

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

Montpellier Business School

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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

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

A WORD FROM THE DEAN

As a Grande Ecole of Management founded in 1897 by the Montpellier Chamber of Commerce and Industry, MBS is built on two major foundations:

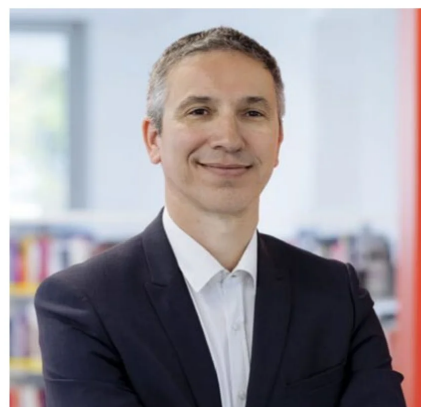
Academic quality and an unwavering commitment to the core values of ethics, openness, diversity, responsibility, and global performance.

Today more than ever, MBS stands out for its strong convictions: we believe that diversity in all its forms is a richness and a strength for society as well as for businesses. We are strongly convinced that the sustainable success of any company depends on its economic, social, and environmental performance.

We believe in an inclusive world where all talents can express their full potential regardless of social, cultural or geographical background, gender or sexual orientation. We believe that being part of this diverse community is a source of strength for each of its members. This is why MBS brings together students from all social classes and from nearly 99 countries.

We believe that the greatest challenge for companies will be the sustainable, socially responsible, and eco-responsible transformation of their strategy. This is why CSR and sustainable development issues are at the heart of our research activities and are covered in all of our programmes. This unique approach focuses on training managers and entrepreneurs with the ability to steer the financial, social, societal and environmental performance of their company.

By choosing MBS, students and corporate partners engage in the path to become socially responsible leaders in a fast-changing world.



Bruno Ducasse
Dean of Montpellier Business School



Institutional Mission, Vision, and Strategy

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

Mission, Vision, Strategy or Purpose

Mission statement

Relevant Stakeholders

all stakeholders

Purpose

Mission statement

PRME_Mission_Statement

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Values

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

RME Leadership Accountability

At Montpellier Business School, accountability for responsible management education is structured as follows:

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

P2 Values - Structures in charge of RME

MBS implements various initiatives to promote sustainable development, social and societal responsibility, as well as environmental transition. These actions are integrated at all levels of the organization, including teaching, research, engagement with businesses and MBS's social policy in favour of equal opportunities. Several structures are dedicated to coordinating and steering these initiatives:

The Sustainable Development and CSR department

The Sustainable Development and CSR department is organised around a manager and five project officers who work with various external stakeholders of the school, first and foremost its students, but it also works with local SMEs, high schools and colleges in the area, the environment, and local authorities. It is organised by project, each of which addresses a major societal issue in the service of external stakeholders:

- Equal opportunities (actions aimed at schoolchildren)
- Social opening (financial and social aid actions for students)
- Environmental transition (carbon assessment, climate strategy)
- Mobility and Transport

This team is complemented by specialised staff (psychologist, team of occupational psychologists, lawyer specialised in discrimination and harassment issues, social workers) who are at the service of all employees and students.

The Sustainability Lab and the Diversity and inclusion Lab

Established in May 2020, the Sustainability Lab integrates sustainable development across all services and departments of MBS. Comprising faculty members and administrative staff, the Lab manages the implementation of sustainable development initiatives, promotes sustainability actions and supports the embodiment of sustainable development throughout programs, courses and curricula. It also supports the ecological transformation of the campus and its activities to advance the UN Sustainable Development Goals. Notable projects include a partnership with the Shift Project to develop a competency framework integrating social and environmental transition skills for students and organizing training workshops for faculty members.

The Sustainability Lab complements the actions of the Diversity and Inclusion Lab whose objective is to support and co-construct the diversity and inclusion policy of MBS and to work with institutional partners invested in the subject. This Lab, composed of dedicated faculty members, focuses on embedding MBS's values of ethics, diversity, and social responsibility into teaching and research. It plays a significant role in spreading these values among students and staff, contributing to initiatives like a plan to raise awareness about gender-based and sexual violence and expanding the application of the LGBT+ Charter to include support for students in this area.

Both labs are integral to MBS's strategy, ensuring that sustainability and inclusivity are at the heart of its operations, governance, and educational activities.

