

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

ESMT European School of
Management and Technology

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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

ESMT European School of Management and Technology demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



Renewal of commitment to PRME

ESMT Berlin is firmly committed to upholding the Principles for Responsible Management Education (PRME), which are central to our research, teaching, as well as student and stakeholder engagement.

ESMT continues to promote ethics, responsibility, and sustainability through our interdisciplinary teaching and research providing our students with skills to understand sustainability and its relevance to all disciplines and sectors. Students and executive education participants obtain the in-depth knowledge needed to undertake specialist roles in their organizations. Our faculty is strongly driven by a priority to undertake research that matters to our stakeholders and that is of positive social value. The innovative research conducted by ESMT faculty members makes them a valuable resource for business, organizations, and government. The school engages with these groups and shares its research insights through professorships, centers, institutes, executive education, and degree programs as well as research projects that address the true needs of real companies. The ongoing commitment of ESMT to the PRME initiative aligns well with both our vision and our mission and serves as a lens through which to critique our progress and as an avenue to connect with our peers to share knowledge and ideas.

Since our founding 20 years ago, we have been committed to creating an environment where all members of ESMT are valued equally. Creating equal opportunities for all, together with an inclusive space for work and study, is not just the right thing to do. ESMT strives to provide a diverse, equitable, and inclusive (DEI) working and learning environment. In 2019, the school joined Germany's largest network of companies and organizations committed to DEI by signing the "Charta der Vielfalt" (Diversity Charter). ESMT's faculty, staff, and students are thus committed to nurturing a DEI community that enables personal transformation through learning and development; creating a culture that welcomes a wide variety of perspectives and promotes thoughtful and respectful engagement; valuing the unique perspectives of all in ESMT's diverse community; and addressing systemic barriers to fulfilling our commitment.

It also leverages innovation, business success, and wellbeing. We are the most international business school in Germany, and we also have one of the most diverse university communities in the metropolitan city of Berlin. That includes faculty, staff, and students. To support this diversity and gender equality, we award full and partial degree program scholarships to women who seek to advance their careers. We offer executive education programs that focus on boosting women's leadership trajectories, such as a highly successful open program Women's Leadership Excellence. We use our platform for exchange between academia, business, and policymakers to fuel and advance the exchange as to how equality can be achieved in concrete terms.

The main goal of this SIP Report has been to reaffirm our commitment to implementing the Principles of PRME and advancing the UN Sustainable Development Goals (SDG) ESMT Berlin. It also serves as an important instrument to evaluate our efforts to date and reflect upon our future goals.

Jörg Rocholl
President ESMT and Deutsche Bank Professor in Sustainable Finance



Values

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

RME Leadership Accountability

At ESMT European School of Management and Technology, accountability for responsible management education is structured as follows:

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

RME at ESMT

At ESMT, we believe sustainability is crucial for advancing business and society. We are committed to reducing our footprint, increasing our handprint, and creating a heartprint to foster sustainability. Our efforts span across organizational practices, business initiatives, governance, and education.

ESMT Berlin is firmly committed to upholding the Principles for Responsible Management Education (PRME), which are central to our research, teaching, as well as student and stakeholder engagement.

Organizational Structure for RME

The following organizational entities at ESMT European School of Management and Technology are responsible for RME:

- ❖ Community Engagement Entity
- ❖ 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

ESMT European School of Management and Technology integrates responsible management education into its degree programs through 1 different approach:

Guest Speakers and Showcase Events

Examples of guest speakers and showcase events

DigitalFuture Summit is an annual event organized by a team of ESMT Masters in Management students. It has partnered with more than 80 businesses and organizations since its founding in 2016 and has become a leading event in its field. The 2022 summit attracted over 1000 students and young professionals from diverse backgrounds, representing over 100 nationalities.

Date

April, 2024 - April, 2024

Location

ESMT Berlin

Speakers

<https://www.digitalfuturesummit.org/copy-of-speakers>

Supporting Links

DigitalFuture Summit provides a platform for talents to discuss and learn about digitalization, with companies sharing their knowledge through inspiring keynotes and hands-on workshops. Utilizing state-of-the-art technology, the event offers an interactive on-site and educational experience.



