior Leadership Role

Senior Management responsible for ERS at the School

The School has two professors responsible for aspects of ethics, responsibility and sustainability (ERS) - a synonym for RME:

- Professor for Sustainability: Prof. Simone Neumann. The representative position was established in 2022 to further drive sustainability in the School.
- Professor for Equal Opportunities: Prof. Anne Lauscher. Equal opportunities, especially amongst academic staff and students, has been a central priority of the School (and the University) for a number of years.

ERS is also a central concern for the Professor for Accreditation (Prof. Karen Gedenk), the Vice Dean for Education (Prof. Dorothea Alewell), and the Management Board.

The University of Hamburg's central mission is: "Innovating and Cooperating for a Sustainable Future." In line with this, it's Chief Sustainability Officer, Prof. Laura Marie Edinger-Schons, sits on the Executive University Board.

The School's professors for Sustainability, for Equal Opportunities, and Accreditation, as well as the Vice Dean for Education are driving the development of ERS within the School. The importance of ERS has increased greatly in recent years for several reasons:

- Through the establishment of two new roles - the Professor for Sustainability and the Professor for Accreditation.
- ERS is central to EQUIS accreditation, and awareness of the key issues has greatly increased.
- The focus on Equal Opportunities at the School and University levels over the past decade has seen a significant increase in female professors and researchers. The strategies are working.
- Students are very interested in themes like ethical business and sustainability.
- The School mission and values - which were formulated in 2022 and reformulated in 2024 - have a strong focus on ERS, and especially sustainability.

Organizational Structure for RME

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

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



Teach

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

RME Elements in Degree Programs

University of Hamburg Business School integrates responsible management education into its degree programs through 5 different approaches:

Guest Speakers and Showcase Events

Guest lectures on ERS-related themes

A number of modules at bachelor and master level feature guest lectures from practitioners on Ethics, Responsibility and Sustainability (ERS) or ERS-related themes: 21% of Bachelor modules include guest lectures on ERS-topics. 13% of the Master modules include guest lectures on ERS-topics.

Date

October, 2022 - September, 2027

Location

Faculty of Business Administration

Speakers

Practitioners

Guest speakers on ERS themes

Modules_ERS_Guest_speakers

View document  Download document 

Professor-Discretionary Course Topics

Examples of topics in courses

Department

Faculty of Business Administration - Professorship of Data Science

Learning Object Subject

Ethics and Modern AI

Educational Level

Master

Learning Outcome

By the end of this course, students will be able to understand and articulate the theoretical fundamentals of both ethics and machine-learning based AI. They will be equipped to identify and discuss ethical issues in modern AI, specifically in the context of text processing, including fairness, inclusion, privacy, environmental sustainability, and dual use. Students will analyze the technical origins and negative impacts of these ethical issues and develop strategies for their mitigation. Additionally, they will explore the applications of modern AI for social good, gaining a comprehensive understanding of the interplay between AI technology and ethical considerations.

Interactivity Type

The course takes place in the form of lectures and interactive exercise and discussion groups

Learning Object Description

In this master course, students look at the intersection of modern AI and ethical considerations: in particular, laying out the theoretical fundamentals of both, ethics and machine-learning based AI. Ethical issues related to modern AI are discussed using the example of text processing. More specifically, fairness, inclusion, privacy, and environmental sustainability issues, as well as topics around the issue of dual use will be discussed. For each issue, the students will (a) discuss the technical origin of the issue, (b) the nature of its (negative) impact, and (c) how to mitigate those issues. Finally, applications of modern AI for social good are looked at.

[Supporting Links](#)

ERS Module Example_Ethics and Modern
AI_2024

View document  Download document 

Course-Level RME Learning Goals

ERS as a learning goal at the module level

Modules with ERS-related learning goals: 72% of Bachelor modules include ERS content, examples and/or perspectives in their course-level learning objectives. 50% of Master modules include ERS content, examples and/or perspectives in their course-level learning objectives.

Department

Faculty of Business Administration

Learning Object Subject

Business Administration

Educational Level

B.Sc. & M.Sc.

Learning Outcome

Socially-responsible decision making: Graduates can think and act ethically, responsibly, and sustainably.

Interactivity Type

Modules (lectures, tutorials, seminars)

Learning Object Description

ERS-related Intended Learning Outcomes "Socially-responsible decision making" and/or "International mindset" are a key learning objective in these modules.