The IMPACTS (Inclusive Management, Prosperity And Collective Transformations for Sustainability) Center

Under the scientific and academic responsibility of Dr. Cédrine Joly, Associate Professor, the Center individual and collective initiatives related to CSR, Sustainable Development and Diversity & Inclusion.

- The IMPACTS Center actively fosters partnerships with private companies, local authorities, and other research institutes to advance CSR and SD initiatives.
- It plays a crucial role in raising awareness and educating students on these issues through programs like the Sustainable Development Goals Hackathon Challenge, which annually engages over 600 students, or "Act For Change", a unique leadership programme to address the social and environmental emergency.
- The Center represents MBS at national and international forums, such as the Sustainable Development Meetings (les Rencontres du Développement Durable), to advocate for sustainable development.
- It supports MBS's mission to achieve ecological and inclusive prosperity by facilitating organizational transformations like carbon footprint reduction.
- The IMPACTS Center organises public events, including conferences hosted by associated Chairs, to encourage dialogue among students, researchers, practitioners, and institutional representatives, thereby promoting diverse perspectives on sustainability.

Organizational Structure for RME

The following organizational entities at Montpellier 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

Montpellier Business School integrates responsible management education into its degree programs through 3 different approaches:

Guest Speakers and Showcase Events

Examples of guest speakers and showcase events

Programme of the MBS conference cycle "Learn with companies"

Date

January, 2024 - July, 2024

Location

MBS Campus Montpellier

Speakers

Stéphanie ANDRIEU, Alexis OGER, Arnaud FREY

Conference cycle "Learn with companies"

P3 Q1 MBS_Cycle de conférences
entreprises 2023-2024

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P3 Q1 Guest speakers and showcase events

Each year several opportunities are provided to the students from all programmes as well as staff and partners to meet guest speakers and assist to events related to CSR and /or RME.

MBS has been a partner of the Sustainable Development Meetings (*Les Rencontres du Développement Durable*) from its first edition in 2020. This annual event organized over several days, is held under the patronage of the President of the French Republic. It receives extensive media coverage (Actu Occitanie, La Croix Online, World News, etc.) and aims to mobilize French society in favor of the 2030 Agenda. Various stakeholders contribute to this event: policy-makers (various French ministries, the European Commission, OECD, etc.), private companies (PwC, L'Oréal, Danone, etc.), French media, higher education, and research institutions (business and engineering schools, political studies schools, etc.).

In 2020, MBS hosted the event on its opening day (September 22) on the theme "Transforming Capitalism." Dr. Anastasia Cozarenco and Dr. Helen Etchanchu animated several roundtables (source: <https://www.les-rdd.fr/impact>).

In 2021, MBS hosted the day on "Building Inclusive Societies," and two other faculty members (Dr. Magalie Marais and Dr. Maryline Meyer) participated in roundtables (source: <https://www.les-rdd.fr/impact-2021>).

For the 3rd edition in 2022 on the theme "Rethinking Prosperity", In 2022, we hosted the event on our campus. Dr. Domenico Dentoni spoke at a roundtable on "Green Growth, Degrowth, and Prosperity: What Development Model?" and Dr. Magalie Marais contributed to the roundtable on "Mass consumption: enemy or ally of sustainable development?"

For the 4th edition in November 2023 on the theme "Sobriety and Sovereignty," MBS once again welcomed the Sustainable Development on the topic "Inequalities: making a just transition in times of inflation" (<https://www.montpellier-bs.com/agenda/les-rencontres-du-developpement-durable/>).

Each year, MBS organizes a series of conferences in collaboration with companies such as Urbasolar, Dell Technologies and Extia. In 2023-2024, these conferences addressed themes such as environmental and social transition, digital transformation and well-being at work, illustrated by the concrete practices of these companies

Course-Level RME Learning Goals

Examples of course syllabi with course-level RME learning goals

Air Transport Marketing & Management

Department

Marketing

Learning Object Subject

Air Transport Marketing & Management

Educational Level

Bachelor

Learning Outcome

Situating an enterprise in its environment (economic, political, regulatory, legal, social, technical and technological)

Interactivity Type

Expositive

Learning Object Description

Air Transport Marketing & Management

Program-Level RME Integration

P3 Q1 Topics in courses

The programmes are designed in alignment with MBS's mission and reflect the school's commitment to its core values: ethics, openness and diversity, global responsibility and performance. These values, strongly linked to sustainable development and CSR, are addressed at all levels of the programmes and in all their dimensions. They inspire the objectives and learning outcomes, the curriculum and course content, and are systematically considered in the operational deployment of the programmes.