Research

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

RME Elements in Research

ESMT European School of Management and Technology incorporates responsible management education into its research endeavors through 2 different methods:

Research Conferences

Examples of responsibility-related conferences

The Societal Impact Financing Initiative (SciFi) at ESMT Berlin emerged from the Dialog Neues Geben, an informal exchange between wealth owners, impact investing and philanthropy experts. SciFi seeks to contribute to making progress on financing major societal transformations.

Date

March, 2023 - March, 2023

Location

ESMT Berlin

Speakers

Markus Aschendorf, KfW; Claudia Kruse, APG Asset Management; Christoph Kuhn, European Investment Bank; Anja Langenbucher, Bill and Melinda Gates Foundation; Hans Peter Lankes, Grantham Research Institute

[Supporting Links](#)

Expert Forum Adaptation and Mitigation Finance

Regular Research Seminars

Examples of responsibility-related regular research seminars

The Berlin School of Economics Applied Micro Seminar (BAMS) is a weekly research seminar, focused on labor economics, industrial organization, political economy and related areas in applied microeconomics. It is jointly organized by DIW Berlin, Hertie School, HU Berlin, FU Berlin, TU Berlin, WZB, ESMT Berlin, University of Potsdam, European University Viadrina, BCCP, IZA, RFBerlin, RWI and SFB TRR 190. BAMS is one of the many activities within the Berlin School of Economics.

Date

January, 2022 - December, 2028

Location

Berlin

Speakers

Joint seminars are designated for accomplished scholars in the Applied Micro field from top universities.

[Supporting Links](#)

The Berlin Applied Micro Seminars (BAMS) are a weekly seminar series, organized together with the DIW Berlin, ESMT Berlin, Hertie School of Governance, HU Berlin, FU Berlin, TU Berlin, WZB, the Berlin Centre for Consumer Policies (BCCP), and the SFB TRR 190.



Partner

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

Partnership Approaches for RME

ESMT European School of Management and Technology partners with external stakeholders to advance responsible management education through 2 different approaches:

Collaborative Problem Solving

Sustainable Business Roundtable (SBRT)

We combine cutting edge academic insight with open discussion of best practices, challenges, and opportunities that companies face in the strive to embed sustainability in their respective organizations.

Our unique value proposition is that we showcase the interface that sustainability has with the other departments of the company, such as human resources, marketing, investor relations. We convene twice a year and always invite two representatives from every company – the sustainability manager and a colleague from another area (e.g., marketing, supply chain, human resources). This creates a rich environment for debate and discussion in the room.

The 23 international members include Accenture, ams OSRAM, Bain & Company, BNP Paribas, Bosch, Consumer Panel Services GfK, Deutsche Bank, DHL Group, Deutsche Telekom, E.ON, H&M, ING, McDonald's, Merck, Mitsui, P&G, PricewaterhouseCoopers, Quadriga Capital, Schwarz Group, Siemens, TechMahindra, UniCredit, and Volkswagen.

The Sustainable Business Roundtable (SBRT), founded in 2011, is a peer-to-peer learning network for a group of excellent companies that have a global footprint and that are leading the sustainability revolution.

External Community Dialogue



Practice

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

RME Policy Implementation

ESMT European School of Management and Technology has implemented 1 policy to support its commitment to responsible management education:

Employee equity, diversity, inclusion

ESMT Berlin Code of Conduct Regulation on Conducts of Discrimination, Harassment, and Conflicts

ESMT seeks to contribute to a sustainable and diverse society that is free of discrimination and violence. As a school, ESMT educates future business leaders who will have the chance to act as multipliers in tomorrow's business world. As an employer, ESMT is proud to offer a very collegial and international environment to employees from more than 40 different countries. ESMT is keen to offer equal opportunities in the workplace.

Scope

ESMT students, employees, and all members of the ESMT community including alumni

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14

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Code_of_Conduct_DE_EN

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Institutional Aspiration Targets

ESMT European School of Management and Technology has set aspiration targets in 3 different areas:

- ❖ GHG Emission Targets
- ❖ Building and Real Estate Targets
- ❖ Employee 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, ESMT European School of Management and Technology operates with the following approach:

Full Transparency Disclosure

Website of disclosure of performance

Author

ESMT Berlin

Published Date

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Degree Of Recognition

International

Media Name

Webpage

Media Type

Webpage

Duration

Webpage

[Supporting Links](#)

SIGNATORY

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