ERS-related ILOs at module-level

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

ERS as a learning goal at the module level

To ensure that ERS is a major part of the programs, the School tracks the Intended Learning Outcomes (ILOs) and ERS-related content in each module.

Intended Learning Outcomes (ILOs)

The bachelor and master programs each have 6 Intended Learning Outcomes (ILOs). In each program, 2 of these relate to ERS/RME:

ILO 5: **"Socially-responsible decision making:** Graduates think and act ethically, responsibly, and sustainably." Listed as module learning outcome: 21% of bachelor modules, 20% of master modules.

ILO 6: **"International mindset:** Graduates engage respectfully and successfully with different cultures and perspectives in an international context; and graduates communicate competently and have good negotiation skills in an intercultural context (M.Sc. only). Listed as module learning outcome: 13% of bachelor modules, 11% of master modules.

ERS-related content in modules and student theses

ERS content in modules	B.Sc. (%)	M.Sc. (%)
ERS content, examples, and/or perspectives	70	38
Course and/or reading materials on ERS topics	30	27
Ethics in research/good scientific practice	49	39
ERS case studies	20	30

ERS in practice	33	32
Thesis: ERS is a key aspect	37	43

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

Pedagogical approach

The School's Mission and Values, which were first developed in 2022 and reworked in 2024, have greatly strengthened the focus on ERS/RME in education. This is reflected in the 5-year strategy also launched in 2022.

In 2022, the School developed formal Intended Learning Outcomes (ILOs) for its flagship bachelor and master programs in business, which form the core of its curriculum.

The School's programs have 6 Intended Learning Outcomes, 2 of these are closely related to ERS/RME.

ILO 5: "Socially-responsible decision making: Graduates think and act ethically, responsibly, and sustainably."

ILO 6: "International mindset: Graduates engage respectfully and successfully with different cultures and perspectives in an international context; and graduates communicate competently and have good negotiation skills in an intercultural context (M.Sc. only)

In each module description, the relevant ILOs are listed in the learning goals.

The School is constantly strengthening the place of ERS in existing modules, and developing further modules primarily focused on ERS topics. In the last 2 years, it has strengthened the ERS focus in its faculty, hiring 2 new professors with a clear focus on ERS: one combining AI and ethics, and the other logistics and sustainability.

In modules, the types and themes of ERS content are tracked. Moreover, student demand for ERS related topics is strong, and appears to be growing. In 2023, the School introduced a prize for best bachelor and best master thesis in which ERS is a central theme.

The formal push within the School to promote ERS is raising awareness of key issues amongst academic staff and students. The offer of modules related to ERS in the last 3 years has increased markedly, and it is growing.

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

ERS/RME is at heart of the School's Mission, Vision and Values

In 2024, the School redeveloped its Mission, Vision, and Values statements, placing ERS/RME at the heart of its research and research-based education.

As part of a German public university, the School does not charge fees and is not an educational business.

The increasing focus on ERS/RME since 2022 has seen the School's greatly strengthen its educational offer in this field, and it continues to grow.



Research

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

RME Elements in Research

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

Dedicated Research Funding

Funding for ERS-related research

School researchers are funded by the School, the University, and through third-party funding. Third-party funding is almost invariably tied to specific research projects like the Research Training Group "Managerial and economic dimensions of health care quality," which is a structured doctoral program in health economics funded by the German Research Foundation (DFG). This content of this program is closely related to SDG 3: Good health and well-being.

Third-party funding for ERS-related research is an important source of funding for School professors, and especially for "Health Economics," one of the School's Key Research Areas.

Required Research Reporting

ERS-related research

The School collects data on publications from its academic staff to track how important ERS is in its research.

ERS is central to the School's research.

In the years 2020 to 2022, academic staff published 117 research articles (35% of the articles in these years) related to ERS, with 17 appearing in top-ranked international journals (FT50 journals and/or journals ranked A+/A in Jourqual-3, the German system for business journal ranking).

107 out of the 117 ERS-related articles addressed the following five SDGs:

- SDG 3: Good health and well-being: "Ensure healthy lives and promote well-being for all at all ages." 66 articles.
- SDG 8: Decent work and economic growth: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all." 14 articles.
- SDG 9: Industry, innovation and infrastructure: "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation." 11 articles.
- SDG 12: Responsible consumption and production: "Ensure sustainable consumption and production patterns." 6 articles.

- SDG 16: Peace, justice and strong institutions: “Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.” 10 articles.