For each programme, the school has defined a competency framework that includes skills related to these values and their implementation, considering that they are essential for developing responsible management practices and for the benefit of society as a whole. These competencies are included in the learning objectives of each programme, adapted to the content and level of qualification:

- Evaluate issues related to ethics and corporate social responsibility
- Evaluate issues related to sustainable development
- Support social and environmental transition
- Identify and integrate diversity
- Promote inclusion

In the Grande Ecole and Bachelor programmes, the design and name of the teaching units indicate their orientation in terms of content and/or skills.

In the **Bachelor programme**, each semester of the first two years includes a teaching unit entitled "Openness and Responsibility", comprising courses such as "Business Ethics" (year 1, semester 1), Human Resources and Diversity Management (year 2, semester 1), Responsible Management (year 2, semester 2), Responsible Marketing Mix (year 2, semester 1). In the third and final year of the Bachelor programme, courses offered include "International Economics and Sustainability," "Sustainable Business Models and Value Creation," "Sustainable Supply Chains," "Managing Otherwise," and a Business Game on sustainable development.

In the **Grande Ecole programme**, courses addressing these issues are grouped into specific teaching units. In the first year, the teaching unit "Contributing to Ecological and Social Transition" includes courses such as Social Responsibility of Organizations and Ecosystems (SDG challenge), Entrepreneurship, Innovation and Society, and Sustainable Project

Management. The first year also includes courses aimed at deepening students' understanding of diversity and inclusion issues: Understanding Stereotypes, Solving Ethical Dilemmas in the Workplace, and Intercultural Diversity.

In the second year, the teaching unit "Management and Ecological and Social Transition" consists of three series of four elective courses, all addressing environmental dimensions or diversity and inclusion themes. Each student must choose 3 courses of 24 hours within this teaching unit.

The final year of the programme includes a seminar on 'Responsible and Complex Leadership'. In addition, several professional certificates address issues related to their specific subject: Management and Entrepreneurship in the Social and Solidarity Economy Sector, Management of Ecological and Solidarity Transformation Projects, Diversity and Inclusive Management, Sustainable Finance.

Similarly, all the **MSc programmes** address these issues in relation to their specific subject. We can mention more specifically the MSc Global Finance in a Sustainable World, which is supported by the MBS Social & Sustainable Finance Chair and the Yunus Centre for Social Business & Financial Inclusion. The objectives of the programme are to prepare graduates committed to building alternative business models to address global social and environmental challenges through innovative solutions for the financial sector, aligned and inspired by the UN Sustainable Development Goals. In addition to advanced discipline-based courses, the programme includes courses such as New Trends in Banking: Social Banking and Financial Inclusion, Sustainable Portfolio Management, European Institutions and Sustainable Development, Financing the Energy Transition, Green Bonds, Compliance and Ethics, Fraud Detection, Environmental Accounting.

Other MSc programmes offer courses such as "Inclusive Performance Management" (MSc Digital Transformation & Business Consulting / MSc International Business), "Sustainable Innovation Development" (MSc Digital Transformation & Business Consulting), "Sustainability and Digital Transformation" (MSc Digital Transformation & Business Consulting / MSc Big Data & AI for Business), "Sustainable Entrepreneurship" (MSc Digital Transformation & Business Consulting), CSR (MSc Supply Chain Management), and "Inclusive Leadership Across Cultures" (MSc International Business).

As part of the **Executive MBA programme**, participants will take courses on environmental change and innovative business models, CSR, diversity and inclusion, managerial innovation, managing the digital transition, international business and intercultural management.

The DBA programme addresses these issues through research courses presenting the latest trends in specific areas of expertise.



Research

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

RME Elements in Research

Montpellier Business School incorporates responsible management education into its research endeavors through 6 different methods:

Regular Research Seminars

MOST research group seminar

Management & Organisation of Sustainable Transformations (MOST) research group seminar.

Date

May, 2022 - March, 2024

Location

Montpellier Business School

Speakers

Lucie Baudoin, Christof Brandtner, Domenico Dentoni, Miriam Gnad, Fay Kahane, Johanna Meir, Stefano Pascucci, Juliane Reinecke, Lea Stadler, Matthias Staessens, Louis Tessier

Management & Organisation of Sustainable Transformations (MOST) research group seminar

MOSTseminars

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Required Research Reporting

Faculty members must report their responsibility-related research publications regularly

Faculty members must report their responsibility-related research publications regularly

The school uses the Academ Information System to gather and verify faculty data. Among the collected data are responsibility-related research publications, which are specifically identified as such.

PhD-Level RME Courses

Research Perspectives in Sustainability (DBA course)

Research Perspectives in Sustainability

Department

Strategy & Entrepreneurship

Learning Object Subject

Management

Educational Level

DBA

Learning Outcome

Develop new managerial approaches with a long-term strategic perspective; Produce new knowledge and advance managerial practices

Interactivity Type

Active participation

Learning Object Description

Research Perspectives in Sustainability

DDBAC3_SYLLABUS-CG_Sustainability_April
2024

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Dedicated Research Funding**Research Funding Related to Responsibility at MBS**

MBS has secured significant funding for responsibility-related research, including projects with Airbus on sustainable aviation and a Horizon Europe-funded project to promote sustainable farming.

At MBS, significant research funding has been secured to support responsibility-related initiatives: In September 2022, the COAST chair, led by Dr. Domenico Dentoni, secured European funding through Horizon Europe. The consortium of 12 European institutions received nearly €4 million over four years for the ENFASYS project, which aims to support the European Green Deal and the Farm to Fork strategy. This project focuses on encouraging farmers to adopt sustainable farming systems through policy and business strategies, promoting a transition to sustainable, productive, climate-neutral, biodiversity-friendly, and resilient farming systems. Besides, the chair Pégase, led by Dr. Paul Chiambaretto, concluded two notable projects with Airbus, totaling €250,000 and €150,000 respectively, focus on sustainable aviation. The first project, conducted in 2022, aimed to calculate the willingness-to-pay for greener flights using an international sample, helping aircraft manufacturers understand passenger acceptance and willingness-to-pay for new, environmentally friendly aircraft engines and fuels. The second

project in 2023, targeting a European sample, sought to better understand the drivers of willingness-to-pay for greener flights compared to train alternatives, investigating how to present greenhouse gas emissions on plane tickets effectively.

Applications for follow-up projects are in preparation.

Research Awards Program

Research recognition in terms of awards to faculty

Nearly all of our researchers enjoy an international reputation due to their activities and publications, including the field of Corporate Social Responsibility (CSR) and sustainable development. Our focus is on highlighting the international awards related to CSR and/or sustainable development that our researchers have received from external organizations

In June 2022, Dr. Fabian Barsch and his co-authors won the Hans B. Thorelli Award for their long-term impact, granted by the editorial board of the Journal of International Marketing. In January 2023, Dr. Domenico Dentoni was recognized by the Harvard Business School's Institute for the Study of Business in Global Society for his contributions to sustainable transformation. In February 2024, Dr. Jinia Mukerjee was awarded the prestigious Hind Rattan Award for her outstanding services, achievements, and contributions to society. Additionally, she received the OMT Division's Best International Paper Award from the Academy of Management for her collaborative study on psychological safety in innovative work environments.

Research Conferences

The 2023 International Conference in Finance, Banking and Accounting (ICFBA)

The 2023 International Conference in Finance, Banking and Accounting (ICFBA), was jointly organized by Montpellier Business School (France) and the University of Portsmouth School of Accounting, Economics and Finance (UK). It was under the auspices of the Social and Sustainable Finance Chair (MBS) and the Centre for Innovative and Sustainable Finance (UoP).

Date

September, 2023 - September, 2023

Location

Montpellier Business School

Speakers

Renée Adams, Steven Ongena

[Supporting Links](#)

The conference theme is “Sustainable finance and ESG issues in financial markets, banking and accounting” However, the conference aims to provide a forum for debate across various aspects of finance, banking and accounting.

2023 ICFBA Summary Program Final

View document  Download document 

FEBS International Conference 2022

The 11th International Conference of the Financial Engineering and Banking Society (FEBS) is jointly organized by the Portsmouth Business School (University of Portsmouth, UK) and the Montpellier Business School (France).