Regular Research Seminars

Health Economics Research Seminars

Research seminars are held by different sections of the School and often address ERS-related themes. The health economics research seminar presents research typically related to SDG 3: Good health and well-being.

Date

April, 2024 - July, 2024

Location

Hamburg Center for Health Economics, Hamburg

Speakers

Various

[Supporting Links](#)

Research Seminar

Research Awards Program

Examples of ERS-related awards for School researchers

School academic staff have won several awards for ERS-related research. These include:

1. Prof. Knut Haase won best paper award from the VHB (German organization of business administration researchers) in 2021 for the paper A Pilgrim Scheduling Approach to Increase Safety During the Hajj.
2. Prof. Anne Lauscher was named one of the Top 100 women in AI Ethics for 2023.

The School has an excellent reputation for research, and a large section of this is related to ERS (35% of publications between 2020 and 2022 were related to the SDGs).



Partner

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

Partnership Approaches for RME

University of Hamburg Business School partners with external stakeholders to advance responsible management education through 2 different approaches:

Knowledge Translation and Dissemination

Knowledge transformation and dissemination

School researchers actively disseminate their research findings through several channels.

- Press releases
- University and School website articles and interviews. These are aimed at a more general audience (e.g. interviews in the series "[Doing the Research](#)")
- Discussing their work in media.
- Publishing in practical journals.
- Roles on [boards](#) and [government committees](#).
- Participating in events like "[Wissen vom Fass](#)" (Knowledge on tap), where they present their research in non-University settings for a general audience.
- Media conferences
- Novel formats, such as the [European COvid Survey \(ECOS\) Dashboard](#)

School researchers are highly active in disseminating their work to different, non-academic publics.

Collaborative Problem Solving

Description of partnering activities that involve problem-solving

The School's focuses on quantitative and empirical research and research-based education. Researchers typically use real world (big) data and data science approaches to solve important, real world management problems. School researchers work on numerous ERS-related research projects with commercial practice partners. Examples include:

- German health insurers: Several research projects with real-world applications, including projects on outcome indicators for hospital care, and harmonizing reimbursement across sectors,
- Red Cross (Germany, Austria): Series of projects on marketing to increase blood donations,
- Edeka (major supermarket chain): a leader in organic and ethical food with multiple projects with professors at the School, e.g., on how to motivate consumers to bring their own shopping bags to the store,

- Port of Hamburg: In the TwinSim project, a digital twin of the port has been developed to counter rising costs and competition, and to reduce emissions,
- MOIA (VW'S electric ride sharing project): Modelling route planning for maximum efficiency,
- Insurance industry partners: Regulation research projects on risk, climate change, and fraud, and
- Orstedt and Westküste100: System and production planning for green hydrogen by off-shore wind parks.

ERS also plays an important role in the School's entrepreneurship activities. For instance;

- "Business Administration meets Female Entrepreneurs" is an ongoing series of talks by female entrepreneurs for budding entrepreneurs and a broader audience.
- The School supports a number of start-ups with socially responsible products, such as CarbonStack, a technology start-up for CO₂ compensation.
- Two master students who have developed a fully automated intelligent air ventilation system for older residential buildings are working out of the School's coworking space. They have received University funding to develop their product.

The School is committed to further developing ERS through its connections with practice by consulting with the Advisory Board, and in strengthening data collection and communications.

The School's commitment to empirical research and its work with external partners means that it has a real-world impact that fits perfectly with the School's mission to "contribute valuable data-driven insights and foster critical thinking for a sustainable future."



Practice

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

RME Policy Implementation

University of Hamburg Business School has implemented 8 policies to support its commitment to responsible management education:

Employee equity, diversity, inclusion

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

Equal Opportunity Strategy (2023-2027) - PDF

Scope

Students, academic staff and administrative staff throughout the Faculty of Business Administration

Enforcement Date

January, 2023

Revision Date

December, 2027

Number Of Pages

31

Publisher

Faculty administrative staff

Media

Website

Equal Opportunity Strategic Plan
2028_Passed 2023

View document  Download document 

Statistics on Equal Opportunities (Students and academic staff)

Equal Opportunities Reporting (2023)

Scope

Equal opportunities reporting at the School

Enforcement Date

August, 2024

Revision Date

August, 2024

Number Of Pages

2

Publisher

Faculty of Business Administration

Media

Website (to be published this year)

Equal opportunities and
diversity_Statistics_2023

View document  Download document 

Equal Opportunities Strategy

The School has an Equal Opportunities Strategy for academic staff and for students. A particular focus is on increasing the number of female faculty (especially professors and (post)doctoral researchers). Since its foundation in 2014, the representation of women in these roles has greatly increased, with women now making up 30% of professors and around half of doctoral graduates each year. The focus is on further developing this trend and on increasing faculty diversity, with a drive to hire more international staff. In the School's flagship business administration programs, around 50% of students at bachelor and master level are women.