Date

June, 2022 - June, 2022

Location

Portsmouth

Speakers

Tasiou, Menelaos; Papadimitri, Giota; Wood, Andrew

[Supporting Links](#)

The conference was under the auspices of the Centre for Innovative and Sustainable Finance (University of Portsmouth, UK) and the Social and Sustainable Finance Chair (Montpellier Business School, France).



Partner

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

Partnership Approaches for RME

Montpellier Business School partners with external stakeholders to advance responsible management education through 4 different approaches:

Knowledge Translation and Dissemination

Description of partnering activities that involve informing

MBS effectively disseminates knowledge on sustainable development and corporate social responsibility through strategic partnerships with "The Conversation" and independent research engaging a wide audience and providing valuable insights for industry stakeholders.

MBS is committed to disseminating knowledge on sustainable development (SD) and corporate social responsibility (CSR) through strategic partnerships and independent research. During the 2022-2023 academic year, the IMPACTS center at MBS partnered with the media outlet "The Conversation" to organize public conferences addressing key SD and CSR issues. Notable events included a November 30, 2022, conference featuring Dr. Domenico Dentoni and Dr. Maryline Meyer on "The Logic of Ecological and Inclusive Prosperity Management," and a March 30, 2023, seminar on Care Management with contributions from MBS faculty and industry professionals. These events, part of MBS's professional training open days, attracted a significant professional audience, amplifying their impact.

Additionally, the Chair Pégase at MBS informs stakeholders through independent studies such as the report "Innovating for More Sustainable Aviation: The Challenge of Innovation Acceptability." This five-month study in 2023 identified consumer profiles willing to accept green innovations in aviation, providing valuable insights for manufacturers, airlines, and airports. The findings were publicly shared on May 9, 2023, at an event presenting the fifth notebook of the Chair Pégase, titled "The Social Acceptability of Green Innovations in Air Transport." Through these initiatives, MBS effectively disseminates crucial knowledge and promotes sustainable practices in various sectors.

Collaborative Problem Solving

Description of partnering activities that involve problem-solving

Montpellier Business School (MBS) actively engages in joint problem-solving through strategic and purposeful relationships with external partners

Montpellier Business School (MBS) actively engages in joint problem-solving through strategic and purposeful relationships with external partners. This is exemplified by the Grand Partnership with the Nicollin Group, which enhances student employability, develops employee skills, and fosters inclusive governance. The partnership includes support and sponsorship of the MIND Chair, aiding organizations in implementing social responsibility policies and diversity management. Additionally, MBS collaborates with the Nicollin Group on professionalization efforts, CSR policy structuring, and potential middle management training projects.

Further illustrating this engagement, MBS launched the International Entrepreneurship Seminar on June 3rd, featuring a major business game sponsored by the Caisse d'Épargne Languedoc Roussillon. Over 480 students from the Grande École Program participated in this challenge, orchestrated by the Entrepreneurship Center and its expert coaches. The students created innovative startups addressing the 14th United Nations Sustainable Development Goal: Life Below Water, focusing on protecting aquatic ecosystems. These initiatives showcase MBS's commitment to collaborative problem-solving and sustainable business practices with external partners.

Collaborative Change Action

Description of partnering activities that involve acting

MBS is a catalyst for sustainable and social innovation, driving change through collaborative projects like the Horizon Europe-funded ENFASYS, which promotes sustainable farming, and the Yunus Social Business Prize, which supports impactful social entrepreneurship.

Montpellier Business School (MBS) is a dynamic actor for change, driving sustainable and social innovation through collaborative initiatives such as the ENFASYS project and the Yunus Social Business Prize. The ENFASYS project, led by MBS faculty including Prof. Domenico Dentoni and Drs. Marija Roglic and Elsa Kassardjian, is a Horizon Europe-funded effort involving 12 European research institutions and organizations. This project aims to support the European Green Deal by promoting sustainable farming systems, using participatory system mapping to identify strategies for encouraging farmers to adopt climate-neutral and biodiversity-friendly practices. Simultaneously, the Yunus Social Business Prize 2024, launched in collaboration with the Yunus Centre at MBS and Groupe J.TRIAL, provides financial and strategic support to social entrepreneurs, fostering projects that align with the Sustainable Development Goals. By awarding €10,000 and a year of expert guidance, the prize accelerates impactful social

business initiatives. These endeavors underscore MBS's commitment to advancing sustainability and social responsibility through innovative research and support for entrepreneurial action.

External Community Dialogue

Description of partnering activities that involve dialoguing

MBS actively engages external communities in dialogues on sustainability and social responsibility through a variety of events and partnerships, involving stakeholders from diverse sectors to advance sustainable development and inclusive practices.

MBS engages in numerous partnering activities to foster dialogue with external communities on sustainability and social responsibility. Key initiatives include the Sustainable Development Meetings, with themes like "Rethinking Prosperity" (October 2022) and "Sobriety and Sovereignty" (November 2023), involving a broad audience of stakeholders. MBS also hosts diverse events through its chairs, engaging various external communities:

- **Chair MIND:** Conferences on biodiversity with Blooming, and digital maturity in the Occitanie wine industry with Vinseo, SupAgro Montpellier, and the University of Toulouse.
- **Chair BEST:** Webinars on shared governance for biodiversity with FAB'LIM, and events on social economy with notable figures including the Mayor of Montpellier and representatives from AESIO Mutuelle.
- **Chair for Social and Sustainable Finance:** Webinars on CSR/ESG reporting in the automotive sector with industry experts.
- **Chair COAST:** Public events on contributive business, involving Soilprint and other socio-economic actors, as well as participation in the "Montpellier Zero Carbon" conference.

MBS's collaboration with media outlet "The Conversation" and partnerships with organizations like AG2R La Mondiale, FACE Hérault, and others further amplify these dialogues, reflecting the school's commitment to advancing sustainable development and inclusive practices through active engagement with external communities.



Practice

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

RME Policy Implementation

Montpellier Business School has implemented 4 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Sustainable Development Policy

Document presenting MBS's sustainable development policy

Scope

Sustainable Development

Enforcement Date

January, 2020

Revision Date

July, 2024

Number Of Pages

16

Publisher

Sustainable development and CSR department of MBS

Media

MBS Website

Sustainable Development Policy

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Reduction of greenhouse gases

Involving the educational community in the school's low-carbon roadmap

Students, staff and teachers are involved in MBS's climate strategy to reduce greenhouse gases. Since 2020, they have been regularly informed and made aware of the specific objectives of this low-carbon strategy, such as:

- **Building energy management and optimization to rationalize and reduce our electricity consumption**

In October 2022 MBS committed to 4 pillars to reduce energy consumption on its campus:
Fewer lights: without compromising the comfort of employees or students, some light points are reduced or limited.

Limiting temperatures: respecting government guidelines while adapting to our buildings and the Mediterranean climate.

A revised heating and air-conditioning schedule, with system downtimes in spring and autumn.

- **A change to the Campus site's long opening hours, especially at weekends.**
- **Sobriety in IT use by raising awareness among employees and students of sensible digital use.**

In November 2022, under the impetus of its Responsible Digital Transition Committee, MBS signed the INR (Institut National du Numérique) Responsible Digital Charter and offered its employees a dozen workshops on the key issues surrounding the digital tools that accompany everyday life, from design to use. In line with the school's strategy of raising awareness of environmental issues, these workshops are designed to make employees more aware of the social and environmental impacts of digital technology.

- **Optimizing waste management on campus by improving our sorting systems, with a view to enhancing the value of collection and recycling channels.**

In September 2022, MBS overhauled the sorting system on campus (change of receptacles, signage).

In October 2022, MBS signed the "Territoire à Mission" Charter, the first priority of which is to eliminate single-use plastic from our daily practices. MBS has eliminated all plastic water bottles in its dispensers and during the various services associated with hosting speakers, competition juries and campus catering. Over 5,000 plastic bottles have thus been eliminated from our activities.

During the European Week for Waste Reduction in November, MBS offers its employees and students a variety of activities, including a REPAIR CAFE (a workshop for repairing everyday objects), a compost and gardening workshop organized in partnership with the TERRACOOPA association, and a solidarity garage sale in partnership with the Montpellier Treasures student association.