The ongoing commitment to equal opportunities has greatly improved gender equality at the School. The School is continuing this good work while also seeking to make its faculty and students more international.

Student equity, diversity, inclusion

International student numbers in School programs

International student numbers in School programs

Scope

The Faculty of Business Administration

Enforcement Date

January, 2023

Revision Date

December, 2024

Number Of Pages

1

Publisher

The Faculty of Business Administration

Media

Website

International Student Numbers_2023

View document  Download document 

Equal opportunities, diversity, and inclusion at the School

The School closely monitors gender balance in its student body.

Gender diversity: The gender balance is especially good in the business administration and teacher training programs. While a higher percentage of female students complete the bachelor and master programs in business administration, fewer go onto doctoral degrees. In keeping with German and international trends, there is a lack of gender balance in the Industrial Engineering & Management programs. The School launched cooperative initiatives, including annual information days, in 2018, aiming to increase the quota of women studying in these areas. A Dean's List is being developed to encourage excellent female students in particular to continue their studies at the next level.

Graduates with a migration background and first-generation graduates: These two groups are much less likely to receive a university education than their counterparts. Monitoring shows that student numbers are strong at the bachelor and master levels.

Provisions for disadvantaged students: Study program regulations include provisions for disadvantaged students (e.g., with hearing disabilities) to enter the programs, as well as other forms of support (e.g., technological solutions, sign language in lectures). Students with physical disabilities or who need psychological support are offered extensive support by the University and the School.

Internationalization of student body

The School aims to increase the percentage of international students through the introduction (in 2023) of an English-language master track in its M.Sc. in Business Administration.

The gender balance in most of the School's programs is excellent, through there is room for improvement in Industrial Engineering & Management. At the same time, it is working hard to increase the number of international program students as well as international exchange students.

Procurement and circular economy

Procurement

The University has strict policies to ensure ERS principles are enacted when procuring goods and services.

These policies, which are in line with SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation and Infrastructure), and SDG 12 (Responsible Consumption and Production), include:

- For all contracts over €50,000, a list of sustainability criteria must be considered.
- A “negative list” of products which the School is not to buy.

Footprint activities at the University of Hamburg

The University of Hamburg is actively involved in various areas to reduce its ecological footprint and promote a sustainable campus. These activities include measures to promote biodiversity, climate protection and the circular economy.

Scope

All departments of the University of Hamburg

Enforcement Date

January, 2024

Revision Date

December, 2029

Number Of Pages

1

Publisher

University of Hamburg and Sustainability Office

Media

Website

[Supporting Links](#)

Circular economy

The University of Hamburg strives for a comprehensive circular economy in all areas:

- Purchasing and use of equipment: The focus is on purchasing durable and repairable products as well as their secondary use to maximize the lifespan of equipment.

- Repair and recycling: By promoting repair services and switching to IT recycling, we ensure that used devices are disposed of or reused in an environmentally friendly manner.
- Furniture storage: Several furniture storage centers enable the reuse of furniture within the university, thereby conserving resources and reducing waste.

The University of Hamburg strives for a comprehensive circular economy in all areas.

Greenhouse gas emissions

Report and Policies on Climate Protection

The attached climate protection report follows the University's sustainability report (2015–2018) and displays its GHG-Balance sheet, its targets as well as its measures on climate protection. The report is based only on greenhouse gas emissions, not on the entire spectrum of sustainability. A comprehensive report on sustainability in research, teaching, knowledge exchange, and administration will be published in 2024.

Scope

All divisions of the University of Hamburg

Enforcement Date

January, 2019

Revision Date

December, 2023

Number Of Pages

117

Publisher

University of Hamburg

Media

Website

uhh-klimaschutzbericht-2023

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Emissions

The University of Hamburg is pursuing a multipronged approach to reduce emissions. This includes the following measures:

- Solar panels and investment in wind farms: the use of renewable energies is being increased through the installation of photovoltaic panels and investment in wind farms.
- Conversion of the heat supply: The University is converting its heat supply to more environmentally friendly alternatives such as district heating and heat pumps.
- Sustainable mobility: Initiatives to promote sustainable mobility include measures to improve commuting, mobility on campus and guidelines for environmentally friendly business trips and semesters abroad. The increased use of home office since 2020 has also greatly reduced emissions.
- Raising awareness among university members: Similar to the area of biodiversity, the University is raising awareness about climate-friendly behavior.

The University of Hamburg is pursuing several strategies to reduce emissions.

Buildings/real estate

Biodiversity on University property

The University of Hamburg is committed to increasing biodiversity on its properties. The measures include:

- Campus greening: New green spaces are created and existing areas are ecologically enhanced to provide habitats for more diverse flora and fauna.
- Unsealing of surfaces: Sealed areas are broken up and renaturalized to improve soil quality and promote biodiversity.
- Raising awareness among university members: Targeted communication measures are used to inform university members about the importance of biodiversity and to encourage a conscious approach to nature.

The University of Hamburg has adopted a number of measures to increase biodiversity on its properties.

Policies on buildings/real estate

The University of Hamburg is actively involved in various areas to reduce its ecological footprint and promote a sustainable campus. These activities include measures to promote biodiversity, climate protection and the circular economy.

Scope

All departments of the University of Hamburg

Enforcement Date

January, 2024

Revision Date

December, 2029

Number Of Pages

3

Publisher

University of Hamburg and Sustainability Office

Media

Website

[Supporting Links](#)

Policies on building_real estate

View document  Download document 

Local staff/student/faculty transportation

Policies on local staff/student/faculty transportation

The University of Hamburg has adopted several initiatives to promote sustainable mobility, including measures to improve commuting, mobility on campus and guidelines for environmentally friendly business trips and semesters abroad.

Scope

All divisions of the University of Hamburg

Enforcement Date

January, 2019

Revision Date

December, 2023

Number Of Pages

7

Publisher

University of Hamburg

Media

Website

Policies on local staff_student_faculty
transportation

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

Sustainable mobility

The University of Hamburg has adopted several initiatives to promote sustainable mobility, including measures to improve commuting, mobility on campus and guidelines for environmentally friendly business trips and semesters abroad. The University is centrally located, and students can travel for free (on their semester ticket). The use of home office and increase in online lectures since 2020 also greatly reduces emissions.

The University of Hamburg has adopted several initiatives to promote sustainable mobility, especially locally.

Travel

Sustainable mobility

The University of Hamburg has adopted several initiatives to promote sustainable mobility, including measures to improve commuting, mobility on campus and guidelines for environmentally friendly business trips and semesters abroad. The University is centrally located, and students can travel for free (on their semester ticket). The use of home office and increase in online lectures since 2020 also greatly reduces emissions.

The University of Hamburg has adopted several initiatives to promote sustainable mobility, especially locally.

Policies on travel

The University of Hamburg has adopted several initiatives to promote sustainable mobility, including measures to improve commuting, mobility on campus and guidelines for environmentally friendly business trips and semesters abroad.

Scope

All divisions of the University of Hamburg

Enforcement Date

January, 2019

Revision Date

December, 2023

Number Of Pages

9

Publisher

University of Hamburg

Media

Website

Policies on travel

View document  Download document 

Water**Policies on water**

The University of Hamburg's policies on water, that aim to influence how faculty, staff and students support the University's commitment to RME.

Scope

All divisions of the University of Hamburg

Enforcement Date

January, 2019

Revision Date

December, 2023

Number Of Pages

5

Publisher

University of Hamburg

Media

Website

Policies on water

View document  Download document 

Institutional Aspiration Targets

University of Hamburg Business School has set aspiration targets in 2 different areas:

- ❖ Employee EDI 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, University of Hamburg Business School operates with the following approach:

Limited Transparency Disclosure

Disclosure of performance

The School strives for a high-level of transparency. Most policies relating to ERS are publically available through the School website, e.g., the Equal Opportunities Strategy and the Module Handbooks (which outline ERS content in program modules), and the Annual Report. Most School strategies, plans, and policies are shared with, discussed and passed by the Faculty Council, in line with the Hamburg Higher Education Act.

The Faculty of Business Administration publishes an Annual Report in which it discloses its performance, including in relation to ERS/RME: <https://www.bwl.uni-hamburg.de/en/ueber-die-fakultaet/governance-verwaltung.html> > Annual Report.

SIGNATORY

University of Hamburg Business School



Address

Moorweidenstr. 18, 20148 Hamburg
Germany



Website

<https://www.bwl.uni-hamburg.de/en.html>