Local staff/student/faculty transportation

Sustainable Development Policy

Document presenting MBS's sustainable development policy

Scope

Sustainable Development

Enforcement Date

January, 2020

Revision Date

July, 2024

Number Of Pages

16

Publisher

Sustainable development and CSR department of MBS

Media

MBS Website

Sustainable Development Policy

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Domestic transport

Mobility action plan

To facilitate the use of more environmentally-friendly transport, MBS has made several investments on its campus to meet the needs of employees, students and teachers:

Electric bikes

MBS has acquired 2 electric bicycles to make it easier for employees to get around town on business, or simply to give you a try on your home-to-work journeys before purchasing this type of equipment.

Bicycle and scooter parking in the campus parking lot:

MBS has installed two additional covered bicycle parking facilities on campus to facilitate the use of soft mobility. Several parking spaces for electric scooters have also been positioned on campus to meet student demand.

Carpooling platform.

In September 2020, MBS joined the club of companies that have signed up to the Plan de Déplacements Entreprises piloted by Montpellier Méditerranée Métropole. This commitment enables MBS to benefit from the "Tous covoitureurs" program and the "Blablacar daily" car-sharing application. This platform is open to MBS students and employees.

Electric charging stations

MBS has installed two charging stations on its campus for students' and employees' electric cars.

Employee equity, diversity, inclusion

Diversity and Inclusion Policy

document presenting MBS's diversity and inclusion policy

Scope

CSR, Diversity and Inclusion

Enforcement Date

January, 2022

Revision Date

July, 2024

Number Of Pages

10

Publisher

Sustainable development and CSR department of MBS

Media

MBS Website

Diversity and Inclusion Policy

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Employee equity, diversity and inclusion

Employee equity, diversity and inclusion

Every year, MBS deploys a number of training and awareness-raising programs in the fight against discrimination, sexist and sexual violence, and the prevention of psychosocial risks. MBS is a partner of the Fondation Agir Contre l'Exclusion (FACE Hérault), which offers our employees the chance to take part in a tutoring program for people who are far from employment (long-term unemployed, asylum seekers, single mothers). This scheme encourages our employees to get involved in social actions that go beyond their day-to-day professional activities.

Employee commitment is also expressed through formalized interdepartmental contributions to a number of bodies and working groups on social and environmental issues.

The "Diversity and Inclusion Lab" is a group of teacher-researchers whose aim is to support the transposition of Montpellier Business School's values (ethics, diversity, responsibility and global performance) into teaching and research activities. It also participates in disseminating these values to students and employees.

The purpose of the "Disability Commission" is to examine the specific situations of MBS students with disabilities.

The "Commission de Financement des Etudes" manages the implementation of student social policy and proposes any reform designed to improve the situation of students in social and financial difficulty.

The MBS Foundation: Founded in 2007, the Foundation operates under the aegis of the Fondation de France.

Student equity, diversity, inclusion

Diversity and Inclusion Policy

document presenting MBS's diversity and inclusion policy

Scope

CSR, Diversity and Inclusion

Enforcement Date

January, 2022

Revision Date

July, 2024

Number Of Pages

10

Publisher

Sustainable development and CSR department of MBS

Media

MBS Website

Diversity and Inclusion Policy

View document  Download document 

Equity, diversity and student inclusion

Equity, diversity and student inclusion

At national level, MBS is a member of several working groups with other French business schools and universities, such as the CGE and the CDEFM, which each year propose a number of best practices to be implemented within their establishments. On a local level, our students are invited to take part in mentoring schemes for young schoolchildren from disadvantaged areas ("Cordée de la Réussite" program). Through this partnership with young people from disadvantaged backgrounds, MBS encourages its students to take diversity into account in all its forms, to prepare them to become supportive and responsible managers.

Institutional Aspiration Targets

Montpellier Business School has set aspiration targets in 5 different areas:

- ❖ GHG Emission Targets
- ❖ Internal Transportation Targets
- ❖ Travel Reduction Targets
- ❖ 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, Montpellier Business School operates with the following approach:

Full Transparency Disclosure

Website of disclosure of performance

School Website

Author

MBS

Published Date

September, 2023

Degree Of Recognition

National

Media Name

MBS Web Site

Media Type

Mixed (video, text, etc).

Duration

6 sections

[Supporting Links](#)

SIGNATORY

Montpellier Business School



Address

2300 avenue des moulins, Montpellier, 34185
France



Website

<https://www.montpellier-bs.com/>